

## Make Work-Life Balance

Do you crave work-life balance only when overwhelmed by stress? Put work-life balance on “autopilot.” 1) Do tiring or intense work tasks during the time of day you feel the most energetic and “up.” 2) Passionately engage in a goal, hobby, pastime, or sport outside of work—something magnificent that “calls your attention.” Make it something you can’t wait to get to, either before work or after. 3) Write down realistic goals for your work each day. (Without a daily plan, you won’t easily find an end to your day.) 4) Examine what underlies imbalance. For example, do you believe overwork is noticed and will eventually be rewarded? Do you work harder hoping others won’t notice the skills and abilities you fear you don’t possess? With these few changes, you can avoid “work strain,” burnout, and disillusionment with your job.



## Facing Loss During the Holidays

Grief often intensifies during the holiday season. And the dread that comes with anticipating the struggle can create strain. Those who have faced grief offer some tips. Acknowledge that this time of year is different and hard. Ironically, this self-awareness makes practicing other tips easier. Avoid “thought blocking,” stuffing feelings, and isolation. Make a few choices about traditions. Keep ones that are meaningful, modify others, eliminate some, and start new ones. Again, it’s okay. What works for you is what works for you. Where will you physically be during the holidays? Trust your gut. If it feels easier to manage grief in a new environment, consider this choice. Don’t apologize for how you grieve or for acting on what feels right to you. Engaging with others, especially loved ones, along with the positive distraction socializing generates, is a healthy coping strategy. So, reach out for support, consciously nurture yourself, don’t resist participating in an activity that brings you joy, and let others know what your needs are at this time. If you are not experiencing grief, do you know someone who is? Reaching out to offer companionship and support is the most priceless form of caring.



## Reduce Stress, Right Now: Focus on the Tension, Not Just Stress

When we perceive stress, it is the result of tension affecting us. The tension of being overworked creates the exhaustion (stress symptom) felt when you arrive home. So stress and tension (the source) are different. The desire to reduce stress may cause people to reach for relief—healthy choices like taking a walk, or perhaps unhealthy choices like substance abuse, which can bring temporary relief but then make circumstances worse. When stressed, consider what influence or control you have over the tension. Make it your first intervention. Ask: What element of the tension do I have the ability to shape, eliminate, reduce, or manage better? Stumped? Seek help from your EAP or another professional resource. Then develop the life skill of acting upstream to help prevent tension arriving downstream in the form of stress.



## Conquer and Check

Implicit biases are naturally acquired, mostly unconscious beliefs or views about others who are different from us. Research shows that all people have biases, but with education, awareness, and conscious use of self you can prevent their expression. Biases can sour interactions on the job, damage morale, and affect the bottom line. When bias is checked, employees remain focused and engaged and possess a stronger sense of belonging. And ultimately, those who are different from the majority come to believe their value is unconditionally accepted and their differences don't matter.



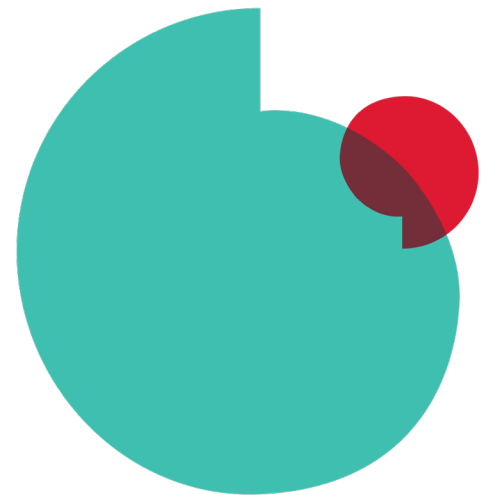
Learn more: ““The Leader’s Guide to Unconscious Bias: How to Reframe Bias, Cultivate Connection, and Create High-Performing Teams”—coming April 25, 2023, by Pamela Fuller

## Reducing Holiday Financial Stress

Holiday cheer is often followed by post-holiday “jeer” when credit card bills come due. If you are inclined to overindulge in purchases, especially for loved ones, here are a few tips to reduce post-holiday bill shock. Decide who will get a gift, and who can receive your sentiments in another way. Recruit your family—use a team approach to buy into cutting back. Don't be tempted by shopping deals that excite you to spend more, credit offers, or bulk deals you don't need. When shopping online, enter the keyword of a gift item you are considering and click the “images” tab at the top of your browser. You will discover numerous images of the same item displayed by competitors—both online and at stores nearby. Now, shop by price. This trick to online shopping can lead to significant savings. Track holiday spending—it's a restraining tactic to curtail buying on impulse. With these clever changes in spending, you will enjoy the holidays more and keep mindful spending habits year-round.

## Make Managing Health Meaningful for You

Managing health looks different for everyone. Yet, it's important for all of us to do. Some of us need help to make managing our health a priority. FSEAP's certified Health Coaches embrace a holistic wellness philosophy. They work with individuals from an “inside-out approach.” Using steps based on the individual's goals, readiness, values, and tolerance to change. Our coaches help clients make positive lifestyle changes. Such changes as meditation, weight and stress management, nutrition, and more. Achieve change through assessments, health and wellness resources, exercises, and 1-to-1 personal coaching. This unique coaching approach, combined with web-based resources and wellness workbooks, resulting in a positive experience and a high level of lasting change.



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