



Volume 23, Issue 2

Balance

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



Supporting a Partner with Anxiety

If you are in a relationship with someone who suffers from anxiety, feeling helpless is a common experience you most likely share. Still, your support is extremely valuable. To offer support, don't dismiss their anxiety, worries, or fears. Don't try to shorten the episode. Do ask how you can help and offer reassurance — “This will pass”, “I'm here for you”, etc. Nearly 60% of people who suffer from anxiety haven't explored getting treatment for it, so encouraging an evaluation may be a key step if social and occupational functioning suffer. Do not allow the stigma of a mental health diagnosis to inhibit getting help. Most people with anxiety disorders don't suffer continuously, so intermittent symptoms can lead you to delay treatment.

Learn more from adaa.org, the Anxiety and Depression Association of America

Do You Live with a Problem Gambler?

If you live with someone who gambles, does their behavior disrupt your life? Gam-Anon is a starting point for getting help. This free program is for family, friends, loved ones, and concerned persons affected by another person's gambling. Gam-Anon offers support and answers. Fellowship members can offer their experience, which may also help you discover what to do, how to intervene, and how to take care of yourself in a relationship with a problem gambler.

Learn more at GamblersAnonymous.org [click on “Gam-Anon” tab].

You can also join a virtual meeting.

Finding Time Nuggets at Work

Most of us have the same goal with time—to get more done in the amount of time we have available. To maximize the value of your time, first accept that you can't gain more time, but you can manage it better. You are already managing your time; it's just that you may not be maximizing the returns. Start by tracking what you do for four or five hours in a typical workday. That's long enough to gain significant insight. Note what you have been doing every 15 minutes. Use a timer to stick with the process. Did you discover any time nuggets? These are blocks of time that typically get burned up by nonproductive activity. If you were idle for a few minutes, did you feel a draw to your email or social media? Decide how you can exploit these blocks by using a to-do list, in which you record plans, steps to your goals, and other tasks that take mere minutes. Reach for this list when the urge to defocus strikes. Instead of social media or another email check, head for your list. Evaluate your progress after three days.

ePresenteeism: A Risk for Remote Employees

Presenteeism means coming to work despite illness, injury, anxiety, or other distractions, often resulting in reduced productivity. Presenteeism is also working long hours at a job without the real need to do so. Are you at risk for “ePresenteeism?” It's real. ePresenteeism can be a slippery slope for clocking more hours, leading to adverse effects on mental health caused by added stress, possible burnout, and work-life balance disruption. The pattern can be difficult to break once it starts, so take care of yourself and create healthy work-life balance habits. Eighty percent of HR managers fear remote working has fueled a culture of ePresenteeism. Beyond negative health effects, another concern is loss of employees from quitting due to self-imposed burnout. Work-life balance is a learned skill. Turn to your Employee Assistance Program if you're feeling trapped by your own work habits.

Explore more:

www.theundercoverrecruiter.com/epresenteeism-burnout

Overcoming the Impact of Covid-19 Lockdown

Covid lockdowns have had a severe effect on mental health for millions of people this past year. Depression, isolation, and other adverse social consequences are as endemic as the virus itself. One key intervention is keeping a list of projects and tasks for completion to fill one's free time. This strategy is not simply a way to

help you stay distracted. The strategy helps you feel in control by directing your life. Gaining relief from this sense of entrapment is the goal of activities that give you a sense of control. Be balanced in how much you engage in social media. It may increase your sense of belonging and feeling engaged with friends and loved ones, but during this time, the “missing out syndrome” and the false “everyone seems better off than me” can have a starker effect. Be aware of whether this is having an impact on you and scale back as needed.



Do I Need Professional Counseling?

Human beings are very resilient and handle quite a lot of life struggles. Sometimes though we should turn to professionals to help get through obstacles. Consider professional counseling if any of the following are part of your experience right now: 1) Every day is a struggle, and your own efforts to correct or fix some unwanted set of life challenges are not working. 2) You are frustrated with a behavior or emotional reaction you haven't been able to overcome. An example might be that you are quick to get angry or find yourself not able to let go of a past hurt that prevents you from trusting others. 3) You are struggling with the ability to get excited about life, feel hopeful, or feel energized about a hobby or activity you once enjoyed. 4) You've “relapsed” or gone back to participating in some behavior you thought you'd permanently quit. 5) You feel overwhelmed by problems, and your constant worrying about them causes you to feel detached and distracted, unable to fully and emotionally participate in life around you. 6) You use withdrawing from others or avoidance of social events as a way to cope with #5 above. 7) You are in a relationship characterized by long-term struggle and conflict. You feel trapped and unsure of what to do about it. Call your Employee Assistance Program for help getting on track.

Coping with Anxiety Induced Insomnia

Next day anxiety —dread over what tomorrow will bring —is a sleep wrecking ball. A recent study found over 40% of people experience this cause of insomnia. And it got worse in 2020 during the pandemic. Sleep efficiency experts recommend not viewing sleep as “just another thing you do” but instead as an activity for you to become your own expert on. Dozens of tactics exist to improve sleep, but start with a visit to your Employee Assistance Program and get support for starting a sleep skills discovery journey. A medical evaluation to rule out unknown physical causes might also be recommended. Check out the newest resource, published in 2020: “The Sleep Workbook: Easy Strategies to Break the Anxiety-Insomnia Cycle.”

Explore more: www.saatva.com/blog
[search “up all night survey”]

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.

The Employee Assistance Program can be accessed anytime, for free, confidential support from a professional consultant or online resource. Call or log on today.

Phone:

Website:

Company Code:

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