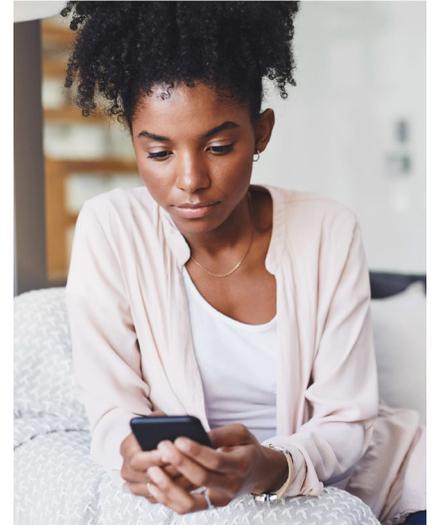


fseap SOLUTIONS

MindBeacon's Therapist-Guided Program for FSEAP

If you can't shake feeling down, stressed, or overwhelmed, MindBeacon can empower you to become more resilient. MindBeacon provides digital Cognitive Behavioural Therapy (or CBT), a clinically-proven method to improve mood and anxiety concerns. Most people typically take 6-10 weeks to complete MindBeacon therapy, and find the 12 weeks of therapist guidance provided is ample for completing their therapy. With MindBeacon, you don't have to schedule your life around face-to-face therapy appointments – you can login to complete therapy when it is convenient for you. Accessed by phone, tablet, or computer, MindBeacon provides clients with a detailed assessment followed by a tailored course of therapy guided by a registered therapist. Your use of MindBeacon, including all interactions with MindBeacon and the MindBeacon therapist, is treated as protected health information. We comply with the highest standards of data protection to ensure your information is kept confidential and secure. Reach out to see if MindBeacon is included in your Employee and Family Assistance Program benefit package.



Take Micro-Breaks to Empower Productivity

Micro-breaks are complete detachment from your work for two minutes or less. They are powerful tools for managing stress, improving engagement, increasing productivity, and improving creativity. A micro-break might involve walking to a window to gaze out for a minute or getting a cup of coffee. Proof that micro-breaks work is, for example, spotting needed changes in a letter or authored document upon returning from a distraction. The key is remembering to take the break. For that, experiment with apps like ToggITTrack or Nag, among others.

www.futurity.org [search "micobreaks"]



Quick Tips for Facing Personal Change

When change is upon us, our attention is quickly drawn to the pain of moving from what is familiar to what is unfamiliar. This occurrence is what fuels fear, anxiety, what-ifs, and worst-case scenarios. This is what you repel. So, coping with change is about wrestling with unknowns. How can you do this? Replace harmful thoughts with positive ones as soon as you become aware of them by imagining good outcomes that will come from the change. Use your mind's eye to see these results. You won't see a 180-degree flip immediately, but you will make a big dent in your fearfulness—usually enough to carry you to the next step: looking for opportunities in the change that create new excitement.

Power of Internal Customer Service

Imagine everyone treating fellow workers and departments like valued external customers. This practice is called a customer-centric positive workplace strategy. It produces a cascade of benefits, like reduced stress, fewer conflicts, improved productivity, and higher morale. It requires keen awareness but starts with showing positivity in interactions. Crucial is avoiding seeing others as a nuisance (e.g., “Oh no. It’s the folks in the print shop again. What could they possibly want?”). Be empathetic so you hear beyond a request from an internal customer to identify with the need. Be proactive in helping solve problems. Don’t be avoidant or keep others wondering when or if they’ll hear from you again. Keep promises.



Practice Cheerfulness to Find Job Passion

Feeling a lack of passion for a job is not uncommon, but there is a potential fix. Under stress, it’s easy to focus on negative emotions and thoughts in a downward spiral. You are then less likely to see the upside, the things you do that contribute to the greater good—the part of your job you can be passionate about. The good news is that cheerfulness—demonstrating happiness and optimism—is a conscious behavior. You can use it to manage stress and increase job satisfaction. Follow these three steps: 1) Find the part of your job you do like—any aspect you can be cheerful about. If you carry groceries to customers’ cars, focus on how this service benefits customers. 2) Link this benefit to your desire to find happiness in the role you play. 3) Talk up this aspect with others. If you do, you may recognize more meaning in your job. Research shows practicing cheerfulness, along with having positive thoughts and emotions, has big returns. It can build resilience for when the going gets tough. It allows you to feel more in control and less focused on negativity. It boosts desire to fend off negativity. It also helps increase the number of positive relationships you have—people will want to hang around you more, and this can lead to improved employment opportunities and even improved financial outcomes. Happiness is a do-it-yourself project. Use purposeful cheerfulness as one life skill to help you achieve it.

Learn more: www.futurity.org/stress-positive-moods-938722/.

Ostracized at Work?

Being ignored and excluded at work—ostracized—may be more emotionally harmful than harassment, according to one Canadian study. Although more employees say they are ostracized than harassed, most surveyed don’t perceive these behaviors as serious. Being ostracized has commonly been linked to workplace violence, so there is a compassionate aspect to helping workers feel like they belong, as well as a risk reduction rationale. Have you witnessed ostracism in the workplace? If so, what can you do to create a positive and inclusive workplace for all? (Comments found at the following resource offer insight on the impact of ostracism.

Source: www.psychologicalscience.org [search “workplace ostracism”].)

