

# Solutions

Volume 8, 2024

## Intervene to Manage Financial Stress

Get help from FSEAP if you are under financial stress. You'll start feeling relief with this first act of taking charge. The EAP will support your referral to the right source of help. Don't wait. Download a budgeting tool to control income and expenses more effectively. Don't juggle numbers in your head. Write it all down--income in column one, a list of anticipated payments in column two, and a record of what was actually spent in column three. Evaluate your budget daily. Seldom mentioned, be sure your personal intervention plan includes health and wellness activities to overcome ill effects from stress. Find hundreds of ways to save money by Googling "100 Ways to Save Money". A ton of ideas will populate the page.

Download a Budget Worksheet and Calculator: <https://www.mymoneycoach.ca/budgeting/budgeting-calculators-tools/budgeting-spreadsheet>

## Dealing with Difficult Personalities

A thousand books exist on "dealing with difficult people." Nearly all elaborate on skills, labels, interventions, and coping strategies. But there is an overarching skill for having fewer problems with difficult personalities, and it is your ability to build a foundation of trust with coworkers. The vast majority of workplace problems relate to communication, and building a foundation of trust makes good communication thrive. Issues and problems are more quickly and more frequently addressed. There's increased transparency, a more positive workplace, reduced fear among workers, fewer suspicions, less wasted energy, and more valued constructive feedback. Check out the guide sheet on building a foundation of trust found at <https://www.entrepreneur.com>. (Search "build trust infographic")

## Stress Management Tip: Don't Wait to Enrich Your Life

"I'd love to learn Italian...Volunteering at the children's hospital would be so satisfying... Someday I will learn the piano..." Start now! Pursue satisfying activities you dream of rather than waiting for the perfect time someday. These enriching activities can give fulfillment and joy and directly enhance well-being, productivity, and help prevent burnout. When you are happier and more content, your productivity increases because a positive mindset fosters creativity, better problem-solving skills, and improved focus. This causes you to be more engaged on the job. Start, if needed, in the smallest way possible and bring balance to your busy life.



## Back to School: Preventing Bullying at School

Many parents worry about bullying in school. Early intervention and prevention are possible with proactive communication that encourages openness with the parent, but gentle probing might be needed because some children will resist sharing their victimization. Resistance stems from fear that the bully will retaliate, embarrassment or shame about being bullied, or fear that the parent might recommend some action that would add to the torment. Some might believe that the parent's help would be futile. And some children's desire for independence may drive them to remain silent and deal with the bullying on their own. Knowing these rationales for silence can help you be a more effective interviewer of your child so you can help prevent bullying victimization.

Resource: <https://www.bullyingcanada.ca/>

## Mentally Prepare for a Better Day

Often, our mood or emotional state is dictated by what's happening around us at any given moment, and we react to each situation as it occurs. However, we have the power to make choices about how we feel and respond. Taking time before work and mentally preparing for the day is a perfect opportunity to practice this life skill. Doing so allows you to work as the real you with an unforced, positive frame of mind. How to do it: 1) Spend 15 minutes in mindful meditation to clear your mind and visualize positive expectations and outcomes for the day. 2) Use deep breathing exercises. Deep breathing exercises improve focus and concentration. This calms you and helps the visualized messages sink in and feel more certain. 3) Listen to motivational podcasts. Motivational podcasts (or tapes) shift your focus from negative thoughts to positive ones and they can excite you about possibilities that boost your mood. 4) Create your own playlist of uplifting songs. This works because upbeat songs release neurotransmitters like dopamine, which lift your mood. 5) Reflect on gratitude—what you are thankful for? This practice has numerous payoffs, but one that will show at work is your more optimistic perspective where challenges are seen instead as opportunities. (This is called having a “growth mindset.”) 6) Finally, don't let your day just simply happen. Be intentional. This means planning not just what you want to accomplish, but also how you would like to feel today, taking charge of your mood and what happens to it.

## Smoking Cessation Support Service

It can be incredibly difficult to stop smoking, and increasingly difficult to maintain that healthier lifestyle. That's why FSEAP has developed a comprehensive program to help you quit. Our Smoking Cessation Support Service provides:

- information to support the decision to quit or maintain a smoke-free life,
- information about treatment options for nicotine dependency, and
- clinical counselling or coaching (where needed), to help “quitters” achieve their smoking cessation goals and stay on track.

Reach out to FSEAP today to take that important first step. An FSEAP Intake Specialist will conduct an intake process where they will ask some questions to determine the Smoking Cessation service options best suited for your needs.

