

# Employee Assistance Program

## Therapist Highlight



Meet Tim Flynn, tLMHC. Tim is one of the full time therapists at UnityPoint EAP. He has been with UnityPoint for 4 years. He spent 2 1/2 years as an in-patient therapist in the Lutheran Behavioral Health Unit before coming to the EAP. Tim is a Person Centered therapist, focusing on helping clients access their strengths and resilience.

This is Tim's 11<sup>th</sup> year in Iowa, having moved here in 2007 to be with his girlfriend (now wife) and continues to count himself lucky and happy to have started his family here. And we at the EAP count ourselves lucky that he chose to share his talents with us!

## When is drinking a problem?

Alcohol use often increases in the warmer months. People pair it with outdoor activities such as sports, grilling, and relaxing. But how do you know if it is a problem? Below are some of the signs to be aware of. This is not an all inclusive list, but is a great place to start:

You want to stop drinking, but can't seem to stop.

Social activities revolve around drinking or consistently include drinking.

You find yourself drinking more to get the desired feeling. You are building a tolerance.

You have experienced blackouts.

You continue to drink even though it is causing/contributing to problems (examples: arguments with family, legal problems, embarrassing yourself, trouble at work).

Withdrawal symptoms. These include frequent yawning, disrupted sleep, sweats, headache, shakiness, and restlessness.

The EAP has staff that are trained in addressing substance abuse issues and helping coordinate referrals for assessment and treatment.

### Relationship check in

Give yourself 1 point for each of the following you have done in the past month

Used an "I feel" statement with your partner or shared a heart felt emotion

Found yourself stopping and thinking before responding to your partner

Went on a date night or carved out intentional time to talk

Shared a hope or dream with your partner

Took time for yourself

How did you do? Where do you need to improve? We find that many couples get busy with life and forget to make time for some of the things on this list. The EAP can be a great resources to come and talk with your partner about your relationship, especially if you have found that it has been some time since you discussed important topics.

### I feel statement

I feel \_\_\_\_\_ *\*insert emotion here\** when \_\_\_\_\_ *\*insert action here\**.

"I feel you're being a jerk" is not an I feel statement. "I feel unimportant when you make holiday plans without talking to me" is an I feel statement

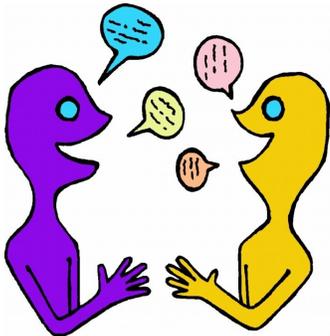


## Supervisor's Corner

The EAP can be a great resource to supervisors. One way is through **MANDATORY REFERRALS**. These occur when there is an issue with a supervisee's performance. Here's how the process works:

1. Talk to the employee about the issue and explain that you would like the employee to come talk to someone at the EAP.
2. Let the employee know that he/she will need to sign a release of information to communicate between the EAP and the supervisor, BUT the communication from the supervisor is only in regards to the referral and the communication from the EAP is only about compliance. There is no personal information shared. The EAP will not share what is talked about with the supervisor or what suggestions are made.
3. The employee or supervisor can make an appointment by calling the EAP. It is best to inform the staff on the phone that this is a mandatory referral. The employee should bring any paperwork relating to the referral.
4. At the first appointment, the EAP counselor will talk with the employee about the concern and work with the client to address the issue. The employee will be asked to sign a release of information to report compliance to the supervisor. If the employee chooses not to sign a release of information, we cannot communicate with the supervisor.
5. After the session, the EAP counselor will report compliance to the supervisor. If you have referred someone and you do not receive a call from the EAP, it is likely that a release was not signed.

If you have any questions or want to make a referral call us at 515-263-4004



## Talk it out

Practical ways to improve communication and promote positivity!

1. Be aware of your emotion. If you are emotionally heightened, take a deep breath or do something that helps you calm down. Get your mind into a positive place.
2. Use an "I feel" statement. For example: "I feel belittled when you correct me in front of other coworkers" or "I feel appreciated when you say thank you."
3. Support healthy communication. If someone handles something assertively and appropriately, let them know you recognize it.
4. Speak directly to the intended person and deliver a clear message. Watch your non verbals (tone, body language, eye rolling, etc.)
5. Use active listening. Pay attention to what's being said, clarify, ask questions, repeat what you heard. Make sure the message is delivered as it was intended.



**The staff at EAP hopes that you all had a Happy Fourth of July!**