

FrontLine Employee

Wellness, Productivity, and You!

UConn Health Center EAP 860-679-2877 or 800-852-4392

Internet Use Disorder



Internet Use Disorder" (IUD) may soon be accepted by the American Psychiatric Association as a recognized mental disorder. The leading organization on classifying psychiatric conditions recommended that the condition receive close study in 2013. IUD applies mostly to compulsive gaming on the Internet. Are you affected by IUD, or does someone you know appear to experience this condition? Hallmarks of the condition include "a preoccupation" with the Internet—incessantly thinking about it when unable to be online, exhibiting a feeling of urgency to get back online, failing to keep commitments to cut back on Internet use, feeling guilty about the use of the Internet and lost time or productivity, and experiencing absentmindedness due to distraction by thoughts of the Internet. If you are concerned about symptoms, talk to a mental health professional. You can learn more about IUD at <http://bitly.com/iud-help>.

More Sleep for Kids



If your child appears to have behavioral issues in school, pay attention not only to those you trust for medical advice or counseling, but also consider whether sleep issues exist. New research on the subject appeared in the October 2012 issue of *Pediatrics*, the journal of the American Academy of Pediatrics. Recent research demonstrated that additional sleep for kids—about 30 more minutes than their peers—made them more attentive in school, allowed for more emotional self-control, and improved alertness. Source: <http://tiny.cc/kids-sleep>.

Turning on Passion in Your Job

Are you passionate about your job? If not, don't wait for it to show up like a late train. Instead, decide to be passionate by enthusiastically pursuing outcomes that excite you. You may become more of the tireless performer you want to be. Those who are passionate about their jobs aren't necessarily fortunate to like what they do. Instead, they decided to make the most of it. One of the world's best examples of applying passion is the sculptor who pursues the statue inside a block of stone. Let good feelings follow what you accomplish. This is one of the secrets to being more passionate, and possibly enjoying your job more.



Fitness: A Small Change Can Make a Big Difference

Aesop's tale "The Tortoise and the Hare" is a good metaphor for practicing fitness. It is not fast and hard that counts; it is frequency. A little bit of fitness training, practiced regularly, will give you the benefits needed to improve fitness. A brisk half-hour walk daily can generate a new level of fitness and reduce the sluggishness felt when you stand up, play ball with the kids, or attempt household chores. Did you know that when you're fit, you burn more calories when you're sitting, even when watching TV?



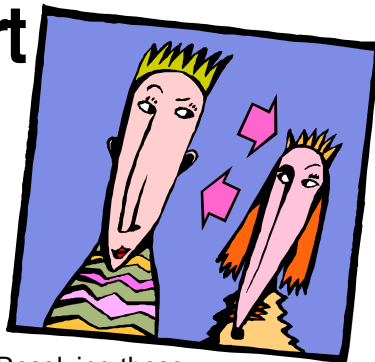
Avoid Job-related Emotional Exhaustion



Not all job stress is alike. Some jobs include unique types of stress that can be occupational hazards. One type of stress and health risk for affected workers is “emotional exhaustion.” If your job entails interacting with very sick people in healthcare settings, you probably already know about the risk of emotional exhaustion. It is a real threat that must be managed by being attentive to your own well-being. This problem is getting more attention in the news and healthcare literature as staff are called upon to manage more patients who are sicker, with less support. If you work in a patient care-intensive environment that places you at risk for emotional exhaustion, you should know that a recent study discovered that younger healthcare workers are more at risk from this stress than older healthcare workers. Experts aren’t sure whether older workers process stress differently or benefit by actively reaching out for support more than younger workers. It is recommended that younger healthcare workers seek out older staff for support and develop mentor-like relationships with them as a key coping strategy for the prevention of emotional exhaustion.

Source: <http://tiny.cc/exhaustion>

Stopping Covert Aggression at Work



Employees often rank improved communication and reduced conflicts as top concerns in the quest for a more positive workplace. Resolving these problems often requires an important skill: being able to share your thoughts and feelings appropriately and assertively when conflicts or squabbles arise. This opens the door to dialogue and solutions. Fail to understand this principle, and you risk becoming passive-aggressive in your dealings with others. You could exhibit unwillingness to cooperate with others or perform tasks assigned to you, pout, place blame, or exhibit stubbornness. You may feel negative more often, and you will risk passing negativity on to others. Become a new you by recognizing it is essential to express your thoughts and emotions in close interactions with others, even at work. Practice catching yourself “feeling” your feelings. Label what you are feeling so you can describe it in interactions with others. Practice this life skill, and you’ll foster closer relationships and experience fewer conflicts. The payoff is feeling more control over your life and being more positive about people at work.

Encouraging a Family Member to Quit Smoking



If a person stops smoking for just one day, there’s a chance he or she may quit for good. That’s the goal of the annual Great American Smokeout on November 15, 2012. Do you have a friend or family member willing to give it a try? If so, offer encouragement by reinforcing responsibility for getting help. Avoid the old guilt and shame approach. Encouragement is a “pull” strategy that affirms responsibility for getting help. Guilt and shame is a “push” strategy. It can backfire by impeding progress and provoking continuation of the addiction. Did you know that the pull strategy is used by alcoholism and drug addiction treatment programs to teach families how to focus on encouraging and insisting on acceptance of responsibility for treatment, rather than blame for having the illness? It works. More information: American Cancer Society, <http://cancer.org>

The Battle over Household Chores



Dividing up chores and keeping to agreements on who does what and when is a centuries-old domestic struggle. If you believe chores should be equally divided, but struggle to make it happen, follow these steps during a sit-down discussion: 1) Decide to agree that chores should be equally divided. 2) Discuss what chores exist and which ones are priorities. 3) Agree on the frequency of each chore. 4) Discuss who likes what chore and divide these up. 5) Decide which chores are most unpleasant and how they will be divided up and done. 6) Post the list of the chores, labeled by responsibility. 7) Agree on a rotational schedule so chores aren’t permanently assigned and job stereotyping by sex is avoided.