

Balance

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*A newsletter to help employees maintain
a healthy work-life balance.*

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INTELLIGENT VALUE

Could You Be Depressed and Not Know It?

Mental health clinics often see patients with life problems who have undiagnosed major depressive disorder. Symptoms of depression can last so long that this state becomes their “normal.”

Some of these patients may struggle to recall what not feeling depressed is like. Words like cheerfulness, contentedness, gladness, joy, and hopefulness may feel foreign and out of place. Do these terms feel distant from your life? If so, get a professional assessment for depression. It takes only a few minutes to find out more, spot the diagnosis, and take steps to get treatment for this commonly untreated illness.



Reduce Catastrophic Thinking

Humans worry, but when we focus on the worst-case scenario, it is called catastrophic thinking. It's worry on steroids. Catastrophic thinking is agitating and exhausting. It can be toxic to your mental health. Catastrophic thinking can be applied to almost anything—child safety concerns, bills, personal health, the environment, deadlines, etc. Remaining concerned while avoiding one's worst fears is possible. 1) Recognize that catastrophic thinking is a drain on your mental energy. 2) Reduce worry levels by constructing contingency plans and solutions in writing. 3) Take a mental break with “thought blocking” by refusing to worry about something for a set period of time. 4) Consider how you engaged in catastrophic thinking in the past, but here you are today with those past fears or concerns never having come to pass or coming without the impact you originally imagined.

Stalking Awareness

Studies show that a woman over the course of her life will have about an 8% chance of being stalked. For men, it's about 2%. Stalking is unwanted or repeated shadowing, observation, and scrutinizing of another person. It may involve following a person, showing up where and when they do not expect it, and ignoring boundaries of privacy. Stalking is a crime. Many incidents of workplace violence have been linked to stalking, although later may only be labeled as “domestic violence” related. If you're stalked at work, don't keep it a secret. Tell your employer or HR advisor, or discuss it confidentially with the EAP and get the support you deserve. Don't be reluctant to let your employer know about the victimization. Your safety and that of coworkers is your employer's most important concern.

Source: <http://victimsofcrime.org> [search: “stalking”].

Enthusiasm Is Contagious

We all want to work around people who are enthusiastic. Like all attitudes—even negative ones—enthusiasm is contagious. Enthusiasm's ability to buoy others makes it a soft skill valued by employers. You can't fake enthusiasm. So how do you maintain real enthusiasm when stress and job strain rule? Don't see enthusiasm as a temporary state of mind or dependent on others. Instead, recognize enthusiasm as a part of your personality and a resource that helps you cope with stress and positively influence your environment. To stay enthusiastic, develop your passion by pursuing your dreams and ideas. Doing so will build resilience and help you take action early to intervene with factors and influences that could undermine it.



Good for the Heart, Good for the Brain!

If you do a lot of sitting and get little physical exercise, you are naturally at risk for cardiovascular disease, especially if you are over 55. New research shows that within six months of participating in an aerobic exercise program you will experience improved cognitive functions—meaning better brain health. These include increased attention span, the ability to stay focused, better decision-making, improved working memory, better planning, and the ability to think with more agility—switching back and forth between tasks you’re doing. You have even better returns if you follow a diet of vegetables, fruits, low-fat dairy foods, less salt, and moderate amounts of whole grains, fish, poultry, and nuts. Do you fear losing your mental capacity as you age? Here’s your mission: Get moving, and remember, what’s good for your heart is good for your brain. (Consult with your medical provider before beginning an exercise program).

Source: <https://scholars.duke.edu/display/pub1250443>



Don't Fear Criticism in the Workplace

It’s easier to give criticism than to accept it. However, openness to criticism can help advance your career. This is why the “ability to accept criticism” is frequently a part of performance reviews. Make accepting criticism easier by understanding that defensiveness is like a “mental reflex.” It naturally rejects criticism. The key is mastering control over this impulse. Do so by recognizing that everyone feels defensive when criticized. Recognize also that rejecting criticism and rebuffing others who offer it ensures you will get more of it. Practice being welcoming to criticism. This can feel awkward, but it can help inoculate you against reacting negatively to criticism. The result is personal growth, improved performance, and a growing reputation as an outstanding, approachable worker.



Resolving Relationship Problems at Work

Are you tolerating a difficult workplace relationship? Thorny relationships are often tolerated because switching job functions or leaving is not an option. If this sounds like you, it’s time to discuss your situation with an EAP, counselor, or job coach. People conflicts are the most common complaints of workers, but the fewest for which help is sought. The reason: Thinking it’s hopeless. Numerous strategies exist for resolving workplace conflicts. Whether it is learning different responses to triggering comments or behaviors, or discovering the mechanics of turning the relationship around entirely, get out of the rut and explore the options with a pro. Abraham Lincoln once said, “I do not like that man. I must get to know him better.” Perhaps this might be the approach that works for you.

KEPRO’s Employee Assistance Program (EAP)

The Employee Assistance Program through KEPRO assists organizations and their workforce in managing the personal challenges that impact employee well-being, performance and effectiveness. KEPRO’s life management consultants employ a comprehensive approach that identifies issues impacting the employee and assists them in developing meaningful solutions.

Please call the phone number below for information about your Employee Assistance Program and the services available to you.

Phone:

Website:

Company Code:

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