

# fseap SOLUTIONS

## Can You Detach on Vacation?

Do you sufficiently detach from work while on vacation? Many employees don't maximize the health benefits of a vacation because of a gripping need to stay plugged in despite no serious need for it. Using self-awareness and self-monitoring, resist the desire to stay on the laptop while others head for the luau. Consider that your employer will benefit more from your refreshed spirit and renewed energy upon your return to work. For some, detachment can be a serious challenge and feel awkward. However, in your quest for achievements, consider work-life balance one of the most important. The rewards are more quality time with loved ones, reduced risk of burnout, and experiencing the surge of creativity that follows a deserved rest.



## Don't Discourage Mental Health Counselling

How would you react to your loved one desiring mental health counselling? Would you think for a moment his or her getting help reflects negatively on you? Your opinion may weigh heavily, and lack of support could postpone getting help for years. When a loved one asks for help, play a supportive role, be empathetic, and seek guidance from your EAP. Remember that the stigma of seeking mental health counselling is a strong force to overcome, so you can assume your loved one's need is greater than you may perceive.



## Heat Stress on the Job

The Occupational Safety and Health Administration has no regulations governing labor in the hot sun, but there are guidelines. Heat exposure can lead to fatigue that increases accidents, so be sure to hydrate. OSHA recommends “eight ounces of water every 15 to 20 minutes if you are engaging in moderate work activities for less than two hours. ... Drink sports beverages containing electrolytes if you're sweating for several hours.” Reduce job strain by using the right tools and getting help carrying heavy items. Look out for each other as coworkers, and know the warning signs of heat-related illness—heavy sweating, dizziness, feeling faint when attempting to stand—and how to treat it.

Learn more at [www.osha.gov](http://www.osha.gov) [search “heat”].



## Reducing Mental Health Problems in College

One in four college students will experience a mental health disorder at some point when faced with the stress of academic and social challenges. The key challenges for college students are health problems, financial stress, relationship issues, and academic pressures. More than 50% of students will struggle with three or more of these stressors at the same time. Talk with your student about mental health and how it is not uncommon to experience emotional stress at school. Communicate regularly—keep an open channel. You will spot issues and problems sooner and be a more effective helper. Show you can listen to your student’s concerns without being judgmental. Be aware of college counseling resources so you can recommend them. If you are a college student with a history of mental health struggles, avoid drug use and have a personal support plan if the going gets tough.



Source: [www.brighamandwomens.org](http://www.brighamandwomens.org) [Search “college student mental health”]



## Pitfalls of Passive Parenting

If your parenting style is too passive, you probably know it and worry about it. Fear of a child’s reaction and catering to demands can fuel defiant behavior. Help is available. Get an assessment from your EAP, and grab this new book, “Discipline with Love and Limits: Practical Solutions to Over 100 Common Childhood Behavior Problems.” (July 2019) You can start now to help your child practice self-control, cope with sadness, postpone gratification, and gain critical life skills they need—but don’t wait.

## Therapist or Life Coach?

A psychotherapist and a life coach are different professionals. Which one could best help you with the changes you’d like to make in your life? A psychotherapist helps you gain insight by examining your current and past patterns of behavior and look closely at times when you’ve struggled, been hurt, or been in some sort of pain. You will usually process emotions to help you overcome blocks that prevent moving forward and resolving problems you face in the present. The idea is to help you see today’s problems more realistically and practice new behaviors so you are released from your former way of doing things in order to become a happier person. A life coach helps you examine where you are now, the results you have produced in your life so far, and how you can get to a new place in your life that is fulfilling and exciting. The emphasis is on change, getting clarity about what you want, finding action steps, developing timelines, and identifying goals. A life coach helps you find the life you truly want to live. Still unsure? Talk to your EAP to learn more about these two helping roles. The EAP will help you discover, choose, and head in the direction of change you want.

