



Frontline Employee

Mental Health Awareness Month: Overcome Fear of Stigma to Seek Counseling

Personal challenges can impact well-being, and mental distractions that often accompany them can keep you from feeling like your best self. Your employee assistance program (EAP) is an easy path to help with challenges, but does stigma or embarrassment hold you back? Although you are sure of confidentiality, you believe handling problems on your own better demonstrates you are not incompetent or weak. Here's the big reveal: Nothing could be further from the truth. Seeking counseling is a courageous and proactive decision that demonstrates strength, self-awareness, and a commitment to personal growth. Just as you would seek medical care for a physical ailment, seeking counseling for challenges or emotional pain is a vital aspect of self-care. Today, employers are committed to fostering a culture of support where seeking counseling is encouraged. So, go for it. Make the call. Your future self will thank you for it.



Get the Positivity Back in Your Team

Does your workplace team have a strong bond with a high level of trust? If not, getting the positivity back is probably easier than you think. Team morale will naturally erode if simple tasks that reinforce cohesiveness is ignored due to time pressures, deadlines, staff shortages, and overwork. This allows minor tensions and miscommunications to fester. So, create routine opportunities for facilitated discussions where the whole team can privately address conflicts, miscommunication, and perceived tensions to constructively resolve issues. Use this time to also clarify roles, responsibilities, and expectations. Dispel ambiguity and new potential sources of conflict. Now, witness how much better you feel coming to work tomorrow.



Got Intercultural Competence?

Intercultural competence refers to one's ability to interact effectively and appropriately with people from other cultures. Intercultural competence is crucial to businesses in an interconnected global business community. With a few clicks of a mouse, we are now face-to-face with someone halfway around the world. This new reality makes intercultural competence a soft skill that offers insight and expertise to improve an employer's competitive advantage. To grow your intercultural competence, educate yourself about cultures with which you interact, practice observing the world from the perspective of other cultures, and nurture personal values of respect, openness, curiosity, and discovery. Most importantly, be aware of biases and how they impede or interfere with any of the above.



Check Your Blood Pressure

Eleven million people in the U.S. have hypertension (high blood pressure) and don't know it. Are you one of them? Monitor your blood pressure if you haven't done so before or if it's been a while since your last check. High blood pressure is often called the "silent killer" because it has virtually no noticeable symptoms until its effects suddenly create a hypertensive crisis, which could be a heart attack or stroke. Contrary to popular belief, experiencing a headache does not necessarily indicate high blood pressure! Scary fact: One-third of stroke victims experience vision loss— some permanently and in both eyes.



Working Under Pressure

The first reaction most people have to the idea of working under pressure is dread. We've all been there, caught between a rock and a hard place with the need to deliver. There are people who can work under pressure quite well. Some even thrive on it. The ability to work under pressure is a learned skill that has one overarching goal: Relief from feeling overwhelmed so you can focus and be engaged in the work efficiently. Avoid obsessing over the large task at hand. Instead, break it into parts and give each part a mini deadline. Eliminate all potential distractions. Not doing so will ratchet up the pressure more. Use clocks, timers, or other devices to keep yourself moving and on track but decide the most critical chunk of work you must do first. Start with what's urgent and important. Schedule short breaks at specific times, even if they are only five minutes. These will help pull you through the stages of work faster. View a high-pressure work situation as a challenge to beat a deadline. This strategy produces energy and a competitive spirit with your deadline. Learn about yourself under pressure and how you respond to it. Take steps in the future to avoid procrastination if it played a role.



How to Fix Your Day

Money troubles among couples are common, but resolving them is possible, or you can try avoiding them if your relationship is new. Tips for couples: 1) Communicate openly and honestly about financial goals, spending habits, and values to reduce misunderstandings and disagreements. 2) Set specific, achievable financial goals together so you work toward a common financial future. 3) Avoid resentment and imbalance in your relationship caused by unequal contributions to your shared financial responsibilities. 4) Few things will cause more stress than debt, so create a budget and stick to it to avoid overspending. (Many couples attempt this task, but they are undermined by not starting first with #1 above.) 5) Avoid secrets or hiding financial information. Money has a powerful impact. Don't underestimate it. Secrets can erode the essential trust needed to make your relationship thrive. 6) Turn to expert sources to help guide your financial future.



Mental Decluttering – A Different Kind of Spring Cleaning

Mental clutter is overpowering stress created by the daily demands of modern life, our multiple roles, to- emotions, responsibilities, and the constant influx of information. Enter the self-help concept of decluttering to reduce stress, improve concentration, enhance creativity, and cultivate a greater sense of well-being. Mental decluttering is about creating space for what truly matters and letting go of what no longer serves us mentally and emotionally. Signs indicating the need for mental decluttering include difficulty concentrating, experiencing a lack of creativity, and feeling disconnected from a positive sense of well-being. The practice of mental decluttering may involve various techniques, such as mindfulness meditation, journaling, prioritizing tasks, setting boundaries, and letting go of negative thoughts or emotions.



**REMEMBER...
WE CAN HELP!!**



Employee Assistance Program

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