

# Employee Assistance Program

Faculty & 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**

## Back-to-School Shuffle



**S**chool's back in session! Establishing good habits now is the best way to ensure a successful school year. Consider enforcing homework and bedtime rules. Teens need about nine hours of sleep a night (tough to get) and younger children may need even more. Setting a regular time to go to bed and a pre-planned time to complete homework prior to bedtime can help them reach that level. Discourage super-late nights and sleep-ins on weekends. Sleep deficit has a cumulative effect, and can make Monday morning a grueling chore. Create regular opportunities to check their progress; most children from Jr High on have planners and many schools now have online access to their homework and grades. Limit extracurricular activity, if necessary, until this structure is in place. Many factors can have an impact on academic performance. Keep an eye open for signs that your child is being bullied, having trouble fitting in, struggling with homework, or just having difficulty making the adjustment to school. Ask frequently about how your child's school day is going and read between the lines if you don't get a direct response. Schedule a consultation with a teacher if you sense trouble or notice changes in your child's behavior or attitude. The key is to stay informed and aware so problems or difficulties can be caught early and changes can be implemented before the child is so far behind they feel like giving up. Waiting for the first progress report is often too late. Feel free to consult with your EAP. We can see you or your child (ages 3 years old and up) and assist you with coming up with a plan to help your child thrive in school.

## Run (or Walk) for Your Life!



**W**ho says you can't outrun old age? A new study concludes that aging runners live longer and are less likely to suffer physical disability than non-runners. All you need to get started is a pair of quality running shoes and an "all clear" from your doctor before beginning. Ease yourself into your routine by starting with a brisk 10-minute walk. After you've warmed up, jog slowly for one minute, and then return to walking for another 10 minutes. Reduce walking time and increase jogging time by one minute each week until you're able to jog for 20-30 minutes straight. Overtraining is counterproductive, so don't push too hard. Shoot for three sessions per week. Always remember to stretch before beginning your jog, and walk for 10 minutes after your run to cool down and prevent injuries. If running seems too daunting of a goal, try walking. An upcoming walk, on October 19th, to raise money to fight breast cancer is a good place to start. Go to the web site below and click on "Join a Team" and become a member of the Sac State Striders. Regular exercise, including walking and running, can significantly improve your health and cut stress and other emotion related disorders.

Source: *Archives of Internal Medicine*, August, 2008

<http://makingstrides.acsevents.org/site/TR/MakingStridesAgainstBreastCancer>

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Self-help web links

Community referral information

## Time to Get Some TLC



**A**sk your healthcare provider about Therapeutic Lifestyle Change (TLC) programs to help you properly manage a chronic disease or get healthier by eating right, exercising, and taking care of yourself. TLC programs include the support of a professional who keeps you on the right path. TLC programs are getting popular, and reportedly they work better than diets because they are more comprehensive and involve a more permanent change (lifetime habits) versus a diet which involves a temporary change. TLCs may be the way of the future, because they also save health care dollars through prevention for illnesses like type 2 diabetes, obesity, and cardiovascular disease. When you join a TLC program, a health professional will assess your current health, set up reasonable goals, help you develop a plan of action, follow up on results, and make adjustments as needed. The afternoon Wellness Program at Sac State is an example of part of a TLC.

## Don't Be a Conflict Avoider?



**C**onflict can be unpleasant, but it's natural and can be a positive force. If you are a "conflict avoider," you don't really prevent conflicts. Instead you attempt to dispose of them by deciding that your needs or wishes are subordinate or less important. Avoiding conflict may have been useful in your past, but in the workplace or in your relationships, it is a roadblock to satisfaction that causes problems to fester and resentments to build. You can overcome your fear of conflict by learning the skills involved in "managing differences" (an easier way to think of conflict). Next, test these skills and observe your successes. Resources for learning abound, but your employee assistance program is great place to start. Key skills: Separating the "problem" from the person, listening without fear of losing, learning to focus on each person's "interest" versus his/her "position", and how to generate mutually acceptable options. Some people find it necessary to also address some of the negative messages they have learned and to replace them with the idea their needs are at least equally important to the needs of others. This position makes it easier to then look for successful solutions that work for all.

## Online Behavior Can "Off" Your Career



**B**e careful about what you put on the Internet. A vault.com survey reveals that 44 percent of hiring managers have screened job applicants by searching social sites such as Facebook and MySpace, and 39 percent have looked up a current employee. Although some social networking sites allow you to filter who reads your page, there's no such thing as complete privacy on the Internet, so always consider the implications of your behavior before posting. Your reputation is at stake. This is especially important for teens and young adults who may not appreciate the consequences down the line of choices they make today.

## Welcome Back From EAP



**A**s we begin a new academic year, take a few minutes to consider how to make this upcoming year successful and productive. **Keep balance in your life. Our work is important, but it is only a part of who we are. Appreciate what you have. Recognize the impact you have on those around you and use this to make a positive difference. Look back to last year; probably, those things that were stressful and seemed overwhelming have been resolved. Though there may be other things that are now stressful and seem overwhelming, these too will be resolved. We all have a part in making this year one we can look back on with appreciation.**