

October 2020

EAP NEWS

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



COVID-19 Action Center for Employees

To get guidance on COVID-19 related questions and assistance with challenges in your work and daily life go to the COVID-19 Action Center at ibhworklife.com. Find tools and resources to help you handle the new normal, cope with pandemic related stress, and keep your family healthy during the pandemic.

Using Anti-anxiety Medications?

Google reports that searches for “anxiety” and “panic attacks” have skyrocketed during the COVID-19 pandemic (CNN.com Aug. 24, 2020). Have you experienced anxiety and panic symptoms in the past year? Although anxiety and panic attacks don’t always require medication, benzodiazepines (Xanax, Valium, Klonopin, Ambien, etc.) are the class of drugs often prescribed for this condition. Work closely with your doctor if these medications are offered to you. Unmanaged, they can leave you dependent (addicted), and willpower will have no preventative effect. Improperly managed, withdrawal from benzos can be dangerous, too—even more so than heroin. The older you are, the greater the risk of injuries and accidents while using benzos. If you’re starting to take a benzodiazepine, begin with the end in mind. These drugs are not meant for long-term use. Consider psychotherapeutic help in tandem with medication to boost your gains. Source: www.nih.gov [search “despite risk benzodiazepine use”]

What is a Psychiatric Emergency

Chances are that you could spot a physical health emergency like a heart attack, but could you do the same with a psychiatric emergency? Psychiatric emergencies may have no physical symptoms, but they can be just as life-threatening. Psychiatric emergencies fall into three categories: risk of harm to self, like suicidal planning and intention; risk of harm to others, like planning to hurt someone; and behavioral changes, such as not making any sense, losing touch with reality, hearing or seeing things that are not there, or becoming paranoid. Call 911 when risk of injury or death exists, and don’t dismiss psychiatric emergencies; swift action could save a life. See a list of symptoms at www.aacap.org [search “emergency 126”].

Breast Cancer Awareness and Alcohol Use

More than 50 studies associate alcohol use with an increased risk of breast cancer. Here are some of the findings: 1) Alcohol increases a woman's risk of hormone receptor-positive breast cancer. 2) Consumption of alcohol causes increased estrogen. 3) Alcohol may damage DNA in cells. 4) Consuming three alcoholic drinks a week raises the risk of breast cancer by 15% compared with not drinking. 5) Alcohol consumption raises the risk of breast cancer by 10% for each additional drink regularly consumed each day. 6) Teen girls who have three to five drinks per week have three times the risk of developing benign breast lumps that may become cancerous later in life. 7) Having two to three alcoholic drinks a day increases the risk that breast cancer will return following treatment by 20% compared with not drinking. Sources: Breastcancer.org, Komen.org, NIAAA.gov.

SmartMom App Helps Single Parents

Here's a special find: the SmartMom app. Its purpose is helping moms find community with other moms and get answers fast to virtually any problem via a digital network. Three million questions have been answered on this app (Search: "smartmom app"). Moms are more often faced with domestic burdens such as managing multiple schedules, overseeing online school expectations, coordinating activities, being chauffeurs, handling domestic chores, and more. This app can lead you to a lot of answers fast.

Parkinson's Law—A Remote Worker's Bugaboo

You are working remotely from home with a task that takes two hours to complete. You have four hours available, so you plan to finish early. But the job takes all four hours! What happened? You are likely a victim of Parkinson's Law. It states that a task or job will consume all the time allowed to complete it. It feels like the work expanded to fill the time available, but it didn't—you simply filled the time with distractions. Remote workers are vulnerable to Parkinson's Law because no one generally is hovering over their work. To fight back, set deadlines much shorter than needed. Try using a timer set to sound every 10 minutes to increase awareness and help you stay focused. You will soon learn to avoid deadline panic, increase your awareness of distractions, and experience more job satisfaction. Outside of work, you will enjoy more leisure time and productivity.

Managing Workplace Election Politics

It's common courtesy to avoid political discussions at work because they create conflict and lower morale. Still, they do happen. If resistance is futile, these tips can help prevent a fracas: 1) Learn to self-intervene. When tension builds, move the discussion along to more work-related matters. 2) Check your visceral reaction. Politics prompts a "flight or fight" response. Don't give in to it. This dynamic is reinforced by the culture, but succumbing to it can make it seem okay to get personal. 3) Avoid demonization or moral indictment of a coworker. 4) Do a "reboot." End political discussions with a verbal affirmation that despite differences, you really do value your workplace relationships.

October Webinar



Saving for the Future

In this webinar, you will learn how to utilize Emotionally Charged Saving techniques that will motivate you to set and keep your savings goals. Some of the topics covered include: Savings, Your Financial Shock Absorbers, How Spending and Saving are Actually Two Sides of the Same Coin, The Reasons to Save, Why Willpower is Overrated, Positive + Negative Emotion = Massive Motivation, and The Power of "Mindless Saving".

Log-in any time this month to watch the webinar and ask the expert questions!



College Corner

If you have a high school senior, Hopefully your college planning is complete. If not, skip to the bottom, and contact us. For everyone else: Even with our new "Covid- Normal", now is the time to start planning. Our "Junior-Year College Planning List" has 54 items. Spread out monthly, that is 4-5 tasks...easier to accomplish, with much less stress. Throw in: schoolwork, sports, music, clubs, employment, volunteering, studying for the PSATs/SATs/ACT, Driver's Ed, etc... there's a lot to be done! Arrange your free 15 minute consultation with our college planning specialist at <https://my.time-trade.com/book/N62GH>. Maximize your student's FREE money, minimize your college costs and debt.

Celebrate Disability Employment Awareness

October 2020 - Celebrating 30 years of the American with Disabilities Act. The ADA is landmark civil rights legislation that works to increase access and opportunity for people with disabilities across society, including in the workplace. Its employment provisions prohibit discrimination in job application procedures, hiring, advancement, termination, compensation, job training, and other terms, conditions, and privileges of employment. For more information please visit the site <https://www.dol.gov/agencies/odep/topics/ada>.

(Future written communications may be in English only.)

Information in FrontLine Employee is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional. For further help, questions, or referral to community resources for specific problems or personal concerns, contact a qualified professional. "The Guardian Life Insurance Company of America", New York, NY 2020-109132 (exp 9/22). Integrated Behavioral Health, Laguna Niguel, California 92677"

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