

Mindful Communication: Should You Text or Call?

Fast communication is not always meaningful and effective. So, should you pick up



the phone or meet in person to discuss that important issue with your coworker, colleague, boss, or customer? It could make a difference in your getting the job, smoothing over a conflict, explaining a mistake, or getting the sale. This is called “mindful communication”--

choosing the right communication method. That might be text, but be mindful about it. Communication “tools” include voice, tone, appearance, and nonverbal behaviors. These resources—and those of your counterpart—may be what deliver your goal. The meaning of your communication is found in the response you get back. If it is not what you want, switch methods.

UR Medicine EAP

496 White Spruce Blvd.
Rochester, NY 14623

(585) 475-0432
1-888-764-3456

Email:

EAP@urmc.rochester.edu

Website:

urmc.rochester.edu/EAP

Subtle Signs of Depression

It's easy to dismiss dips in mood, sleep issues, or suppressed appetite. But these could be subtle symptoms of depression. People with mild depression are six times more likely to slip into major depression. So, if you notice these types of symptoms, or others like sadness and waning interest in activities lingering for a couple of weeks, see a mental health professional or your EAP. Major depression can have long-term effects on your body, even contributing to dementia and heart problems. A short assessment takes only a few minutes and it could help confirm or rule out the diagnosis.

Self-Diagnosing Alcoholism

Alcoholism has been called a disease of denial for decades, which is why education about denial is essential in addiction treatment programs. It's the #1 roadblock to self-diagnosis for those whose drinking is contributing to life problems. A common description of denial is found in the statement, “I don't have a problem with alcohol, because I can take it or leave it. I can quit drinking at any time.” Of course, anyone who drinks can do these things. It's “staying stopped”—which is what's required to arrest the illness—that's the challenge. The following are also associated with denial. Do you recognize them in yourself or someone you know? 1) Knowing certain symptoms of the illness one does not have, and relying upon these to convince oneself and others that a drinking problem does not exist. 2) Creating rules to manage risk associated with a history of overdrinking (e.g., never drinking before 5 p.m.). 3) Relying upon or maintaining a definition of alcoholism that excludes oneself, but changing this definition over time so it continues to fit one's drinking pattern. (e.g., I may drink in the morning, but it's never affected my job.”). Discover more about the progression of alcoholism and discover a path to wellness that works for you or someone you know by visiting with a professional counselor, EAP, or other knowledgeable expert.

How to Up Your Team Skills

Showing up, pitching in, being timely, and communicating well are all part of being on a team. But here are five essential roles you may not have considered. See if any create underperformance for your team. 1) Leadership. Even if you are not the team leader, you can still practice leadership behaviors—think proactively, take initiative, and “think upstream” to prevent future problems. 2) Conflict Resolution. Spot conflicts early and facilitate resolution. 3) “Other” Awareness Skills. Continually sense the needs of team members (e.g., sensing others are overworked, you pitch in to share more of the load). 4) Checking In. Disagreements happen, but personality clashes can be toxic. Check in—ask, find out whether things are “OK between us.” 5) Diversity Awareness. Pay attention to—and grow appreciation for—the variety of skills and abilities of team members while seeking ways to best utilize them.

Best Back-to-School Tips

Getting kids back to school and on a new schedule can be a tug of war without a little preparation. Here are some tips that stand the test of time: 1) For the nervous youngster facing a new school or grade, walk through the schedule one week before school begins, visit classrooms, and get a lay of the land to reduce anxiety. 2) If the school offers a pre-start, back-to-school night, attend it. 3) Beginning a week before the start of school, test sleeping routines by having everyone in the family practice going to bed and getting up at the expected hour. 4) Create a chart or to-do list of both the morning and the evening routines so young ones grasp the importance of self-management and independence.

What Willingness to Learn Says about You

You may have hard-fought education and training in one area of work, but if you are not communicating a strong sense of willingness to learn new skills, you may be overlooking opportunities and a critical way to engage with your employer in the modern era. Willingness and a desire to learn demonstrate your motivation for personal improvement and achievement. Your willingness and desire to learn a soft skill employers value says a lot about you. Employers look for potential, capability, and the ability to withstand change. Desire for a new challenge communicates it all.

Parenting against Fake IDs

Research shows between 12 percent and 32 percent of college freshmen and sophomores own fake IDs. Those with Greek membership have the highest use of fake IDs. A direct correlation exists between young adults with fake IDs and the likelihood of binge drinking and getting arrested. If you are a parent offering guidance to your student heading off to college, these tips on a firm discussion centered on disapproval may be helpful: 1) Read the sourced information below. Links to similar studies are also there. Equip yourself with facts about the hazardous practice of purchasing a fake ID. 2) Understand the laws in the state, the rules, and the penalties on the college campus where your student is attending. 3) Do not think that your parental insistence against purchasing a fake ID will fall on deaf ears. Research shows that teens listen to parents more than the parents realize, and they follow parental demands far more than expected, despite how it may appear. 4) Follow the money. If you're helping with expenses, you have the right to know where the money has gone. 5) Don't be afraid to keep tabs on your child. Over time, troubled kids will find other friends who don't have so much parental involvement. 6) Don't turn a blind eye to underage drinking. Under age 21, it is an illegal activity. Source: <https://www.ncbi.nlm.nih.gov/pubmed/2711502> [Search PMC2711502]