

Faculty & Staff Living

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A work and life newsletter



Employee Assistance Program 278-5018

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Marriage Counseling Not Your Last Step!

While most married couples experience occasional disagreements and rough patches, the majority view marriage counseling as a last resort before divorce, when in fact they should see counseling as an early learning tool to help make things better. Emotional abandonment and emotional neglect are two of the most driving factors for the dissolution of a marriage. Spouses often seek counseling when they feel misunderstood, isolated, lonely, frustrated, or deeply hurt. Others may seek counseling when they feel a profound sense of sadness in their relationships. These feelings may not be new; they may have been brewing for years. Couples entering counseling earlier stand a better chance of saving their marriages. Talk to the EAP to learn more.



EAPs: Above and Beyond

If you think that the EAP only helps employees with mental health or substance abuse problems, think again. EAPs improve productivity by helping employees whose personal concerns affect their job performance. Also, EAPs do a lot more than simply acting as sounding boards. Think about the EAP when you need confidential help with job and career concerns, health resources, workplace-adjustment challenges, workplace-relationship issues, or finding helpful resources in the community. If in doubt about whether the EAP can help with an issue or concern, be sure to ask.



Humor in the Workplace



Humor is a great stress-relieving tool, but understanding and using appropriate humor at work will help you and others avoid stress—or, worse, the accusation of harassment or offensive behavior. The bottom line: Negative humor—any joking that insults or is offensive to someone—hurts the workplace environment. Workplace humor tips: 1) Avoid humor associated with age, sex, race, ethnic background, weight, or other human characteristics. 2) Avoid using humor to make light of emotionally painful situations. 3) Avoid humor until you understand a coworker's personality and sensitivities. 4) Avoid sarcasm and cynical humor. 5) Don't use crude or offensive humor with coworkers, even in informal or social settings outside work.

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Should You Become a Manager?



Ask yourself the following questions, and if the answer to most of them is “yes,” think about applying for a position on the next rung up the ladder. First and foremost, are you motivated to achieve? Do you feel a need for accomplishment demonstrated by your ability to take the initiative? Second, do you have good social skills? Working well with different types of personalities depends upon diplomacy, tact, and a talent for successful interpersonal relationships. If you enjoy a variety of relationships, chances are you have the ability to influence others, nurture their abilities, and lead them where you want them to go. Third, do you communicate well? Good managers instinctively know what to say, as well as how to say it, and when to say it. They keep their bosses informed on key issues so that he or she can adequately explain events to those even higher up in the chain of command. Finally, have you got what it takes to respond to the needs of the job after hours—weekend e-mails, cell phone calls, unpredictable overtime, work-related thoughts in the shower, dinner-hour interruptions, and perhaps even while on vacation? Should you become a manager? If you answered “yes,” to these questions, throw in the ability and willingness to learn about managing data and financial figures and you may be ready for life in today’s thrifter, faster, and more demanding world of management.

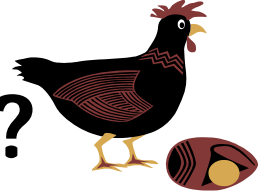
No Hangover? Not Good



While there is nothing fun about a hangover, you should be concerned if you have the ability to consume large quantities of alcohol with little or no adverse effects. Research shows that individuals who don’t experience hangovers after heavy drinking may be inclined to drink more heavily over time, possibly taxing an unsuspecting susceptibility to alcoholism, and thereby incurring the illness. Many studies have shown this biologic response to alcohol to be inherited. Talk to the EAP to learn more.

Source: *Nature* (Vol. 436, p 845).

Which Comes First Happiness or Success?



Does success in life bring happiness, or is it the other way around? Most research studies presume that happiness follows success, but the American Psychological Association recently announced findings based on 250 other studies on happiness that point to just the opposite: Success follows happiness. Other factors such as intelligence, family, and physical fitness contribute to success, but making decisions that help produce happiness really does help you achieve it. Happy individuals are more likely to have fulfilling marriages and relationships, high incomes, superior work performance, community involvement, robust health, and even a long life. It looks like the adage “do what makes you happy and success will follow” has empirical support.

Source: American Psychological Association, Press Release, Dec. 18, 2005.

Avoid Going Nuts Remembering Names



Forgetting the name of a person you just met is common—but it’s also frustrating and potentially embarrassing. Tips for keeping a name with that face: 1) Try memorizing just the first and last letter of the person’s name when you are introduced. Fill in rest later. For example, Thomas is TS, Susan is SN. 2) Repeat the name silently ten times, using a number with each repetition: “Phillip-one”; “Phillip-two”; Phillip-three.” This works better than repeating “Phillip...Phillip...Phillip.” 3) If writing the name down is a must, keep a small piece of index card on hand and write the name on it. Have several—one for new neighbors, one for the workplace, and so forth.