

Should You Get Up Earlier?



You may hear time management gurus insist that getting up at 5 a.m. amounts to secret sauce for increasing personal productivity. Proponents of morning solitude argue that this time of day allows

you to focus better on key issues, take advantage of your best mental state, and achieve more as you make key decisions before the distractions of the day begin. Author Robin Sharma, a productivity coach, calls this “the 5 a.m. club.” Launching yourself before the rest of world awakens may have advantages, but here’s a tip—experiment first with getting up 15 minutes earlier than usual. You may discover magic in that small amount of time and get all the benefits of an early riser. If desired, add more time. Decide what you will do with these golden minutes or hours; otherwise, you may find yourself heading back to bed.

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

Mental Wellness in the Workplace

What is *mental health wellness*? Within the workplace, mental health wellness is the practice of personal awareness that helps you stay in control of what you think, what you feel, and how you react to everything going on around you. Practicing mental health wellness may be reaching out to patch up a relationship with a coworker with whom you had a conflict earlier so the negative exchange doesn’t fester and harm your relationship, and thereby create unnecessary stress. Another example might be saying “no” to avoid feeling overwhelmed and delivering less than your best work. If you are conscious of your thoughts and feelings and practice this self-awareness regularly, you will make decisions more in-line with what you truly want as you interact and respond to the environment. Without practicing mental health wellness, you are more likely to respond to the world on “autopilot,” reacting emotionally rather than in a rational manner conducive to reducing stress and producing a positive impact on mental health. Mental health awareness is about *intrapersonal* skills (what’s going on inside you), thinking upstream, counting to ten, taking a deep breath, and weighing the external and internal realities of a decision or a response. With mental health wellness, you make better decisions while you increase the likelihood of being happy, healthy, and more productive, and discovering more meaning in your job.

Communicating with Millennials for Peak Productivity

A lot of business literature focuses on how to communicate with millennials. Do you know that 70% of millennials prefer digital communication to any other type? Workplace tips: When giving assignments, include “the why.” Millennials are less motivated by simply being told, “do it.” Team skills, challenges, less fear of change, applying tech to problems, high energy, finding the answer, and pushing the limits of discovery—these are strengths and values of millennials. Consider these attributes when needing to boost productivity. Don’t pit older workers against millennials, and avoid an “us vs. them” work climate. To learn more, see the book “Millennials in the Workplace” by Justin Sachs.

How Complacency Increases Risk

Complacency is the number one cause of workplace accidents. Complacency is defined as “self-satisfaction especially when accompanied by unawareness of actual dangers.” (Merriam-Webster) Understand complacency for the insidious state of mind it represents. When you perform the same task repeatedly that requires alertness—without incident—you risk experiencing complacency. Dismissal of safety steps follows. For example, instead of walking the long way around a dump truck, you short-cut it across the back while it dumps its load, tragically on you. Practice remaining conscious of safety rules; make them part of who you are as an employee. Complacency and alertness are opposites. You can't be both at the same time. Learn more: ohsonline.com [Search “complacency”].