

# MY employee newsletter

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## When Tragedy Strikes at Work

**T**here are best practices for coping with tragedy in the workplace, and communication is crucial for all of them. 1) Share all appropriate information. It facilitates healing discussions among workers. 2) Don't judge others' reactions. There is no "correct" way of reacting to tragedy. Each person is unique, and the reasons why are complex. 3) Use counseling resources and self-help groups. They can speed your way to a healthful return to your pre-tragedy emotional state. 4) Even if you feel no support is needed, consider a "check-in" that can help keep you from overlooking a reaction that later interferes with social or job functioning. 5) Because tragic events can adversely affect focus and performance, give it time, and be patient with people.

## Should I Get Help for a Crisis?

**V**irtually everyone will experience a personal crisis at some point in their life. How long that crisis lasts, how adverse its effects are, and what benefits or undesirable outcomes are ultimately derived from it will vary depending on one's approach to intervention. Most of us are taught to be self-reliant. It's a worthy value, but self-reliance does not mean delaying taking advantage of—or avoiding—helpful resources, whether it is a fire extinguisher or professional mental health counseling. The real skill is your ability to define a crisis early; don't allow resistance to external resource solutions let the crisis you face become more difficult to resolve due to delayed intervention. Using your EAP proactively can help mitigate the impact of crisis.

## Benefits of Brisk Walking

**W**alk faster and live longer is a popular health tip. Now, research seems to support it. A three-year study of 92,000 people found that those who walked briskly for seven minutes daily within a 12-minute walk had a 30% lower likelihood of death. A two-minute brisk walk within a 35-minute stroll lowered risk of early death by 21%! If you don't have an easy exercise program, it's likely not a problem of capability. Instead, it is a problem of motivation. Overpower your resistance by identifying something you truly enjoy, and combine it with the exercise routine—music, books on tape, or mind-blowing educational content you've always wanted to hear or study. Let your doctor approve any exercise program, but find one that makes an impact like this one!

Research: [www.nature.com](http://www.nature.com) [Search [s41591-020-1012-3]

## What Is a Psychiatric Emergency?

**C**hances are that you could spot a physical health emergency like a heart attack, but could you do the same with a psychiatric emergency? Psychiatric emergencies may have no physical symptoms, but they can be just as life-threatening. Psychiatric emergencies fall into three categories: risk of harm to self, like suicidal planning and intention; risk of harm to others, like planning to hurt someone; and behavioral changes, such as not making any sense, losing touch with reality, hearing or seeing things that are not there, or becoming paranoid. Call 911 when risk of injury or death exists, and don't dismiss psychiatric emergencies; swift action could save a life. See a list of symptoms at [www.aacap.org](http://www.aacap.org) [search "emergency 126" ].

## Build Resilience by Raising Self-Esteem

**P**ositive self-esteem is a resource tool when adversity hits. You're able to make more effective decisions, feel confident, and sense hope when the going gets tough. If you question the level of your self-esteem, try these action steps to boost it: 1) Identify the positive human qualities you possess by using this massive list: [ <http://ideonomy.mit.edu/essays/traits.html> ] This exercise will make you more aware of the real you. You may be surprised at how many positive qualities you actually possess. 2) Catch negative self-talk quickly and ask, "What is causing me to think this way right now?" This exercise will erode negative, knee-jerk reactions to the everyday mishaps we all experience. 3) When mistakes happen, don't target yourself for self-criticism. Instead, focus on the decision and changes you need to consider next time. 4) Everyone reacts with discouragement or emotions to mishaps and unfortunate events. The life skill to develop is learning to overcome a negative emotional response quickly and restoring your courage to try again. 5) Gravitate toward those who seem to validate your self-worth, particularly good listeners. 6) If you struggle with self-esteem, it can be easier to be critical of others, just as you are with yourself. The act of accepting others along with their shortcomings has a double-healing effect of improving relationships with others while you actually improve the one with yourself. Your EAP can help you connect to a provider to build resiliency and self esteem.

## The Hazard of Using Alcohol to Manage Pain

**D**o you use alcohol to manage pain? Some research shows more than 25% of people have tried it, but there is risk to the practice. Using alcohol to reduce pain can increase the risk of acquiring a substance use disorder (alcoholism), primarily by stressing susceptibility to the disease, particularly if you have a family history of substance use problems. Although gaining temporary relief from pain using alcohol (alcohol analgesia) might work, research shows that a safe level of consumption isn't enough to manage pain. This means you are consuming daily amounts beyond what the U.S. Centers for Disease Control and Prevention recognizes as safe (one drink for women and two for men.) Talk to your doctor or company employee assistance program for assessment and direction in managing pain. Contact your EAP to discuss the options for getting an assessment for a substance use disorder.

Source: [www.niaaa.nih.gov](http://www.niaaa.nih.gov) [search "using alcohol relieve pain" ] and [onlinelibrary.wiley.com/doi/10.1111/acer.14883](http://onlinelibrary.wiley.com/doi/10.1111/acer.14883)

## Boost Your Team's Positivity!

**M**any workplace teams experience stress, but it is often made worse by not nurturing a team culture that can maintain high morale and resilience. Take these steps to reinforce team positivity: 1) Decide to not just perform tasks. Instead, agree on a common vision and set up goals. Then post them. 2) Lose the cynicism and believe in the organization, or discover how to rekindle this loyalty so you have a foundational purpose with your employer and a real reason to engage that naturally pulls you forward; 3) Don't avoid the manager; determine how to elicit praise for your successes. Praise from the boss is pure currency to boost morale. 4) Regularly set aside a few minutes to have honest discussions about issues—even if a moment of silence passes as members consider what's relevant. Don't allow only a concern or issue to be what prompts such meetings. You may miss the opportunity to resolve a problem early-on.

Recommended reading: "The Team-Building Tool Kit: Tips, Tactics, and Rules for Effective Workplace Teams."

## Stop Stress, Right Now: Absorbing Other People's Stress?

**S**ome people are so empathetic that they may absorb coworkers' stress and anxiety and, therefore, feel drained of energy needed to take care of themselves and loved ones at the end of the day. Do you absorb other people's stress and anxiety in this way? If so, reach out for help. Empathy is a powerful and positive human trait but exploring how to set boundaries, protect yourself, and if needed, acquire skills to help release the tension you picked up during the day will help you be more productive without losing the ability to have deep and meaningful relationships with others on the job.