



# Eap Assist Program

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Counseling support in AU, NZ, USA, Canada & UK

## Working Under Pressure

The first reaction most people have to the pressure is dread. We've all been there, caught between a rock and a hard place with the need to deliver. There are people who can work under pressure quite well. Some even thrive on it. The ability to work under pressure is a learned skill that has one overarching goal. Relief from feeling overwhelmed so you can focus and engage the work efficiently. Avoid obsessing over the large task at hand. Instead, break it into parts and give each part a mini-deadline. Eliminate all potential distractions. Not doing so will ratchet up the pressure more. Use clocks, timers, or other devices to keep yourself moving and on track, but decide the most critical chunk of work you must do first. Start with what's urgent and important. Schedule short breaks at specific times, even if they are only five minutes. These will help pull you through the stages of work faster. View a high-pressure work situation as a challenge to beat a deadline. This strategy produces energy and a



## Be an Inclusive Role Model for a Positive Workplace

A positive workplace brings to mind a relaxed atmosphere, honest communication, a sense of humor, mutual respect and appreciation, and valuing of differences (diversity) among employees. But positive workplaces with these values don't just happen. They don't stay that way either without nurturing them like a precious garden. That's every employee's job. Here are a few ways you can play this role so your workplace is as productive as it is positive. 1) Recognize your biases, so they play less of an influential role in your people-to-people interactions. 2) Model "inclusion" behaviors—spot opportunities to help others feel they "belong," but also recognize the business advantage this has for your organization. 3) Respectfully challenge stereotypical comments when you see them. 4) Be proactive with discussions about what it means to have an inclusive work environment. Practicing these behaviors will make you a positive workplace change agent.



## When Employees Struggle with Opioid Addiction

New research shows 75% of employers have workers affected by struggles with opioids, 30% of workers have family members with opioid misuse and addiction problems, 30% of employers have employees who have missed work due to opioids, 22% of employees experience impaired performance due to opioids, 18% of employers say they have had employees arrested, and 8% claim to have employees who have overdosed. Given these impacts, it is unlikely coworkers aren't the first to know. Can coworkers help? Know how you could save a life. In a caring manner, let your coworker know that you are concerned for their health and well-being. Then recommend use of the employee assistance program or another source of help like a counseling hotline. They are easily found online. Expect your offer of help to be declined at first. But stay tuned—a crisis or drug-related incident in the future or some related mishap will provide you with another chance.



## Too Special to Be Alcoholic?

The stigma of alcoholism has diminished greatly, but when it strikes home, loved ones may rush to defend the drinker, convincing themselves and others that their alcoholic is different, as evident in their lifelong employment, achievements, and community contributions. They may believe their alcoholic requires special care, handling, and an elevated respect apart from others. This form of enabling is referred to as "terminal uniqueness" by those in Alcoholics Anonymous because it results in delay in getting treatment, allowing the illness to grow worse and, with it, the risk that the alcoholic (addict) will never recover. If you have a family member with suspected alcoholism, learn about disease. Be relentless in pursuit of treatment, and rely upon those who can guide you along the way.

