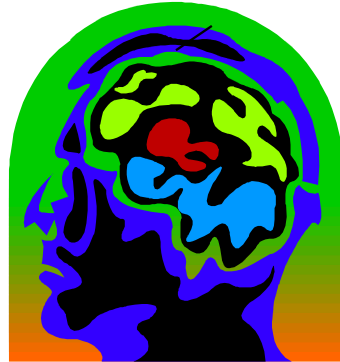


FrontLine Employee

Wellness, Productivity, and You!

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

Improve Your Emotional Intelligence



Emotional intelligence is the ability to monitor one's own and others' feelings and emotions and to use this understanding to have more satisfying and productive relationships. Anyone can have a better "EI" by practicing a few skills. Here are some: (1) Try encouraging others to speak first and give them your full attention. (2) Eliminate the idea of good and bad personality types at work. Instead, look for the part of their personality that represents positivity and is well-meaning. (3) If there's friction between you and a coworker, look at where you may be coming up short in communicating and address that first. (4) The next time you find yourself focused solely on winning or on retribution, take a step back and look for ways to achieve your goal that also benefit others.

Don't Let Mental Health Get "Flabby"

Without physical exercise, physical health suffers. Symptoms might be weight gain, heart disease, or a host of other maladies such as diabetes. Don't let your mental health get flabby, either. The symptoms include negativity, fear, and overreaction to unpleasant daily stressors or undesirable events. Mental health fitness isn't a willpower thing. It is the result of engaging purposefully in positive thinking exercises for improved mental health. What cognitive exercise or uplifting activity for a positive mental attitude will work for you? "Just do it!"



Multitasking Versus Chunking



The younger you are the more unlimited time seems. Appreciate the

finite nature of time and you'll achieve goals faster and more abundantly. "Chunking" is one way to do it. Chunking is a time management tool for getting more done with fewer interruptions, starts, and stops and without the requirement to repeatedly refocus your efforts on competing tasks, which are multitasking's flaws. Chunking focuses on completing one thing and then moving onto the next. Chunking will astonish you with its impact. Google "chunking time management" to learn more.

Medication Memory Minder App!

If your loved one has difficulty remembering when to take medications, a free app called Nightingale is now available to help. The app can be downloaded at iOS Apple or Google Play. Named in

honor of the first nurse, Florence Nightingale, users create scheduled reminders that keep their medication administration on track. With Nightingale, those managing an illness or condition stay engaged, experiencing more independence. The creation of tech whiz Delian Asparouhov, the app will have you worrying less about medication administration. Personal analytics offer information to the patient, caregiver, or medical professional that help spot problematic patterns of med usage. Learn more at www.nightingaleapp.com.



Subtle Clues to Suicidal Risk



A depressed friend who talks about “ending it all” is not being secretive about the desire to commit suicide, but would you notice more subtle signs of suicidal risk (not planning) in a friend who wasn’t as open about thoughts and feelings or who felt it was a sign of weakness to ask for help? Untreated depression is the most common cause of suicide, so the more you know about it, the easier it is to spot. You don’t have to be a mental health professional to understand signs of depression. You need to know only what the signs are to have an edge in knowing whether to ask your friend if he or she is feeling suicidal. (Never shy away from this question. It’s the #1 rule in helping prevent suicide.) In today’s information age, it’s easy to find this information. Go to www.nimh.nih.gov, and search for signs and symptoms of depression. You will see there are many signs—not just sadness, but also changes in eating, sleeping, or working habits; severe weight loss or gain; changes in mood or self-image; or excessively talking about guilt or other negative feelings and thoughts. Having a greater knowledge of depression symptoms will help you gauge your concern, so you can urge your friend to consult with a medical doctor or mental health professional.

Myths about Tolerance in the Workplace



Tolerance of others’ beliefs and their background is rapidly becoming more important because of cultural changes within a broadening and diverse workforce population. Not practicing this principle creates conflict and a host of counterproductive and undesirable effects on productivity and workplace harmony. Overcoming natural resistance to practicing tolerance is a responsibility for every employee, but the key to success is understanding common myths about tolerance. One myth is that tolerance means giving up what you believe or that you must feel guilty or challenged for not accepting or understanding another’s point of view or set of beliefs. Another myth is that workplace tolerance is easy to practice. It requires self-awareness and the social skill of separating a person’s beliefs or values from the dignity to which they are unconditionally entitled. Draw this distinction, teach it to others, and you will play a powerful role in helping create a positive work culture where everyone feels respected.

Date Rape Drugs Still a Hazard

In July 2013, 32 Styro-foam cups with residue of the date rape drug GHB were found in Racine, Wisconsin—about two miles from the University of Wisconsin. In June, a man was arrested in Williamsville, New York, after giving GHB to a college intern. In July, Canadian police in Alberta found 10,000 doses of GHB in a raid. Think twice before heading off to “raves” or wild dance parties, particularly at college. These events are ground zero for the use of predator or date rape drugs such as Rohypnol, Ketamine, and GHB. If you suddenly feel unexplainably ill or dizzy at a party, call for emergency help. Don’t take a drink from another person, lose track of your drink, or allow someone to go get you a drink. When in doubt, dump it. Learn more at <http://womenshealth.gov>. In the search bar, type “date rape drugs.”



The Performance Discussion

Being happy on the job and engaged, productive, and feeling “at one” with your supervisor is about as



good as it gets. One more thing will make it perfect—no surprises at your annual review. Plan upstream to prevent this problem by having a discussion about your performance. The “performance discussion” is about getting feedback on how well you’re doing your job, but you don’t have to wait for your supervisor to initiate it. It can start with you. If you’re beginning to feel unsure about your performance and a little detached and can’t say for certain what your supervisor thinks about how you’re doing, you’re overdue for a performance discussion appointment. Don’t forget to discuss when the next one will be.