

Solutions

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Parental Conflicts – Helping Kids Not Suffer

Follow these practices to reduce potentially harmful effects on kids when adult arguments happen: 1) Avoid personal attacks by focusing on the issues and avoiding personal insults or name-calling. 2) When disagreements are heated, strive for a calm and respectful tone. 3) Choose a private place and time to discuss sensitive issues. 4) DO: Demonstrate healthy ways of resolving conflicts (active listening, compromise, negotiating). 5) DO: Apologize and make amends—show it's normal to end on a good note after a conflict. 6) Offer reassurance that a conflict does not mean the household is unstable or children aren't loved. Tip: After a conflict, review these tips. You'll acquire a greater ability to manage heated discussions in healthier ways. Don't forget that your EAP is a great resource when it comes to learning how to manage conflict.

Stress Tips from the Field: Make Stress Management Routines

Life naturally includes various forms of stress, whether from challenges, responsibilities, or unexpected events, but you don't have to feel stress before practicing stress management. Regular stress management practices can help you maintain a calmer state of mind, help prevent stress from building up, and allow you to handle challenges more easily. And stress management goes further. Effective stress management can enhance connections with family, friends, and colleagues. How? Reduced stress fosters greater patience, empathy, and presence in your interactions, promoting more harmonious and supportive relationships. Why? An improved emotional state fosters deeper connections, enhances communication, and helps resolve conflicts more amicably!

Get an Energy Boost from Decluttering

Has clutter affected your workspace, and are years piling it higher and deeper? If you speak with coworkers who finally took the declutter plunge, most will tell you they experienced renewed energy, more excitement about coming to work, more creativity, and a mental release with an increased desire to engage with the work culture. That's a lot to promise from decluttering, but try a decluttering experiment if you're not convinced. See if the above benefits or the following ones here don't accrue to you: streamlined workflow, more focus, clearer thinking and "thinking outside the box," reduced visual distractions and mental overload, a more serene environment, cleaner air, a better sense of control and order, less depressive feelings, reduced accumulation of stress, improved professional image. Tip: Using a kitchen timer, at the end of each day declutter for five minutes until you achieve your declutter goal.



A Closer Look at Resilience: Practice Self-Compassion

Building resilience is a popular wellness topic. Almost anything that helps you develop physical and emotional strength, and the ability to face adversity and overcome it, can be lumped into this life skill. One resilience-building skill you may have overlooked or never heard mentioned is practicing self-compassion. Self-compassion is not just avoiding being self-critical or treating yourself with kindness and understanding like you would a friend. Its purpose is more far reaching. People who practice self-compassion are less overwhelmed by negative emotions when faced with adverse events. They develop more positive reflex responses. This mindset in turn links to an ability to maintain a balanced perspective, not lose their cool, and more easily troubleshoot problems. Positive self-talk habits are patterns of reacting to what we see and hear around us, so self-compassion will be a new skill if you frequently do not engage in positive self-talk. The action step of course is to avoid berating yourself when mistakes happen and try speaking to yourself kindly. Acknowledging that everyone makes mistakes and realizing daily life frustrations are inescapable surprises we all face are key. Ironically, practicing self-compassion is essential if your initial attempts to build this new habit of personal resilience don't come quickly. Keep trying.

Is the EAP for Me: "It's Not Me, It's My Coworkers"

If you're feeling stressed by interactions with coworkers or customers, the EAP can be a valuable resource. Many employees seek help from the EAP for this very reason, making it one of the most common concerns addressed. The EAP professional will guide you to focus on one or all of the three broad strategies that fit nearly all difficult employee situations: maintaining professionalism (staying calm, responding professionally, and keeping the focus on the work situation); setting boundaries (defining and communicating your limits regarding unacceptable behavior and assertively reinforcing them); and seeking the right kind of manager/organizational support, if needed. The goal is to help you create positive relationships and productivity allies among all those with whom you interact, and the EAP is a great source of help to make that happen.



When You're a First-Time Manager

If you're a new first-time supervisor, you'll discover an endless stream of advice, including do's, don'ts, how-to's, websites, and lots of books. Supervising others and developing leadership skills to get the work done will be your most measured job function. With experience, you'll grow instincts, but there is no rushing becoming a great supervisor. Avoid novice mistakes, which include the following: 1) taking on more work, rather than managing the completion of work; 2) not communicating enough above, below, and around you; 3) becoming overwhelmed with to-do's that rob you of your work-life balance; 4) believing others will act quickly and blindly on your say-so; 5) not modeling the type of employee you want others to be; and 6) not getting to know those you supervise one-on-one.

