

August 2019

# EAP NEWS

A worksite newsletter  
for *employees* provided by your  
Employee Assistance Program.



## Weight Gain and Heart Health

Modest weight gains can cause dangerous changes to the heart, but small amounts of weight loss can improve the heart's condition, say researchers at UT Southwestern Medical Center. The study found that increasing your weight by as little as 5 percent can result in a remodeling of the heart.

That's the equivalent of a 6.5-pound gain for a 130-pound woman or about a 7.5-pound gain for a 150-pound man. Caution: Although it is important to understand the impact of weight gain on the heart, attempting to lose weight in unhealthy ways can have an even worse effect. For example, eating disorders are a known cause of heart valve damage. Source: [www.utsouthwestern.edu](http://www.utsouthwestern.edu) [Search: "small weight gain bad"]

### Detachment: The Decision to Let Go

Are you facing the loss of a close relationship, deciding it's now time to let go and end the pain and conflict associated with it? You may want to consider counseling support for this journey. The challenge of ending an unhealthy or toxic relationship often includes a cycle of holding on, letting go, retrieval, and the hope of one last try, followed by an even bigger letdown. You may face grief-like reactions such as denial, anger, and depression before acceptance. Counseling can help you weather this storm, help keep you grounded, and challenge you to find the healthier path you really want. <http://www.news.iastate.edu/news/2017/04/11/mediaviolence>

### The Work Addiction Scale

Workaholism is not an officially recognized disease process, but those who work too much are more prone to depression and anxiety disorders, and these are real treatable illnesses. Examining your work pattern can motivate you to find more balance. You can then discover whether the changes you want are too difficult to maintain. This can help you decide the next step—seeking counseling or support from an EAP or counseling resource. Start with a screening tool called the Bergen Work Addiction Scale. Published research from the U.S. National Institutes of Health shows the online measurement tool as reliable for its purpose. Source: Google search "Bergen Work Addiction Scale"

## What Willingness to Learn Says about You

You may have hard-fought education and training in one area of work, but if you are not communicating a strong sense of willingness to learn new skills, you may be overlooking opportunities and a critical way to engage with your employer in the modern era. Willingness and a desire to learn demonstrate your motivation for personal improvement and achievement. Your willingness and desire to learn a soft skill employers value says a lot about you. Employers look for potential, capability, and the ability to withstand change. Desire for a new challenge communicates it all. <http://www.plos.org> [search "0051474"]

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## Connecting in Today's Workplace: Giving and Receiving Feedback

**Presenter:** Karen Merrill, LCSW

**Date:** Tuesday August 13th, 2019

**Time:** Noon to 1pm PST

Giving feedback to someone is hard! In this webinar participants will learn steps to create a friendly work environment, guidelines for giving and receiving feedback in a constructive way, and tips for becoming a more effective problem solver.

**Click here to register for the upcoming webinar.**

## Our EAP website has a new look!

To access the member portal from the new homepage, [ibhsolutions.com](http://ibhsolutions.com):

1. In the upper right hand corner of the screen, click "Members"
2. From the Members page, select the RBH logo to log into your Member Portal

We are also working on redesigning our log in page as well to make it a smoother experience for members and will be launching it soon. Stay tuned.

## Parenting Against Fake IDs

Research shows between 12 percent and 32 percent of college freshmen and sophomores own fake IDs. Those with Greek membership have the highest use of fake IDs. A direct correlation exists between young adults with fake IDs and the likelihood of binge drinking and getting arrested. If you are a parent offering guidance to your student heading off to college, these tips on a firm discussion centered on disapproval may be helpful: 1) Read the sourced information below. Links to similar studies are also there. Equip yourself with facts about the hazards of purchasing a fake ID. 2) Understand the laws in the state, the rules, and the penalties on the college campus where your student is attending. 3) Do not think that your parental insistence against purchasing a fake ID will fall on deaf ears. Research shows that teens listen to parents more than the parents realize, and they follow parental demands far more than expected, despite how it may appear. 4) Follow the money. If you're helping with expenses, you have the right to know where the money has gone. 5) Don't be afraid to keep tabs on your child. Over time, troubled kids will find other friends who don't have so much parental involvement. 6) Don't turn a blind eye to underage drinking. Under age 21, it is an illegal activity. Source: <https://www.ncbi.nlm.nih.gov> [Search PMC2711502]

## Tips for Better Mental Hygiene

Mental hygiene is the practice of using techniques, strategies, and good thinking habits to help prevent harm to mental health and maximize a positive outlook for your life. Mental hygiene is more than practicing positive thinking, just like oral hygiene is more than brushing your teeth. Personal problems that linger despite attempts to resolve them are an opportunity to use professional counselors or helpful resources to examine goals, relationship stress, self-talk patterns, diet, sleep, and conflict resolution or stress management strategies. And the benefit of professional help is always learning more about mental hygiene going forward to prevent similar or related problems. Don't struggle with lingering problems. Instead, take a path of discovery where solutions are accompanied by new ways of applying good mental hygiene needed to overcome roadblocks, fears, and frustrations in your pursuit of happiness.

## Best Back-to-School Tips

Getting kids back to school and on a new schedule can be a tug of war without a little preparation. Here are some tips that stand the test of time: 1) For the nervous youngster facing a new school or grade, walk through the schedule one week before school begins, visit classrooms, and get a lay of the land to reduce anxiety. 2) If the school offers a pre-start, back-to-school night, attend it. 3) Beginning a week before the start of school, test sleeping routines by having everyone in the family practice going to bed and getting up at the expected hour. 4) Create a chart or to-do list of both the morning and the evening routines so young ones grasp the importance of self-management and independence.

## Creating a Life Plan

Your life will happen one way or another, so it's a good idea to take charge of its direction, and a life plan is the way to do it. Thousands of books discuss how to create a life plan. No matter your age, the purpose of a life plan is to capitalize on opportunities and avoid regrets. A life plan can be written for a month at a time or drafted to incorporate many years. Life plans help you maximize and prioritize possibilities, and they separate the possible from the improbable. (You probably don't have the resources to visit the moon someday, so a plan will keep you pursuing dreams that are still realistic.) The future is coming, and with it the realities you will face. A plan can help you navigate these challenges with your happiness remaining intact. So, where are you heading?