

Faculty & Staff Living

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A work and life newsletter



Employee Assistance Program 278-5018

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It is with great sadness that we tell you that Demetra Mihalakos, EAP Clinician, passed away on January 7th after a long battle with cancer. Demetra worked for many years in both the EAP and Psychological Counseling Services. She was a wonderful clinician and colleague and will be missed by all of us. Cathy Connors, PsyD, will be joining our staff as an EAP clinician this month. Dr. Connors will be providing counseling services to faculty and staff on a part-time basis. She joins us after working several years in her own private practice.

Share Information Turn on the Lights



Failure to share information is a perpetual cause of conflict

among coworkers. Information is knowledge, and controlling information brings power to the knowledge holder, which explains the desire to withhold information, despite its drawbacks. You are more likely to share information if you see yourself as a team player and feel good about keeping others informed. You appreciate information, so you reciprocate. To break loose of the information-holding habit that binds you, create time to share information, help reduce secrecy and distrust in the environment, encourage a noncompetitive work environment, and acknowledge how good it feels to share information.

EAP Confidentiality and Public Places

Q If I participate in the EAP, do I risk being identified outside the EAP office by the EA professional saying hello to me at a training session or other event?

A Confidentiality is so important that the EA professional will avoid engaging with you in public. If you approach the EA professional to say hello, he or she will respond but may minimize conversation. Don't feel offended. This detachment is important to preserve your confidentiality and the perception of confidentiality for the EAP.

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E-mail us at: eap@csus.edu

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Diversity of Generations at Work



Social scientists have identified the merging of four unique generations within today's workforce: the Veterans (born between 1922 and 1945), the Baby Boomers (born between 1946 and 1964), Generation X (born between 1965 and 1980), and Generation Y (born between 1980 and 2000). Generally, each of these generations possess varying fundamental values, methods of communicating, goals, and ideas about how to get things done. A multigenerational workforce provides creativity, risk taking, myriad experiences, and a varied knowledge base. However, these opposing views can also collide when trying to build teams, deal with change, increase productivity, motivate others, and maintain employee retention. How do you merge the best of what we all have to offer? Understand that how we communicate is determined by the generation we belong to. Before jumping to conclusions about what your coworker just said, try seeing things from his or her point of view. Chances are you will be enriched by the diversity found in others' communication. Once you understand these differences, you can increase your productivity and satisfaction on the job by anticipating their influence in day-to-day communication.

Teen Sleep Patterns



If "early to bed, early to rise" doesn't work for your teen, there's no need to scowl, blame TV, or proclaim that he or she is exhibiting laziness. Recent research shows the biological clock of a teenager is just plain different. It appears to *take longer for a teen to need sleep once awake*, creating the tendency for teens to go to bed later and, as a result, to sleep in. It's part of the normal adolescent package. Sleep for this age group is vital, though, and only 15 percent get the required amount—nine hours a night.

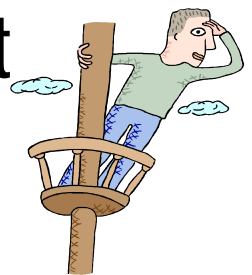
Source: National Sleep Foundation.

Getting Personal Without the Pain



It's customary to be social at work and share some personal information about our lives. But how much is too much? Finding a balance can be a hard-learned lesson. Here are a few guidelines to consider before self-disclosure: 1) Is the information so compelling or irresistible that it would be burdensome not to repeat it, although you want it kept secret? 2) Could the information interfere with the workplace? 3) Could the information be used by others in a malicious or inappropriate way? 4) Does the personal information adversely affect the way you are perceived by others? 5) Will sharing personal information open a dialogue that leads to awkward or uncomfortable questions from coworkers? If you are frustrated by a pattern of sharing personal information that causes difficulties for you later, consider talking to the EAP about ideas on drawing a better balance so you feel connected, not torn apart by gossip and misinformation at work.

Looking Past January 24th



January 24th is the most depressing day of the year, according to a formula arrived at by a British social scientist who says his equation includes seven variables: poor weather, debt, a stretched salary, time elapsed since the holiday period, realization of not sticking to a New Year's resolution, low motivational levels, and the awareness of the need to take action to make things better. Whether or not he's right about January 24th, consider a visit to the EAP in your fight against the winter blahs and your desire to put momentum in your life this year.

Source: Cardiff University, News & Events, Wales