

# fseap SOLUTIONS

## Boost Your Team's Positivity!

Many workplace teams experience stress, but it is often made worse by not nurturing a team culture that can maintain high morale and resilience. Take these steps to reinforce team positivity: 1) Decide to not just perform tasks. Instead, agree on a common vision and set up goals. Then post them. 2) Lose the cynicism and believe in the organization, or discover how to rekindle this loyalty so you have a foundational purpose with your employer and a real reason to engage that naturally pulls you forward; 3) Don't avoid the manager; determine how to elicit praise for your successes. Praise from the boss is pure currency to boost morale. 4) Regularly set aside a few minutes to have honest discussions about issues—even if a moment of silence passes as members consider what's relevant. Don't allow only a concern or issue to be what prompts such meetings. You may miss the opportunity to resolve a problem early-on.

Recommended reading: "The Team-Building Tool Kit: Tips, Tactics, and Rules for Effective Workplace Teams."



## Get Ahead of Holiday Spending

Amongst all the glitz and glamour, the holiday season is one of the most stressful times of the year. Remove some stress by planning your holiday finances early. Take some time to figure out how much money you have to spend during the holidays. Then, commit to sticking within your budget. This can help you avoid the dreaded high credit card bill. If you need support getting a handle on your finances, speak with your EAP provider today. We offer consultations with CPAs and Certified Credit Counsellors to assist with budgeting, setting financial goals, managing changes in personal situations, and debt management. Getting in control of your finances is the best gift you can give yourself this holiday season!



## Stop Stress, Right Now: Absorbing Other People's Stress?

Some people are so empathetic that they may absorb coworkers' stress and anxiety and, therefore, feel drained of energy needed to take care of themselves and loved ones at the end of the day. Do you absorb other people's stress and anxiety in this way? If so, reach out for help. Empathy is a powerful and positive human trait but exploring how to set boundaries, protect yourself, and if needed, acquire skills to help release the tension you picked up during the day will help you be more productive without losing the ability to have deep and meaningful relationships with others on the job.



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## Should I Get Help for a Crisis?

Virtually everyone will experience a personal crisis at some point in their life. How long that crisis lasts, how adverse its effects are, and what benefits or undesirable outcomes are ultimately derived from it will vary depending on one's approach to intervention. Most of us are taught to be self-reliant. It's a worthy value, but self-reliance does not mean delaying taking advantage of—or avoiding—helpful resources, whether it is a fire extinguisher or professional mental health counseling. The real skill is your ability to define a crisis early; don't allow resistance to external resource solutions let the crisis you face become more difficult to resolve due to delayed intervention.



## Build Resilience by Raising Self-Esteem

Positive self-esteem is a resource tool when adversity hits. You're able to make more effective decisions, feel confident, and sense hope when the going gets tough. If you question the level of your self-esteem, try these action steps to boost it: 1) Identify the positive human qualities you possess by using this massive list: [ <http://ideconomy.mit.edu/essays/traits.html> ] This exercise will make you more aware of the real you. You may be surprised at how many positive qualities you actually possess. 2) Catch negative self-talk quickly and ask, "What is causing me to think this way right now?" This exercise will erode negative, knee-jerk reactions to the everyday mishaps we all experience. 3) When mistakes happen, don't target yourself for self-criticism. Instead, focus on the decision and changes you need to consider next time. 4) Everyone reacts with discouragement or emotions to mishaps and unfortunate events. The life skill to develop is learning to overcome a negative emotional response quickly and restoring your courage to try again. 5) Gravitate toward those who seem to validate your self-worth, particularly good listeners. 6) If you struggle with self-esteem, it can be easier to be critical of others, just as you are with yourself. The act of accepting others along with their shortcomings has a double-healing effect of improving relationships with others while you actually improve the one with yourself.

## Avoid Relapse of Your Health Condition

Relapse triggers are ever-present for many chronic illnesses that require attention to personal health. If you struggle with relapse triggers for a health condition, you may underestimate the power of complacency. Complacency is losing the healthy fear of your condition. Slowly you may drift toward doing things, going places, or participating in activities that make relapse likely and not participating in health practices that make it less likely. Willpower eventually becomes one's sole prevention strategy. All it takes to relapse at this point is a crisis or an emotion-filled event that triggers a rationalized decision to give up treatment or one's recovery program.

