



The EAP News

JBLM

Volume 5, Issue 2, Winter 15



EAP Mission:

Consult with management and supervisors in dealing with performance problems in the workplace, assist employees who have job-affecting personal issues, and provide short-term consultation, education and referral services to clients - toward improving work-life balance and their quality of life.

Employee Assistance Program

Happy holidays All...

Winter brings the crisp, cool air and beautiful snowy outdoor activities that we enjoy. We also look forward to the holiday season and the festivities that accompany this time of year!

For many of us this will be a period of family time, joy and celebration. Please remember to make responsible choices, practice safety, and look out for others. As this is also a season when depression, anxiety, and drinking escalates for others.

As part of our New Year's Resolution, let's commit to less stress in 2015. Stress relief and resiliency skills are techniques key to our bouncing back when life stressors and daily issues take their toll. The EAP is here to assist. Our office is available to the JBLM community as a professional, confidential service at no cost. We would like to encourage you to reach out for help when there is a need.

In this edition of The EAP News you will find information on resilience, building rapport with co-workers, FY15 EAP Training, the 3D Driver Campaign, a substance update and word via our ASAP Manager.



Maintaining balance in the workplace

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Tips to Building Rapport with Co-workers

1. Find Common Ground
2. Focus on Your Appearance
3. Be Empathic
4. Use Mirroring
5. Don't Forget About the Basics (good communication):
 - Shaking hands firmly (in cultures where this is acceptable).
 - Looking people in the eye (in cultures where this is acceptable).
 - Smiling.
 - Holding your head up and maintaining good posture.
 - Being sincere.
 - Facing the other person (versus looking mobile device).

Source: MindTools

Bouncing Back-Resilience Questionnaire:

1. Which statements below are myths about resilient people according to the latest research?
 - a. ...are almost always positive & upbeat.
 - b. ...know how to go it alone.
 - c. ...almost never give up.
 - d. All of the above
2. One of the benefits of resilience are:
 - a. Improved sleep patterns
 - b. Improved ability to stick to a diet
 - c. Decreased rates of depression
 - d. Lower likelihood of getting cancer
3. When you are under stress and your stressor is in your control, the best strategy is:
 - a. Take action and implement a solution
 - b. Have a difficult conversation
 - c. Create a stop-to-do list
 - d. All of the above
4. In the exercise, Creating Perspective, which is the proper order of steps:
 - a. activating event, best, worst, most likely
 - b. activating event, worst, best, most likely
 - c. activating event, most likely, best, worst
 - d. activating event, worst, best, most likely, plan of action
5. What are the TWO key ingredients in an Active Constructive Response?
 - a. 1. Authentic support and 2. An opportunity to share more
 - b. 1. Tough love and 2. An opportunity to share more
 - c. 1. Muted support and 2. An opportunity to change the subject
 - d. 1. Insincere support and 2. An opportunity to change the sub

1. d

2. c

3. d

4. d

5. a

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Substance Update

As of September 2013, a DEA Intelligence Brief indicated that Heroin overdose death rates have increased in Washington State. "The rate of deaths associated with the abuse of heroin and/or prescription opiates has nearly doubled the past decade." It is reported that throughout the State, there has been an increase in heroin availability, abuse, and the number of overdose death rates - particularly among young adults ages 18-29 years old. In addition, treatment admissions for all drugs declined in 2009-2012, except for heroin. Please be sure to refer to ASAP/EAP for assistance.

DEA, Seattle Field Office

FY15 EAP Training

Fixed EAP training roll out:

- 14 Jan 15 - **Civilian Training**
@ 0900-1100 (Stone Ed Ctr).
- 25 Feb 15 - **Supervisor Course** @ 0800-1200 (FRC).
- 06 Mar 15 - **Civilian Training**
@ 0900-1100 (Stone Ed Ctr).

*Specialized training is also available throughout the year, and highly encouraged!

ASAP-M Corner



As we get ready to close out 2014 and move into 2015, it is a time to take stock of the things for which we can be grateful and the things which have been challenges for us this year. How we decide to weather the challenges we experience, the support systems we put in place, and our ability to create different ways to share holiday spirit and community is up to us. If you find that there are challenges that would benefit from someone outside your regular chain of work or personal support, keep in mind that your Employee Assistance Program staff is available to provide guidance or direction for a range of issues or concerns. Call 967-1412 or 966-4597 to find out about services available or to make an appointment.

Also please be aware that the 2014 ASAP Drugged, Drunk, and Distracted Driver (3D) Campaign is fastly approaching. This activity will be staged at the Lewis PX on 11 Dec 14, from 10:30 to 1:30 pm. There will be prevention education, safety information, etc on site for the JBLM community. We welcome you to come out and be a part of this very important informational campaign!

v/r,
Dr. Jolee Darnell
ASAP-M