

# LIFE ASSISTANCE NEWS

## WELLNESS & PROACTIVE LIFE TIPS

December 2009

*"It takes more than a sudden jolt to change life. It takes action, a decision of commitment to take your life into your own hands."*

- Sean Morris

### Work Life Tips

#### ⇒ **Your Annual Review is Coming...**

Don't just hope for the best. Take steps to make it easier on your boss. He or she will love you for it, and you will reap the rewards. Provide a list of annual accomplishments a week before the big day. If you can't remember what they were, a record probably exists right under your nose. Check your appointment calendar. Meetings, travel, visits, and conferences are probably associated with your triumphs. Glance at each one. Recall visually what happened. This will jog your memory almost instantly. Are you a trade professional with no appointment calendar? Check your work orders record!

#### ⇒ **Internet Addiction?**

When you limit your time on the Internet, do you notice yourself becoming restless and uneasy? Does relief come only when you are able to get back online? Think back over the past several years. Were you involved in hobbies and pastimes that today you no longer spend time doing, like gardening, woodworking, shooting basketball, meeting friends at the park, or fishing with buddies? If yes, it may be time to intervene and overcome an Internet addiction. There is a lot at stake, especially if you have relationships, educational plans, and career goals that are not getting the attention they deserve because you're online so much.

### Take Charge of Morale...

Everyone wants high morale, but when morale suffers, help often arrives too late. Whose job is it to 'improve morale'? Most people would shout, 'Management!', but this is frequently not the case. Instead, you may be the first line of defense. The danger signal is a deterioration of your or your group's commitment to the mission of your employer or a loss of faith in the importance of your work. If you detect these signals, it's time to gather your group before rumors and backbiting begin. What can the group or its members do to intervene and improve morale? Poor morale increases absenteeism and turnover, lowers productivity, and contributes to the likelihood of inappropriate behavior, even violence. This meeting must not be a blame session but a strategy session. **Warning:** Do not ask, 'What's wrong with us?' Ask instead, 'What works to improve morale?' This strategic tip removes conflicts from your discussion. Assign a monitor to keep this rule and hold everyone to it. Now ask, 'What works to 1) make communication between us more effective, 2) improve our ability to feel recognized for our contributions, 3) help us feel more control over what we do and how it is done, and 4) improve positive feelings we have toward each other? You may generate suggestions for your supervisor, but don't drift away from your primary goal of improving morale. Hold a follow-up meeting and repeat the process.



### Picky Eater Cures For Kids...

The age old quandary continues of how to introduce new foods (*especially fruits and vegetables*) to very young children in hopes that they will acquire a desire to eat them. Researchers do hold out some recommendations that appear to work. **Rule #1** Is don't be intimidated by the impasse. Try the "rule of 15." It's been observed that it can take up to 15 attempts before a toddler's desire for the food item kicks in. **The strategy:** Introduce the food up to 15 times, with a few days to four weeks between attempts. **Hint:** Stay low key, and if the battle continues, try the "one bite" strategy minus the pressure tactics. *Source: Feeding Your Child for Lifelong Health (Bantam Books).*



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## Financial Stress and Lost Sleep...

If financial worries keep you awake, you are not alone. A study in June 2009 found that 69 percent of Americans are experiencing this problem to some degree. You can be penniless or an overextended millionaire and still lose sleep due to financial stress. It is an equal opportunity problem. The top worries include lack of money for retirement followed by health care expenses and concerns over the ability to make a mortgage or rent payment. Talk to your doctor to rule out a sleep disorder. Avoid alcohol as a sedative to put you to sleep. Your nervous system will rebound and you'll wake up, or your deep sleep cycle will be disturbed. Check the Web site of the National Sleep Foundation ([sleepfoundation.org](http://sleepfoundation.org)) for plenty of tips. Source: GfK Research and CreditCards.com.



