

Employee Assistance Program

Faculty & Staff Living Newsletter

(916) 278-5018



SACRAMENTO
STATE

August, 2007

Wellness, Productivity, & You

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Create Happy Students, Don't Wait for Them



It feels great to have students think you're wonderful because you did something special for them that represented exceptional or meaningful service. All student service employees enjoy these moments. But you don't have to wait for them to happen. You can influence student attitudes more easily than you think. Here are three ways: 1) Look for permissible ways that you can remove an obstacle or bend a rule that will help a student get a need met faster. 2) Use your tone of voice as a tool—have it reflect that you are excited to see the student. 3) Assure students that you will give them support later if they need you.

Manage Stress Right Now



Manage stress right now—by prioritizing. List your top three priorities for the day—the ones most on your mind—and put the rest aside. If possible, don't answer your phone or e-mail for 30 minutes. Collect yourself and focus. When priorities change, toss out that list and write another one with only three items. Don't think too far ahead. Stay in the moment. Work on what's right in front of you. Try breaking up your day into 10- to 20-minute segments. Assign a task to each one. Allow no interruptions during these periods. Learn, and practice, brief relaxation skills like focused breathing, imagery, or meditation. Use these skills throughout the day, especially after completing a task on your list. Prioritize getting adequate sleep and exercise. Watch your performance soar as a result. Contact your EAP for assistance with learning stress management skills.

Act to Stop Pre-diabetes



About 41 million people in the United States have a dangerous medical condition called pre-diabetes. You can learn more about it from the American Diabetes Association Web site. A simple blood test, called the fasting plasma glucose test, can determine whether your glucose levels are too high and in the pre-diabetes range. Once you know, you can make health changes that could prevent full-blown type 2 diabetes. Talk to your doctor, and learn more at www.diabetes.org.

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E-mail us at: eap@csus.edu

Visit the EAP webpage!

www.csus.edu/eaprogr

Self-help web links

Community referral information

Blood Pressure and Sound Sleep



Talk to your doctor about your sleep pattern if you have high blood pressure. A report published last year, which was not widely reported on, found a strong relationship between high blood pressure and fewer hours of sleep. Sleep apnea (when breathing stops while sleeping) has long been associated with heart health, but this report addresses the actual number of sleep hours. Among participants between the ages of 32 and 59, those who slept fewer than six hours a night had more than double the risk of high blood pressure than those who slept more than six hours a night. Known sleep-zappers include stress, alcohol use before bedtime, caffeine, and even pets in the bedroom.

Source: *Hypertension*, May 2006.

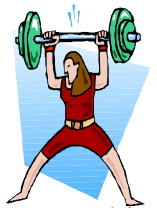
Give Payday Loans a Pass



“Payday lending is a debt trap,” says the national Center for Responsible Lending. Payday lending, sometimes called a “cash advance”, is the practice of using a check dated in the future as collateral for a short-term loan and is generally marketed as quick cash for a short-term emergency. To qualify, a borrower needs only an income from a job or government benefits and a bank account. Reportedly, 99% of payday loans go to repeat borrowers, and 91% of those borrowers get loans five or more times per year, many borrowing from one loan provider to pay off an overdue debt from another. The average customer who patronizes a payday loan “store” ends up paying \$800 to pay back a \$325 loan! Payday loans can be a debt trap, and the notorious practice of predatory lending has led 14 states to outlaw payday loan stores. What to do: If you are in debt, ask your employee assistance professional about helpful resources in your community, or speak to your local consumer credit counseling center. Avoid the attraction of what appears to be quick relief of debt. If you have a plan, you can eventually find relief, but payday and cash-advance lenders are not the way to go.

Source: Center for Responsible Lending

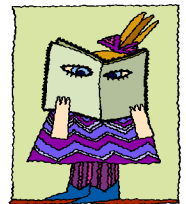
Injury Prevention at Home and Work



If you experience any sharp pain, weakness, or light-headedness during exercise or working out at a gym, you know the rule—stop. Your body is signaling that something is wrong. Pushing through acute pain is the fastest way to develop a severe or chronic injury—or worse. Unfortunately, many employees don’t follow the same rule when performing manual labor (whether at home or at work), especially in the summer heat. If you suddenly don’t feel well or feel pain during manual labor, stop and evaluate your condition. No one wants to be injured and off work due to an entirely preventable situation.



Who’s Using Drugs?



The U.S. Substance Abuse and Mental Health Services Administration recently released its latest report on workplace substance abuse showing the occupations in which employees are more likely to use illicit drugs. It also reports on many different aspects of workplace substance abuse. The agency reports the following discoveries: Drug use is more likely when employers do not have testing policies. The smaller the employer, the more illicit drug users there are. Only 58% of employees said their employer offered an employee assistance program (EAP). The youngest adult workers (18–25) reported the least access to educational information about drug and alcohol use in the workplace, but this group also uses illicit drugs at twice the rate of the next older group of workers (25–34). Older workers are less likely to use illicit drugs. About 8% of employees who work for small companies use illicit drugs, while about 6% of employees who work for large companies (over 500 employees) use illicit drugs. Sac State’s EAP is a free, confidential resource if you or a family member is impacted by any substance abuse, whether licit or illicit.

Source: www.samhsa.gov/newsroom