



FrontLine Employee

1-800-822-0244

www.goer.ny.gov/employee-assistance-program

Bystander to Domestic Abuse



Millions of women are physically abused each year, and over a thousand are killed by their partners. Men face abuse too, but the numbers are smaller.

Recognition and intervention are critical to breaking the cycle of abuse, but the key roadblock is thinking, "This is none of my business." Here's your motivation to get involved: The sooner the abuse is recognized, the safer the exit can be. It could save a life. The simplest intervention is a friend or co-worker recognizing an injury, asking about it, and tactfully not accepting an unconvincing answer. A follow-up statement could be, "I'm concerned about you. How did you really get hurt?" Offer to find help, and contact your EAP coordinator for links for guidance on what to do or say next and information about community resources you can share with your friend or co-worker.

New Year's Resolutions: Ways to keep them

Keep resolutions simple and realistic. You don't have to overhaul your entire lifestyle. The best approach is to focus on one or two areas of your life that mean the most to you. Pick a goal that is achievable (e.g., lose weight). **Have a plan to achieve your goals.** What's the plan to reach your goal?



It's important to have a plan that leads to your overall success (e.g. walking 30 minutes, 5 days a week). Assess your progress regularly. **Receive support.** Let the people around you know about your resolutions to create more accountability and gain support when you need it. **Don't give up!** You will fall short at times, but the most important thing is to continue with your plan of self-improvement despite a bump in the road.

Heads Up! Younger Perso Injured More Often



According to the National Center for Biotechnology

Information, younger persons are more likely to be injured on the job than older workers although their fatality rate was lower than older workers. They may have less training and experience. They tend to be more hesitant about asking questions, and they often take more risks. Younger workers may have jobs requiring more strength, and this can increase risk of injury. If you are a younger worker, heed these observations. Ask questions, don't take chances, ask for help with tough jobs, and if you forget a piece of safety equipment, turn around and go back to get it.

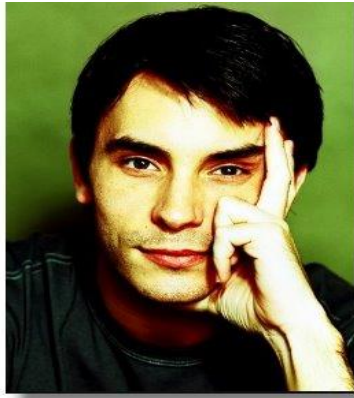
Improve the Relationship with Your Boss



Try these "best tips" to see if they improve your relationship with your boss: (1) encourage your boss to share knowledge and experience with you; (2) treat your boss like you would your best customer; (3) ask for feedback rather than waiting for it; (4) initiate contact to keep your boss updated on projects you are working on; (5) have no doubts about what your boss expects of you (if you are not sure, ask); (6) encourage your boss to delegate responsibility to you; (7) when bringing problems to your boss, include a solution; and 8) inform your boss about problems early so he or she doesn't make a surprising discovery another way.

Should You See a Therapist?

Sadness, grief, fear, and conflict are common human experiences. How do you know when it is time to see a therapist? Consider these circumstances: (1) Fear or powerful emotions that often follow traumatic events and relentless worry or intrusive thoughts are creating distress and disrupting otherwise pleasurable activities and experiences. *Why go:* Constant emotional anguish can contribute to headaches, weight loss, digestive problems, and put a strain on relationships. This can compound the primary issue(s) of concern, thereby causing more harm. (2) Those who care about you start expressing concern about your health and suggest counseling. *Why go:* Others often see changes in our behavior and demeanor before we recognize them ourselves. They may not verbalize concerns immediately or they may wait until more acute or repeated symptoms occur, but when they suggest counseling, consider doing so. (3) Conflicts with those you love are more frequent and outnumber the positive experiences you once enjoyed. *Why go:* Frequent conflict builds resentment, which can contribute to a belief that differences are not reconcilable, and conflicts may become more difficult to resolve or resist resolution. (4) You're using alcohol or drugs to cope with stress. This one is a bit tricky because the starting point may not be psychotherapy but an assessment by an addiction expert or other professional to rule out addictive disease. *Why go:* Life problems are difficult to resolve when worsened by substance use. A professional can evaluate whether there is a substance use problem or a mental health issue. If you are considering counseling, contact your EAP for a referral.



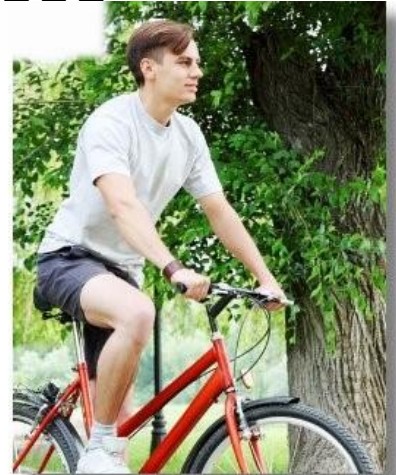
Overcoming Everyday Anxiety

We feel anxious when we perceive a threat. Fear of running out of gas will cause you to feel anxious. A notice about downsizing will create anxiety. Everyday anxiety is manageable with these steps: (1) identify the cause when you feel anxious; and (2) an often forgotten step—develop a contingency plan to cope with the threat if it actually materializes. Implementing this life skill to cope with anxiety will usually reduce suffering. Apply it when anxiety strikes, even at night to help stop tossing and turning in your sleep. More serious anxiety disorders also exist. Persistent anxiety can be debilitating, so if fear, panic, and a feeling of being overwhelmed are gripping you, talk to your EAP coordinator or health provider.



Stopping a Bad Habit in 2020

Try five key principles to maximize chances of success in stopping a bad habit this year. (1) Drop “resolution” and use “commitment” for a stronger sense of promise in reaching your goal. (2) Substitute a good habit for the bad habit. For example, instead of hitting the couch when you arrive home, immediately grab workout clothes and leave to go exercise. This replacement activity reduces the intensity of missing the activity you are giving up. (3) As you progress, even on the second day, share with others your resolve and plan for success. This reinforces your own commitment to move forward. (4) Connect with someone who will be excited about your goal and cheer you on. Your EAP coordinator is an ideal person for this role. 5) Plot, plan, and score your progress, and keep a chart in easy view to increase your chances of success.



Deciding to Stop Enabling

Have you decided to stop enabling someone you love who has a serious health or chronic personal problem (for example, an addiction)? Enabling, despite its harm, is nothing to feel ashamed about because it is a natural response to protect someone you love from the negative consequences of his or her behavior. The key is making the change—switching to healthier and purpose-driven detachment, i.e. setting boundaries, that facilitates your recovery from enabling and may influence change in your loved one. Get support for your decision. It's a big one and it will test your resolve. Counseling and support groups can make it dramatically easier. So, talk to your EAP coordinator to locate a self-help group that matches your needs.

