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## Boost Your Team's Positivity

Many workplace teams experience stress, but it is often made worse by not nurturing a team culture that can maintain high morale and resilience. Take these steps to reinforce team positivity: 1) Decide to not just perform tasks. Instead, agree on a common vision and set up goals. Then post them. 2) Lose the cynicism and believe in the organization, or discover how to rekindle this loyalty so you have a foundational purpose with your employer and a real reason to engage that naturally pulls you forward. 3) Don't avoid the manager; determine how to elicit praise for your successes. Praise from the boss is pure currency to boost morale. 4) Regularly set aside a few minutes to have honest discussions about issues—even if a moment of silence passes as members consider what's relevant. Don't allow only a concern or issue to be what prompts such meetings. You may miss the opportunity to resolve a problem early-on. Recommended reading: "The Team-Building Tool Kit: Tips, Tactics, and Rules for Effective Workplace Teams."

## Should I Get Help for a Crisis?

Virtually everyone will experience a personal crisis at some point in their life. How long that crisis lasts, how adverse its effects are, and what benefits or undesirable outcomes are ultimately derived from it will vary depending on one's approach to intervention. Most of us are taught to be self-reliant. It's a worthy value, but self-reliance does not mean delaying taking advantage of—or avoiding—helpful resources, whether it is a fire extinguisher or professional mental health counseling. The real skill is your ability to define a crisis early; don't allow resistance to external resource solutions let the crisis you face become more difficult to resolve due to delayed intervention.

## Build Resilience with Awareness

Resilience is the ability to recover quickly from illness, change, and adverse events. Resilience is a tool or resource you can draw upon and strengthen. Consider these few tactics that help develop resilience: 1) Build relationships with those you can turn to for support and who are dependable in their ability to offer acceptance, patience, and empathy. 2) Practice daily positive self-talk by achieving small goals you can reflect on for self-praise. Tip: Identify what you've been putting off, and start there. 3) Develop reflexes to spot the lessons learned from daily mistakes, slipups, and frustrations, and nip self-criticism in the bud. 4) Maintain a forward-looking mindset, with enjoyable goals/activities/tasks planned for days or weeks in front of you. Each of these tactics helps build resilience you can count on when the going gets tough.

## Build Resilience by Raising Self-Esteem

Positive self-esteem is a resource tool when adversity hits. You're able to make more effective decisions, feel confident, and sense hope when the going gets tough. If you question the level of your self-esteem, try these action steps to boost it: 1) Identify the positive human qualities you possess by using this massive list <http://ideonomy.mit.edu/essays/traits.html>. This exercise will make you more aware of the real you. You may be surprised at how many positive qualities you actually possess. 2) Catch negative self-talk quickly and ask, "What is causing me to think this way right now?" This exercise will erode negative, knee-jerk reactions to the everyday mishaps we all experience. 3) When mistakes happen, don't target yourself for self-criticism. Instead, focus on the decision and changes you need to consider next time. 4) Everyone reacts with discouragement or emotions to mishaps and unfortunate events. The life skill to develop is learning to overcome a negative emotional response quickly and restoring your courage to try again. 5) Gravitate toward those who seem to validate your self-worth, particularly good listeners. 6) If you struggle with self-esteem, it can be easier to be critical of others, just as you are with yourself. The act of accepting others along with their shortcomings has a double-healing effect of improving relationships with others while you actually improve the one with yourself.

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Employee Assistance Program

November 2022