

# fseap SOLUTIONS

## 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 the slow and steady tortoise won the race over the hare's inconsistency, despite the hare 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 flabby. 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 coworkers. 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.



## 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 National Council on Problem Gambling [www.ncpgambling.org](http://www.ncpgambling.org) or contact a professional counselor through your employer.

## 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.



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## Becoming Buddies with Your Budget

What do you think when you hear the word "budget"? Do you associate the word with negative thoughts or feelings? That may be your reality if you've never experienced the benefits of budgeting. Without a budget, losing control of your spending habits can be easy. 50% of the country is struggling financially, and 50% has no budget. Coincidence? Not likely. Budgeting and setting financial goals may not be the most fun for some people. Many may not even think about it until debt management is a reality. Don't lose hope! FSEAP's financial coaches can help you manage your finances and set goals that work for you. Reach out to your EAP for support, and let our financial coaches help you to discover the benefits of budgeting and reap the rewards of healthy money management.

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## 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).

