

EAP REACHING OUT

A PUBLICATION OF THE ADIRONDACK EMPLOYEE ASSISTANCE PROGRAM

On-the-Job Accident Prevention “Law of Large Numbers”

The federal Occupational Health and Safety Administration (OSHA) requires fall protection at different elevations—from as little as four feet in construction to greater than eight feet for those who load and unload ships. If you resist using fall protection because you aren’t nervous working at great heights, consider the mathematical construct called the “Law of Large Numbers.” It states that the likelihood of an undesired event increases the larger the number of instances that occur relative to it. Translation: The odds of your falling increase! The 16th-century math genius who conceptualized the principle never proved it, but insurance companies rely upon it. And so should you. Protect yourself from falls (and other injuries) by following all your employer’s safety rules.



Do You Live with a Problem Gambler?

If you live with someone who gambles, does a gambling disorder disrupt your life? Gam-Anon is a starting point for getting help. This free program is for family, friends, loved ones, and concerned persons affected by another person’s gambling. Gam-Anon offers support and answers. Fellowship members can offer their experience, which may also help you discover what to do, how to intervene, and how to take care of yourself in a relationship with a problem gambler.



Learn more at GamblersAnonymous.org [click on the “Gam-Anon” tab].
You can join a regularly scheduled virtual meeting.

Thinking about Quitting Your Job?

Hold your horses! Before you quit a job, consider the issues prompting the desire to leave. Two-thirds of workers cite conflicts with bosses and coworkers as leading reasons they left. The commonality of these problems means that EAPs have extensive experience with them. That’s good news. Discussing the issues may lead to a decision to retain your job and finally resolve problems you were convinced had no solutions.



Supporting a Partner with Anxiety

If you are in a relationship with someone who suffers from anxiety, feeling helpless is a common experience you share. Still, your support is extremely valuable. To offer support, don’t dismiss their anxiety, worries, or fears. Don’t try to shorten the episode. Do ask how you can help, and offer reassurance—“This will pass,” “I’m here for you,” etc. Nearly 60% of people who suffer from anxiety haven’t explored getting treatment for it, so encouraging medical evaluation may be a key step if social and occupational functioning suffer. Do not allow the stigma of a mental health diagnosis to inhibit getting help. Most people with anxiety disorders don’t suffer continuously, so intermittent symptoms can lead you to delay treatment.



Learn more from aada.org, the Anxiety and Depression Association of America, or www.anxietycanada.com

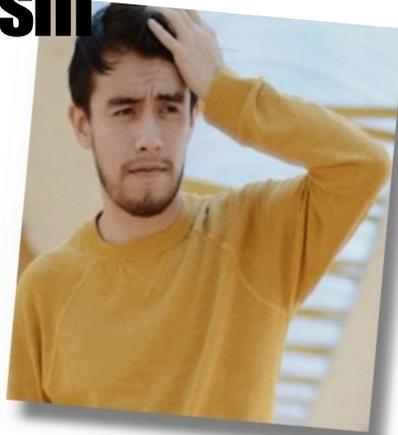
Time Management Finding Time Nuggets

Most of us have the same goal with time—to get more stuff done with the amount we have. To maximize the value of your time, first accept that you can't gain more time, but you can manage it better. You are already managing your time; it's just that you may not be maximizing the returns. Start by tracking what you do for four or five hours in a typical business day.



That's long enough to gain significant insight. Note what you have been doing every 15 minutes. Use a kitchen timer to stick with the process. Did you discover any time nuggets? These are blocks of time that typically get burned up by nonproductive activity. If you were idle for a few minutes, did you feel a draw to your email or social media? Decide how you can exploit these blocks by using a to-do list, in which you record plans, steps to your goals, and dozens of tasks that take mere minutes but you never seem to get to throughout the year. Reach for this list when the urge to defocus strikes. Instead of social media or another email check, head for your list. Evaluate your progress after three days.

Presenteeism Working While Sick



Presenteeism is what happens when workers who are ill, injured, or otherwise physically or mentally unwell feel obligated to show up and put their best face forward. Some workers have a mistaken belief that dedicated employees put everything else on the back burner to prioritize their jobs. When you engage in presenteeism, you are less likely to perform your duties well and are at risk for making costly, even deadly mistakes. If you feel pressured, in a jam, or caught in life circumstances that compel you to work even if you are ill, talk to your employee assistance program or other mental health counselor. You'll team with a professional to examine all the issues. Whether it is how to communicate needs to your supervisor, negotiate, delegate, find resources, think through options, or explore whatever works, it is likely that answers exist so you remain or become the productive and fully present employee you and employer want you to be.

Overcoming the Impact of COVID-19 Lockdown

COVID-19 lockdowns have had a severe effect on mental health for millions of people this past year. Depression, isolation, and loads of adverse social consequences are as endemic as the virus itself. One key intervention is keeping a list of projects and tasks for completion to fill one's free time. This strategy is not simply a way to help you stay distracted. The strategy helps you feel in control with an ability to direct your life. Gaining relief from this sense of entrapment is the goal of activities that give you more of a sense of control. Be balanced in how much you engage in social media. It may increase your sense of belonging and feeling engaged with friends and loved ones, but during this time, the "missing out syndrome" and the false "everyone seems better off than me" can have a more stark effect. So, stay aware.



About Your EAP

Reaching Out is a publication of Adirondack Employee Assistance Program to provide relevant information you can use. EAP is an employer-sponsored benefit provided at no cost to you and your household members. EAP offers professional, qualified resources to assist you in resolving all types of personal or family related concerns. All contacts with the EAP are strictly confidential to the fullest degree allowed by law, so your complete privacy is assured.



Our professional support team remains available to you 24/7 by phone or video so you will not experience any disruption in support during the current health restrictions.

Have a legal or financial question? Legal and financial experts are available for a **free** 30-minute consultation per issue to discuss your personal issues. Simply call our EAP partner firm, CLC, toll-free at (866) 262-5749. Inform the CLC customer service representative that you are covered through Adirondack EAP.

These are challenging and uncertain times for all of us. We are all experiencing various levels of concern for the safety and welfare of ourselves and our loved ones. Call us at (518) 793-9768 when you feel the need to talk.