

Employee Assistance Program



SPRING IS FINALLY HERE!!!

We've been waiting a long time for this weather and it is finally here! It's a great time to give our mood a boost. Here's how:

1. **Get some sunshine!** The light from the sun does a few amazing things for our mood. It can release serotonin and also help our body to produce vitamin D. It is important to remember to get sunshine in moderation and try to avoid the peak midday hours when the risk of sunburn is greatest.
2. **Get moving.** The weather is nice and there is no shortage of things to do to get moving. Walking, running, biking, swimming, dancing, yoga, anything that gets you moving engages you physically and mentally.
3. **Eat local.** Taking advantage of local foods has some pretty cool benefits. [Locally produced produce is higher in value](#)...and nothing tastes better than fresh local food.
4. **Utilize your EAP benefit.** Talking about stressors can provide a new perspective and can give you a mood boosting outlook! Call us at 515-263-4004

Here are some ways to do several of these mood boosting activities at once:

Walk through the Farmer's Market and pick up fresh food to make meals at home.

Find a [Yoga in the Park](#) class, pack a lunch, and make it a day.

Ride your bike to a restaurant that serves local foods...and order something local.

What are your favorite mood boosting strategies?



Memorial
Day is
May 28

Building a Mood Boosting Work ENVIRONMENT

Conflict is inevitable. Personality clashes are unavoidable. Close quarters and significant time together can exacerbate these things. The good news is, there are ways to minimize these clashes and build a civil work environment. EVERYONE can be part of this change, not just supervisors or leaders. EVERY person can make it a priority to engage in these positive behaviors and not engage in, or tolerate, negative behaviors.

REMEMBER:

- * Politeness/good manners
- * Graciousness
- * Pick your Battles: Not every concern needs to be addressed. And if it does, do it tactfully. There is a time and place for everything
- * Build others up, don't tear them down
- * Be courteous and cordial
- * Practice assertive communication. Your message should be clear, concise, have an appropriate tone, be directed to the person that the message is intended for, and nonverbal cues should be appropriate
- * MANAGE UP: Look for, point out, and verbalize to others the things others do well. For example: "The people at the desk will help you get checked out. They are all very helpful"
- * Be aware of your emotions so you are not taking them out on someone else.

AVOID:

- * Passive Aggressive Communication: Humorous "put downs," withholding information, silent treatment, backhanded compliments, etc.
- * Avoid Aggressive Communication: Humiliation, rudeness, aggressive body language, swearing, and so on.
- * Gossiping
- * Unwillingness to work cooperatively or as a team.
- * Putting down the way others do things. Being belittling or dismissive.



A Lesson in Teamwork from Geese

When geese fly together, each goose provides additional lift and reduces air resistance for the goose flying behind it.

When a goose drops out of the v-formation it quickly discovers that it requires a great deal of more effort and energy to fly.

Geese rotate responsibilities.

Geese communicate with each other.

Geese help each other.



It's graduation time! Congratulations to everyone who is graduating. Remember self care during this time. Good stressors are still stressors!