



**Employee Assistance Program**

**1-800-822-0244**

[www.oer.ny.gov/eap](http://www.oer.ny.gov/eap)

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# FrontLine Employee

*Wellness, Productivity, and You!*

## The Power of Consistency

**Understanding the power of consistency** can help you be more productive. Consistency is demonstrated in the fable of the tortoise and the hare, where slow and steady won the race over the hare’s inconsistency despite him being faster. Understanding the power of consistency can motivate you to make it a powerful habit. Doing something consistently builds momentum—it becomes easier over time to keep going. But get this: You have a mental muscle called “self-discipline” and it can get weak. Practicing consistency strengthens self-discipline, a completely different skill with its own powerful payoffs. Mastery and expertise in something you want happens with consistent small steps, not enthusiastic chunks of effort with intermittent delays. Another bonus of consistency is self-confidence and belief in yourself as you see progress over time.



## Personal Power in Creating a Positive Workplace

**Don’t underestimate your ability to contribute to a positive workplace** by using manners more often. They can be easy to forget in a busy day and to omit in daily interaction with others. Although there are many civilities we practice in the workplace, nothing is more powerful than showing appreciation to co-workers. Thank them for their hard work, compliment their achievements, and acknowledge their contributions to the team. When all employees do this, you will notice its effect in creating a positive and supportive environment and an uplifted attitude in those around you.



## Enjoy the Spring Injury-Free

**It’s spring, so enjoy it!** But prevent injuries as you get out and about participating in leisure, recreation, sports, and yardwork. This includes using protective gear and the right tool for a specific job. Many injuries can be prevented by taking the extra minute necessary to stop what you are doing, take a breath, and get the right tool, eye protection, a longer cord, or a better ladder to eliminate risk of injury. Surprising fact: There are 85,000 lawnmower injuries reported each year!



Source: <https://www.lawnstarter.com/blog/studies/yard-work-and-lawn-mower-injuries/>

## Problem Gambling Awareness Month

**Many problem-gamblers say their first awareness of their addictive disorder was inability to resist the impulse to gamble despite the consequences.** Whether driving down the street or flying cross-country to gamble, it did not matter. Next came spending more than intended and “chasing losses” to win it back, often with the distorted idea that they could make amends to others hurt by broken promises to quit or cut back. Problem gambling is a recognized mental disorder, and it’s treatable. You can learn more from the New York Council on Problem Gambling or contact a professional counselor through your EAP.



[www.nyproblemgambling.org](http://www.nyproblemgambling.org)

## Could Volunteering Add to Your Life?

**Why volunteer** in your community? The obvious answer is to help an altruistic, nonprofit organization meet its goals without it incurring extra labor costs. Beyond a loving act of giving, volunteering has powerful personal benefits. Volunteerism can fight depression and anxiety because it offers a positive distraction away from negative “selftalk” scripts that often accompany these conditions. The act of giving back serves as a strong counter-punch. The result is you are happier helping others, and you naturally fight for your own mental health. Getting work experience is another benefit of volunteering, but more important it shows “demonstrated interest.” You can’t put a price on this, and you can’t go back in time to get it. It is irrefutable proof to a potential employer that you have passion. This can catapult any resume ahead of the pack. Skill development is another powerful benefit of volunteering, and it can accelerate your transition to another occupation faster. Engaging with people, networking, and increased opportunities come with relationships, and it’s more likely that you may be in the right place to experience sudden opportunity. Volunteering is a love gift, but your time and effort can be returned many fold.



## Can You Identify Pre-Burnout?

**It’s not burnout yet**, but do you have “precursor symptoms?” Preventing burnout is not a willpower exercise. And “a vacation” won’t do it. It takes focus and some self-nurturing changes. A few early warning signs include noticing a lack of energy and feeling tired most days; difficulty staying focused on tasks; a surprising inability to self-motivate, deliver, or complete tasks on time; mild forgetfulness; awareness of loss of enjoyment from work; noticing a lack of productivity compared to an earlier time; being slower at responding to the needs of others at work; and feeling edgy, tense, and more easily “triggered.” Other signs exist, so consider an assessment with a counselor or your employee assistance program and gain self-care skills unique to your life or situation to prevent burnout.



## Stress Management, Right Now: Accepting Ups and Downs

**Life is a series of** positive and negative events. Accepting the downs with the ups and moving forward is a resiliency skill. Experiment with the following resilience strategy if frustrating or negative experiences keep you distressed for too long: 1) Understand it is natural to experience negative events more acutely than positive ones. 2) When you face an adverse experience, reflect on past experiences, how you got through them, and how time and patience played a role in overcoming the event. Decide the present negative experience will be no different. 3) Recognize what’s going well in your life. Doing so is a strong counterbalance to negative emotions. 4) Hit the brakes! Refuse an adverse event’s power to pull you into a downward spiral. 5) Embrace uncertainty: Life is unpredictable, and there will always be highs and lows. This mindset reinforces your ability to navigate whatever comes your way in the future. (Note: Tracking your progress reinforces the strategy.)



## Preventing College Spring-Break Tragedies

**Spring break can** be a fun and exciting time for students, but it can also present several dangers. The primary risks are associated with drug and alcohol use, sexual assault, harassment, violence, and auto/pedestrian accidents.

It’s important that students are aware of these risks and how to protect themselves or properly respond to them. If you are a loved one of a college student, don’t shy away from the parental or guardian role of offering information that may help prevent tragedy. Research shows that young people do hear and listen to what their parents say, although they may not experience validation at the moment this information is shared.

