

# Employee Assistance Program

Faculty and Staff Living Newsletter

(916) 278-5018



SACRAMENTO  
STATE

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Wellness, Productivity, & You

**Douglas R Adams, LCSW, EAP Clinician**  
**Cathy Connors, Psy.D. EAP Clinician**

The Employee Assistance Program is pleased to announce that we are again fully staffed and available for appointments Monday through Friday, from 8 AM through 5 PM. Other hours can be arranged depending on the availability of EAP staff. Cathy Connors, Psy.D. and Doug Adams, LCSW are experienced clinicians capable of dealing with nearly any work or personal situation. All services are free of charge and confidential.

## Employees Ask about the EAP



**Q** My supervisor referred me to the EAP and she asked that I sign a release. Signing a release is voluntary, correct?

**A** Signing a release, like participation in an employee assistance program, is voluntary. EAPs operate under a doctrine universal to the helping professions, called "client self-determination." That's a technical way of saying, "It's your life, you decide." A release only provides for specific information to be shared with one person, with your permission—usually that you have visited the EAP or have agreed to some recommendation (but not specifically what that recommendation is). Releases aid communication, and they are first and foremost beneficial to employees. While working on your improved performance, would you like your supervisor to know that you accepted his or her referral to the EAP? A release lets that happen.



## Children of Alcoholics

**I**t's estimated that one in four American children is exposed to a family alcoholism problem, and countless others are affected by familial drug abuse and addiction. These young people are at increased risk of a range of problems, including physical illness, emotional disturbances, and lower educational performance. The week in which February 14 falls is observed to create awareness of this national problem. Those who touch the lives of these children are encouraged to help break through shame, silence, and isolation to support them. Talk to the EAP about resources in your community that can help you do this. Learn more at [www.ncadi.samhsa.gov](http://www.ncadi.samhsa.gov).

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## Bouncing Back with Resilience



**R**esilience is the ability to bounce back from misfortune or change, and since 9/11, it's a topic that has gained increased attention from sociologists. It's a timely topic because we face an age of super stress, with many personal threats such as the effects of war, financial insecurity, and family/social breakdown. Not everyone needs the same level of support when a crisis happens. And some, it appears, don't need much at all. They rebound like a foam pillow and just "keep on truckin'." These individuals are demonstrating *resilience*. What creates this resilience? And how can others get it? Here is what resilient people do and what you can do to bounce back faster from the toughest experiences life has to offer: 1) Foster social support and close "give-and-take" relationships. 2) Take care of your health, have a daily routine, and ensure structure and purpose in your life. 3) Detach from harmful influences, people, or events that interfere with or distract you from recovery after a crisis. 4) Have a forward-looking view of your life, and lock onto personal goals that you hold dear. 5) Have a plan to "fall back on," or at least a solid idea of what you'll do if the worst happens. 6) Cultivate a positive view of yourself and your life while maintaining a hopeful view of what the future will bring.

## Laughter in the Workplace



**A** new study says that laughter is contagious. If that's true, then it's definitely something you want to catch. Studies point to laughter's ability to improve morale and health, even to lower turnover rates. You can make laughter a more frequent occurrence by pointing out laughable events when they happen. Reduce self-restraint a bit and you will see opportunities to laugh more frequently. Hang out with employees who laugh. They often hang out with each other. Don't forget to laugh at yourself—a tough assignment if you are wrestling with fear and insecurity, but practice it anyway. Much workplace humor involves harmless mistakes made in front of others.

## Getting Kids to Do Chores around the House



**F**or many parents, the easiest way to get children to do chores around the house is to say, "Do it—now." An alternative is to help children learn initiative and self-motivation—a desire to do chores. If you feel up to this challenge you'll want to focus on themes of cooperation, pride, and accomplishment. Emphasize how everyone's contribution is important and valued in the family. Use praise to reinforce positive efforts and to highlight how rewarding it is to complete a task (e.g. sense of achievement, having a clean, orderly room). Talk about the feeling and point out what has been accomplished. Children will draw the connection and acquire a proactive life skill. Add more: help children see an undone chore as a challenge and an opportunity to contribute to the family. It may promote a different level of motivation for acquiring the powerful life skill of desiring an orderly world around oneself. You may contact your EAP for more assistance.

**T**he Employee Assistance Program is pleased to have Doug Adams, LCSW join our staff. Mr. Adams is a 1982 graduate (MSW) of CSUS and has a background of 29 years in the mental health field. He has 20 years experience working with various EAP companies and settings. He is able to see children (ages 3 and up), adolescents, adults and couples.

Cathy Connors, Psy.D. has been with our staff since January, 2006. She obtained her doctorate at the California School of Professional Psychology and has worked in the mental health field for 15 years. She has experience working with a variety of issues, including eating disorders, trauma and depression.

Both therapists are available for brief therapy and consultation. In addition, we provide trainings, presentations and mediation.