

Employee Assistance Program

Faculty & Staff Living Newsletter

(916) 278-5018



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Wellness, Productivity, & You

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Bouncing Back with Resiliency



How well do you respond at work to anger, rage, frustration, or disappointment? Would you give yourself high marks for the speed at which you bounce back from these difficult experiences? This phenomenon is called resiliency. Resiliency doesn't mean that you ignore your feelings, and it doesn't mean that you're in denial. Resiliency means that you have developed the ability to temporarily put aside these emotional events so you can apply yourself to the problem or crisis being experienced right now. Resiliency develops with practice. Many jobs require a high degree of resiliency, especially those working with the public. Working in any situation where you are dealing with a number of people, some of whom are angry, frustrated, or over stressed, means you will likely be the target of inappropriate behavior on a periodic basis. This may be once a week or even several times a day depending on the position and situation. The better you are at being resilient means the better you are able to handle the situation and resulting feelings without any adverse impact on your own emotional and/or physical health. Being able to detach, assess, and then to choose your response are skills that can be learned. Being mentally prepared for the inevitable outburst of another is also important. Sharing your experiences and reactions with others helps as it can normalize your response and also create a stronger support system. Develop and practice resiliency and you'll discover a valuable life skill. For further assistance increasing your level of resiliency contact your EAP.

Next Time, You'll Be Assertive



Don't kick yourself for not being assertive. Being assertive involves treating your needs as being equally important and worthy compared to the needs of others. The next time you'll be ready for it. Before an event occurs, make a decision that you will demonstrate assertiveness. Imagine what an assertive (as opposed to a passive or an aggressive) response might be. Then visualize yourself carrying out your response – sort of a “mental rehearsal.” When something happens, take a few minutes to examine how you did, including your feelings about how you responded. Your behavior and your feelings give clues to your success.. Did you feel guilty for being effective? If so, you may need a bit of coaching and support to get comfortable with assertiveness. Talk with a close friend, professional counselor, or employee assistance professional to get that person's perspective. If you didn't respond the way you hoped, decide what alternative response or responses you will make the next time. Keep going and repeat the process. This “staircase technique” to achievement works with other life challenges, too.

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Ask for automatic delivery by electronic mail

E-mail us at: eap@csus.edu

Visit the EAP webpage!

www.csus.edu/eaprogr

Self-help web links

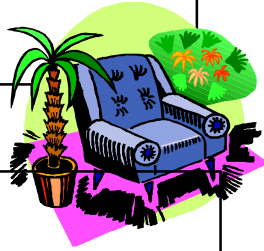
Community referral information

Good is Sometimes Good Enough



Stress Tip: Perfectionism is dedication to the details rather than the goal. Many projects, tasks, and products don't require perfection, so ask yourself whether good is good enough. If so, go forward and make changes later with the feedback you'll receive. Chances are you will produce a superior result faster with this approach. Put feedback before perfection to enjoy work, reduce stress, and have better outcomes more frequently. Use the time saved to relax or recharge yourself. Finding ways to create such time is a necessity to help control stress. Many people have difficulty setting limits on their work time and pay a personal price by overextending themselves on a consistent basis leaving little personal time for themselves.

Put Green Where It's Seen



Don't just think green—do green! Unless workplace rules or conditions make it impractical, consider bringing plants into your workplace. Plants release oxygen, and their foliage absorbs pollutants. Plants also have psychological benefits—so much so that many hospitals involve patients with growing and taking care of plants as a way to help improve psychological health. We are happier with plants. So if you're looking for less stress, and you have a streak of light at work, fill the space with a plant or two, and see if you don't reap the benefits.

Your Employee Assistance Program



Did you know that your Employee Assistance Program is available all summer? We will be open Monday through Friday throughout the summer. Any employee or their eligible family member may utilize the services. People may contact us for near any reason. The issue does not have to be work related. In addition to employees, we can see children as young as 3 years old, along with older children, teens, spouses/partners, and couples. Has your child struggled in school this past year? Maybe your pre-teen is having difficulty making friends. Perhaps your teenager is seeming extra moody recently. Maybe you are experiencing feeling overwhelmed, or just not enjoying life as much as you used to. Maybe there have been more conflicts between you and your child(ren) and you are looking for some ideas to parent more effectively. Sometimes events that impact a spouse/partner are also having an effect at home, either for the person themselves or for the couple. All of these are reasons to consider a call to EAP.

All direct services are free of charge and confidential. If your needs are more involved than we can address within the short term framework that is EAP than we will assist you in locating appropriate services in the community. The summer is often a good time to make some changes in preparation for the next academic year to make it less stressful and more pleasant. For example, acquiring some stress management ideas now allows time to practice (stress management often involves learning and becoming efficient at appropriate skills and techniques). Introducing a new parenting plan now will put your family in a better position once pre-school or regular school resumes. Improving the communication in your relationship now will make things easier in the future. By practicing during the relative calm of summer, you will be in a better position when the demands of fall return. As always, we can generally offer an appointment within a day of calling us.