



FrontLine

Employee

Wellness, Productivity & You!

Quest Employee Assistance Program

Your Role in a Drug-Free Workplace

Drug-Free Workplace Awareness Week is October 19-25, 2009. It

promotes drug-free workplaces and encourages workers with alcohol or drug problems to seek help. Here's how to contribute: 1) Discourage use of the phrase "functional alcoholic." It's an enabling term that minimizes the seriousness of alcoholism. It means "His or her drinking doesn't bother me." 2) See alcoholics or drug addicts as having responsibility for getting treatment, not guilty for having the illness. This approach hastens an addict's admission to treatment. 3) Ask, "Am I enabling?" Are you covering for the addict when he or she sleeps on the job, has behavioral issues, steals property, or comes to work late? If you punch a time card for a drug-using employee calling in late, it is almost equal to buying that person their next drink or "use."



Talk to the Boss about Job Troubles

If you are concerned that you may not be measuring up to the expectations of your position, what should you do? Remaining in denial and hoping no one notices may be the worst move. Get feedback from the boss. Direct communication is almost always the better road to travel because it engages management in helping you to resolve problems. Silence puts the problem in management's lap, and you risk a more unpredictable and uncontrollable outcome. Still not sure what to do next? Talk to your employee assistance professional.



Stopping Victimization by Online Sexual Predators

A missing piece of the puzzle when it comes to stopping Internet predators is having frank discussions to discourage teens from having romantic relationships with adults. Studies show that Internet sexual predators pose as adults, not teens, 95% of the time. They typically do not target young children. Instead they target teens and try to develop trusting relationships. They then engage in face-to-face meetings that victims perceive as romances and sexual adventures. Teen victims are more likely to have histories of physical or sexual abuse, family problems, and risky behavior. Most victims, perhaps as many as 75%, meet with the perpetrator more than once.



QUEST
EMPLOYEE ASSISTANCE
PROGRAM

A confidential service that helps employees and dependent family members to identify and resolve challenges that may be affecting them either at work or in their personal lives.

1.800.364.6352

www.questeap.com

Source: American Psychological Association, Press Release, February 8, 2008

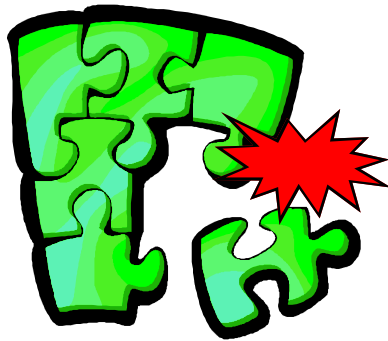
Spouse Abuse Prevention



When you hear the term “spousal abuse,” do you think of a passive, physically abused, and tormented person in a low-income household, living with an alcoholic? This is one common stereotype, but spousal abuse occurs within all age ranges, ethnic backgrounds, and financial levels. Research shows that both men and women can be abuse victims, but women are more commonly reported as victims. “Not wanting to get involved” or seeing spousal abuse as “other people’s business” are common reactions of those who suspect abuse. An important step in prevention is dispelling stereotypes; but another step is recognizing subtle signs that can lead to earlier interventions. You are not as likely to see overt signs of abuse such as black eyes, cuts, or a disheveled appearance in the victim. Instead, you may hear about the victim’s fear, avoidance of topics that anger the abuser, evidence that the abuser controls access to friends or family, or statements by the victim that he or she can’t do anything right. These may be strong indicators of abuse. Ask about abuse and encourage a friend to get help when you see these indicators. If these problems are part of your own spousal relationship, you should understand that long-term coping can make it harder for you to take action, because victimization can include the false belief that you deserve the treatment you’re getting.

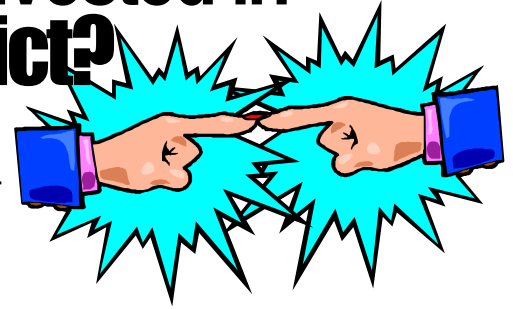
Missing Piece of Your Great Idea

Have you ever had a great idea for solving a problem or doing something a better way at work, and found that nobody listened? Lots of employees have had this experience. It’s frustrating, but here’s the angle you might be missing: The biggest barrier to innovation in the business world is not a lack of great ideas or even, in most cases, a lack of corporate will to implement them. The missing link is an execution plan. Flesh out the A to Z of how a great idea can be implemented, pass it through rigorous scrutiny, and then present it. There’s no guarantee, but this is the more likely path to acceptance of your idea—and maybe a reception in your honor for its implementation!



Too Invested in Conflict?

Everyone thinks resolving



conflict is a good idea, but for some, conflict can be difficult to give up. Do you regret and despise conflict, but recognize at times that you feel gratified by it as a way to feel heard, understood, or simply “right”? Is conflict a way for you to feel recognized, protected, and more assured that you are not going to be dominated or controlled by someone? If so, you may be too invested in conflict. When we don’t let go of conflict, it can undermine our effectiveness and keep us from building the effective relationships we want at work. If you experience frequent conflict in relationships, take a closer look at the role conflict plays in your life. Get assistance from your EAP. You may be winning battles but losing the war while you’re always on the lookout for the next confrontation. Divesting yourself of a conflict style takes practice, but it’s a fight you can win.

Eldercare and Accidental Neglect

Have a plan to manage your stress and get periodic relief from the responsibilities of taking care of an elderly loved one. Accumulated stress (if you lack a relief plan) increases the risk that you may postpone care, overlook medication needs, fail to check in to see how things are going, or dismiss safety concerns in the home. This can happen to the most well-meaning family members. A common form of neglect includes isolation, lack of attention, and deprivation of companionship or social contact. With the elderly population growing, government agencies will focus more on protecting the elderly. Plan ahead so you don’t place your loved one at risk, experience burnout, or wind up being accused of neglect.

