

Employee Assistance Program

May is National Mental Health Month

National Mental Health Month raises awareness about mental illness and related issues in the United States. In recent times, attitudes towards mental health issues appear to be changing. Negative attitudes and stigma associated with mental health have reduced and there has been growing acceptance towards mental health issues and support for people with them.



Are you Surviving or Thriving? Let's live each day to the fullest and be the best we can be!

Utilize your EAP benefit. Talking about issues and getting support can help change your perspective and can give you a mood boosting outlook! Call us at 515-263-4004



Mother's
Day
is May 12



Memorial
Day is
May 27



EAP Senior Therapist Julie Ehrhardt began providing services March 29th

Julie has been providing counseling services to individuals, couples, families and organizations in the Des Moines area for more than 32 years. She holds a Master's in Healthcare Administration and a Master's in Community Counseling. She is a Licensed Mental Health Therapist (LMHC), a Certified Employee Assistance Professional (CEAP), and an International Alcohol and Drug Counselor (IADC). Julie has experience working with substance use/abuse disorders and other addictions, domestic violence, depression, anxiety, workplace stress and relationships.



Workplace Communication Tips

1. Be specific in formulating complaints. "I'm never invited to meetings" is not as effective as "I believe I would have been able to contribute some ideas at last Thursday's meeting."
2. Resist the temptation to involve yourself in conflicts that do not directly involve you or your responsibilities. Even if someone has clearly been wronged, allow him or her to resolve the situation as he/she chooses.
3. Try to depersonalize conflicts. Instead of a "me versus you" mentality, visualize an "us versus the problem" scenario. This is not only a more professional attitude, but it will also improve productivity and is in the best interests of the company.
4. Be open and listen to another's point of view and reflect back to the person as to what you think you heard. Start with, "What I heard you say..." and see how much you really understand about the other position. You may find that you're on the same wavelength but having problems communicating your ideas.
5. Try not to involve your supervisors in conflict resolution until you have tried to address the problem directly. There may be some situations that require supervisor intervention.
6. If an extended discussion is necessary, agree first on a time and place to talk. Confronting a coworker who's with a client/patient or working on a deadline is unfair and unprofessional. Pick a time when you're both free to concentrate on the problem and its resolution. Take it outside and away from coworkers if they're not involved in the problem. Don't try to hold negotiations where others can hear every word.
7. Limit your complaints to those directly involved in the workplace conflict. Character assassination is unwarranted. Remember, you need to preserve a working relationship rather than a personal one, and your opinion of a coworker's character is generally irrelevant. "He missed last week's deadline" is OK; "he's a total idiot" is not.
8. Take home point: It's not all about you - You may think it's a personal attack, but maybe your co-worker is just having a bad day. Take time to think BEFORE you speak in response to an insensitive remark. It may be that saying nothing is the best response.