

## Resolving Relationship Problems at Work



Are you tolerating a difficult workplace relationship? Thorny relationships are often tolerated because switching job functions or leaving is not an option. If this sounds like you, it's time to discuss your situation with an EAP, counselor, or job coach. People conflicts are the most common complaints of workers, but the fewest for which help is sought. The reason: Thinking it's hopeless. Numerous strategies exist for resolving workplace conflicts. Whether it

is learning different responses to triggering comments or behaviors, or discovering the mechanics of turning the relationship around entirely, get out of the rut and explore the options with a pro. Abraham Lincoln once said, "I do not like that man. I must get to know him better." Perhaps this might be the approach that works for you.

## Enthusiasm Is Contagious

We all want to work around people who are enthusiastic. Like all attitudes—even negative ones—enthusiasm is contagious. Enthusiasm's ability to buoy others makes it a soft skill valued by employers. You can't fake enthusiasm. So how do you maintain real enthusiasm when stress and job strain rule? Don't see enthusiasm as a temporary state of mind or dependent on others. Instead, recognize enthusiasm as a part of your personality and a resource that helps you cope with stress and positively influence your environment. To stay enthusiastic, develop your passion by pursuing your dreams and ideas. Doing so will build resilience and help you take action early to intervene with factors and influences that could undermine it.

## Good for the Heart, Good for the Brain

If you do a lot of sitting and get little physical exercise, you are naturally at risk for cardiovascular disease, especially if you are over 55. New research shows that within six months of participating in a commonsense, aerobic exercise program you will experience improved cognitive functions—meaning better brain health. These include increased attention span, the ability to stay focused, better decision-making, improved working memory, better planning, and the ability to think with more agility—switching back and forth between tasks you're doing. You have even better returns if you follow a diet of vegetables, fruits, low-fat dairy foods, less salt, and moderate amounts of whole grains, fish, poultry, and nuts. Do you fear losing your mental capacity as you age? Here's your mission: Get moving, and remember, what's good for your heart is good for your brain. (Consult with your medical provider before beginning an exercise program.)

Source: <https://scholars.duke.edu/display/pub1250443>

## Stay Pumped about Your New Year's Resolution

It's the ultimate New Year's resolution challenge—staying motivated. Could a counselor or EAP familiar with motivational interviewing techniques help? Motivational interviewing is a counseling technique that does not direct you, but leads you to find the compelling reasons and the big "why" of your goal or resolution so you feel compelled to act. You also explore the roadblocks that interfere with success. A good counselor does not direct, take the wheel, or thrash you into taking action. Instead, motivational interviewing is a team effort to enable you to discover the natural motivation you already possess in order to succeed in attaining what you really want.

**UR Medicine EAP**  
496 White Spruce Blvd.  
Rochester, NY 14623

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

**Email:**  
[EAP@urmc.rochester.edu](mailto:EAP@urmc.rochester.edu)

**Website:**  
[urmc.rochester.edu/EAP](http://urmc.rochester.edu/EAP)