## Struggling to Exercise?



Structure and accountability are the keys when trying to establish an exercise routine. Structuring exercise is arranging the how, what, when, and where of your exercise program. Accountability is answering to someone or something if you don't follow through. (*Mutual support from an exercise buddy is a good example.*) Accountability gets you past the "I don't feel like doing this" hump. Stick with it however, and before long the next phase kicks in—emotional reasons to keep exercising. Acquire strong enough reasons and almost anything is possible.

**So here's a tip:** participate in the next 'Powerful Mind Powerful Nutrition' change group offered through your employee or life assistance program. Learn methods that don't fizzle away with time but make lasting changes in your life. Understand self-defeating habits and the thought process behind nutrition and exercise. *Powerful Mind Powerful Nutrition* will help empower you to new levels of desire to have better nutrition and exercise. For more information visit <http://www.blomquisthale.com/change-group.php>

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Information in the Employee Assistance News is not intended to replace counsel or advice of qualified health professionals. For help with personal concerns or for a referral to community resources, consult with a physician, a qualified health care provider or with Blomquist Hale as your Employee Assistance Professional 800-926-9619. For a complete list of Blomquist Hale office locations or phone numbers to these locations visit [www.blomquisthale.com](http://www.blomquisthale.com).

## A Better Relationship With the Boss...

Be proactive and meet with your boss to fix a difficult relationship. This workplace stressor can get tougher to repair down the road. Gain clarity by defining the real issue first. Your goal is an improved relationship, not finding fault.



Have you played any role in the development of a difficult relationship, or have communication problems added to it? Accept the universal principle that each party in a conflict plays a role in contributing to the conflict; otherwise, you won't get very far. At the meeting, explain your concerns in unemotional language. Use "I" statement: "I've grown concerned..." "I sometimes feel we..." Be positive—not cocky or passive-aggressive—and don't corner your boss. Always let him or her respond and have the last word. Later, have ongoing contact with your boss going forward.

# CHANGE GROUPS

Blomquist Hale Employee Assistance Program (EAP) offers a variety of powerful change groups taught by experienced therapists. Participation in the groups is free to EAP covered employees and eligible dependents.

For a full list of topics, dates and times visit [www.blomquisthale.com](http://www.blomquisthale.com) and sign up online today.



## PARENT TRAINING PROGRAM

You love your children. Yet, at times the role of a parent has challenges. The **Parent Training Program** is based on values & studies that give results. Learn valuable insights on how to be a more effective parent.



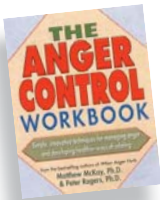
## BUILDING RELATIONSHIPS

**This change group for couples** is a proven guide to help partners in relationships reach their highest potential. Using over 25 years of relationship research this course will help guide couple and put into practice positive and powerful relationship techniques.



## FINANCIAL PEACE UNIVERSITY

This 13 week program will change how you think about money. Learn **how to save money, live on a budget, communicate about money, eliminate debt, find bargains** and **experience the joy of giving**. Following each lesson, and create lasting change and achieve financial freedom.



## ANGER MANAGEMENT

This group will help you engage in innovative techniques for managing anger. Scientific studies show that relaxation techniques combined with cognitive restructuring and anger inoculation help to lower the frequency and intensity of anger.



## POWERFUL MIND. POWERFUL NUTRITION.

Combine **powerful mind** & **powerful nutrition** to create individual change. This is not a new years resolution that fizzles away with time. This change group uses knowledge and nutrition to understand challenges and outputs lasting results. (Starts



## CHEMICAL DEPENDENCY

This group focuses on how to overcome drug and alcohol addictions.

\*Seating in change groups is limited and available on a first come first serve basis. For a full list of topics, dates and change group times go online to [www.blomquisthale.com/changegroup.php](http://www.blomquisthale.com/changegroup.php)

 **BLOMQUIST HALE**  
CONSULTING  
EMPLOYEE ASSISTANCE PROGRAM (EAP)

[WWW.BLOMQUISTHALE.COM/CHANGEGROUP.PHP](http://WWW.BLOMQUISTHALE.COM/CHANGEGROUP.PHP)