

# Employee Assistance Program

Faculty & Staff Living Newsletter

(916) 278-5018



SACRAMENTO  
STATE

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Wellness, Productivity, & You

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## Spouse Abuse Prevention



**W**hen you hear the term “spousal abuse,” do you think of a passive, physically abused, and tormented person in a low-income household, living with an alcoholic? This is one common stereotype, but spousal abuse (this term may be referring to all types of relationships) occurs within all age ranges, ethnic backgrounds, and financial levels. Research shows that both men and women can be abuse victims, but women are more commonly reported as victims. Not wanting to get involved or seeing the abuse as “other people’s business” are common reactions of those who suspect abuse. An important step in prevention is dispelling stereotypes; but another step is recognizing subtle signs that can lead to earlier interventions. You are not as likely to see overt signs of abuse such as black eyes, cuts, or a disheveled appearance in the victim. Instead, you may hear about the victim’s fear, avoidance of topics that anger the abuser, evidence that the abuser controls access to friends or family, or statements by the victim that he or she can’t do anything right. These may be strong indicators of abuse. Ask about abuse and encourage a friend to get help when you see these indicators. If these problems are part of your own relationship, you should understand that long-term coping can make it harder for you to take action, because chronic victimization can lead to the false belief that you deserve the treatment you’re getting. It is also the pattern of abusers to isolate their partner, cutting them off from the friends, family, and support system that would help them leave the relationship. Making decisions based on anticipating how to minimize a negative reaction is a clear sign of an abusive relationship.

## Your Role in a Drug-Free Workplace



**D**rug-Free Workplace Awareness Week is October 19-25, 2009. It promotes drug-free workplaces and encourages workers with alcohol or drug problems to seek help. Here’s how to contribute: 1) Discourage use of the phrase “functional alcoholic.” It’s an enabling term that minimizes the seriousness of alcoholism. It means “His or her drinking doesn’t bother me.” It minimizes the impact someone’s substance abuse is having based on how they seem to be functioning in the work setting only. 2) See alcoholics or drug addicts as having responsibility for getting treatment, not guilty for having the illness. This approach hastens a person’s readiness to accept treatment. 3) Ask, “Am I enabling?” Are you covering for the addict when he or she sleeps on the job, has behavioral issues, steals property, or comes to work late? If you cover for a substance using employee calling in late, it is almost equal to buying that person their next drink or “use.” Don’t make excuses for someone with a substance problem as it only allows them to continue in their denial. Care enough about them to not enable them.

### Forward F&S Living to a Friend

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E-mail us at: [eap@csus.edu](mailto:eap@csus.edu)

Visit the EAP webpage!

[www.csus.edu/eapprogr](http://www.csus.edu/eapprogr)

Self-help web links

Community referral information

# Managing and Eliminating Internal Stress



**E**veryday stress that people talk about usually includes traffic jams, work pressure, demands of the boss, parking tickets, and things that “happen” to us. We can manage these stressors, but their elimination is not likely. What about stress that you can control or eliminate, such as fear, unhelpful attitudes and beliefs, and unrealistic expectations? These real stressors compound other types of stress. They magnify everyday stress and have a negative impact on your health. These type of stressors are also within our control to alter or change. Deal with them to improve your sleep, quiet your mind, and better shield you from the external stress you can’t eliminate. This is especially important during times such as we are currently in, where there is an abundance of outside stress (think furloughs, increased work demands, more tense people). While we can’t alter these realities, we can address the internal factors within our control and thus improve our ability to remain centered and to cope. Focus on the positives in your day (at least to an equal extent as you do the negatives), take care of your physical health, and monitor your internal self talk.



*Healthy Balance:* (Monday’s at noon in the EAP office)

**EAP is pleased to announce a new group beginning October 19<sup>th</sup>.** It is *designed* for people wanting to live a healthier lifestyle. Also for those who are negatively impacted by their weight, or worried that they will be in the future.

The goal is to support you in making healthier lifestyle choices. The group will be a safe environment where you can begin to establish goals and receive encouragement for reaching those goals. Cathy Connors, a psychologist at EAP, will lead the group. We encourage you to come to the group, even if you cannot come every week. And since it is during the lunch hour, feel free to bring your lunch.

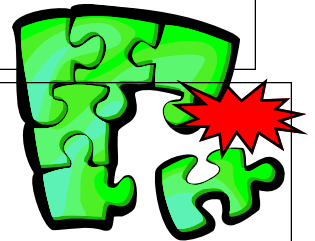
For more information, contact Cathy Connors, Psy.D. [connorsc@csus.edu](mailto:connorsc@csus.edu) or 278-5018.

# Talk to the Boss about Job Troubles



**I**f you are concerned that you may not be measuring up to the expectations of your position, what should you do? Remaining in denial and hoping no one notices may be the worst move. First, do an honest self appraisal. Pay attention to what you do well and also what you seem to struggle with or to avoid. Second, get feedback from your supervisor. Direct communication is almost always the better road to travel because it engages management in helping you to resolve problems. By entering the discussion with your own assessment you indicate an awareness on your part of a potential problem and a willingness to do something about it. Silence puts the problem in management’s lap, and you risk a more unpredictable and uncontrollable outcome. This can be magnified if your concerns are justified (and in fact you are not meeting expectations) and your avoiding the subject has only allowed frustration on the part of your supervisor to grow. By showing initiative and a determination to improve a situation you have made yourself into a valuable employee. Even if your fears are unfounded, your willingness to show initiative and do a self assessment is a positive move.

# Missing Piece of Your Great Idea



**H**ave you ever had a great idea for solving a problem or doing something a better way at work, and found that nobody listened? Lots of employees have had this experience. It’s frustrating, but here’s the angle you might be missing: The biggest barrier to innovation in the work setting is not a lack of great ideas or even, in most cases, a lack of will to implement them. The missing link is an execution plan. Flesh out the A to Z of how a great idea can be implemented, pass it through rigorous scrutiny, and then present it. There’s no guarantee, but this is the more likely path to acceptance of your idea—and maybe a reception in your honor for its implementation! We all can contribute to finding solutions to solve the challenges we are facing. By presenting not only the idea, but also a plan on how to implement it, you increase the odds of you will be heard.