

YOUR EMPLOYEE ASSISTANCE PROGRAM

E·A·P Plus+



EAP PLUS & YOU

PROVIDING A MENTALLY HEALTHY WORKPLACE

August 2021

MEN – PAY ATTENTION TO YOUR MENTAL HEALTH

Too many men ignore their depression, phobias, and other mental health issues. Although men have gotten better at taking control of their physical health, they lag way behind women when it comes to addressing their mental health.

Why is that? *Too many men have been conditioned to believe that they have to be strong all the time.* As a result, many men do not seek help for their mental health. They may make excuses when things aren't going well, but there are some signs that should not be ignored. These include changes in mood, anger outbursts or long periods of sadness that don't pass, changes in appetite, gaining weight or losing weight, feeling hopeless and losing interest in pleasurable activities, feeling overly stressed and anxious, being unable to leave the house, or avoiding situations in which being able to leave might be difficult, no longer



wanting to socialize, having thoughts of harming yourself or taking your life, experiencing a decline in concentration and job performance, turning to substances, and having unexplained physical symptoms.

Not seeking help adds to the stigma, and can lead to further unnecessary emotional pain that ultimately has the potential to harm one's quality of life, health and ability to work.

What to do?

Never be embarrassed to ask for help. Conditions such as anxiety and depression are more common than many realize. Mental health conditions can take a toll on anyone regardless of sex, race, religion or socioeconomic status.

Mental health issues are usually invisible, but that does not mean they're not real. Mental health issues, if not treated, can have a significant impact on a person's quality of life, to include one's physical health. Mental health problems seldom go away on their own.

Treatment can help get a man's life back on track. With help, people can take control of their lives and recover.

(Source: The American Psychological Association: Six Things Psychologists Are Talking About, July 13, 2021)

RESPONDING TO HOSTILE COMMUNICATION: THE BIFF APPROACH

Is there someone in your life who sends hostile emails or texts to you, tries to engage you in a highly-charged conversation or posts snide remarks on social media? This could be an ex, a coworker, or a family member. Next time, consider responding using the BIFF Approach, developed by the High Conflict Institute.



BIFF stands for:

Brief: Keep your responses to no more than a paragraph.

Informative: Stay factual and neutral. Leave out opinions, advice, sarcasm, threats or counter-attacks.

Friendly: Maintain a friendly tone. Try an opening like "Thank you for sharing your view" or "I appreciate hearing your perspective," and a closing such as "Have a nice weekend" or "Take Care."

Firm: State your position on the issue with finality. Don't make comments that invite further discussion.

(Source: The High Conflict Institute)

POSITIVE WORKPLACE RELATIONSHIPS

Positive relationships with your co-workers can increase productivity, enhance teamwork and improve morale.

The following are suggestions to promote positive relationships in the workplace, and make your job more enjoyable and

productive:

- Practice open communication (give clear messages and actively listen)
- Focus on the positive (successes, ways of making things better)
- Respect differences in attitude, judgment and ability
- Show gratitude (say thank you)
- Maintain healthy boundaries (respect your coworker's time and workspace)
- Avoid office gossip
- Be aware of how your behavior affects others
- Take responsibility for your actions and apologize when necessary.



Meet your EAP Manager!

Mary Jane Kocian-Figueroa, Psy.D., MPH

Feel free to reach out to Mary Jane directly with any questions or needs at **937-528-3176**. We care about your company's well-being and that of your employees.

Information in this newsletter is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional.



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