

Employee Health Consultants, Inc.

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Feel free to copy or forward any part or this entire newsletter to employees of your company or organization. It is intended for the sole use of employees and families covered by the Employee Health Consultants, Inc. EAP.

We welcome your comments and concerns. We would also invite you to suggest topics of particular interest to you or your organization, forward particular questions or write an article-opinion of your own.

If you know of someone in your organization that might appreciate reading this newsletter, please forward his or her email address and we'll add it to our mailing list.

We can be contacted by calling 1-800-365-2273 or visit our website at:
Employeehealthconsultants.com

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Simple Wisdom

A young man I know when asked on what he wanted to focus his career, said simply, "I want to work with people." A thought instantly formed; "what job might you have in which you *do not* work with people?"

A manager I was talking to last week was unhappy about several of her supervisor's, "people skills". I wondered what she meant by "people skills" and which one's she was talking about. I figure that if you do any more than wake up and take a breath you need "people skills" and if you proceed any further than brushing your teeth you will need to be able to "work with people".

First, "people skills" will

obviously be needed before we can adequately "work with people, so maybe we could start there. What exactly are the necessary "people skills"? Well, I suppose one would need to be able to speak clearly and be able to articulate his or her needs/wants. One might also need to be able to listen and understand other's points of view. One might need to be able to negotiate, cooperate, and share resources and information. A "people-



skilled" person might need to be able to manage emotions, maintain a realistic, equitable and reasonable view of events and be able to solve the inevitable problems of life. Oh, and they would need to have a sense of humor because doing all of the above would be impossible. So realizing realistically that all of these "people skills" are goals and ideals rather than fixed patterns, a person, in my opinion, who wanted to "work with people" would need to be in the continuous process of developing or upgrading these skills.

- Rick Atwater, Director of EAP Operations

EAP FACTS

A recent study focused on the level and type of worry experienced by workers with school-aged children. The study attempted to measure the extent to which "home alone" concerns affected absenteeism and productivity. Those with the highest levels of stress missed up to five

more days than those with lower stress. Both flexible scheduling and predictable schedules helped reduce stress and its associated absenteeism.

In a recent study in the "Journal of Health Promotion", employees who agreed or strongly

agreed on a survey response that the "work environment is healthy" were significantly more likely to see their workplace as "safe", their jobs "secure" and to have "trust and respect" for their employers.

Did you know?

- The average American will eat 35,000 cookies in their lifetime.
 - Termites eat through wood 2 times faster when listening to rock music.
- (Facts brought to you by www.Snapple.com)



Health & Fitness

In a recent study by Children's Hospital in Seattle, each additional hour of TV watching is associated with a 10% increase in risk by age 7 of attention deficit related problems. The American Academy of Pediatrics suggests no TV at all before age 2.

According to the American Headache Society, kids with headaches are tending to misuse over-the-counter pain medication like Advil and Tylenol. These kids are neglecting to tell their parents about the misuse and don't know that overuse of these drugs can cause kidney problems, rebound headaches and internal bleeding.

"We read that we ought to forgive our enemies; but we do not read that we ought to forgive our friends."

Sir Francis Bacon

Web Connections

We review all the links that we provide but we cannot guarantee the quality or content of these links, only the quality of our own material. We encourage you to read our review notices along with each link and make your own decision as to its usefulness to you.

[Improve Communication for Better Understanding](http://ianrpubs.unl.edu/family/nf383.htm) (<http://ianrpubs.unl.edu/family/nf383.htm>) - For information on better family communication.

[HelpGuide.org](http://www.helpguide.org/mental/medications_depression.htm) (http://www.helpguide.org/mental/medications_depression.htm) - For information on Prozac and other SSRI risks.

4 Steps to More Effective Speech

1. Pay attention to timing.

Most people talk too fast when they're nervous. They're afraid to let any silent spaces into their speech. But pausing to let an idea sink in is one of the best ways to get people to remember it. Practice conversing with a partner or talking into a tape recorder. When you want to emphasize a point or focus people's attention, pause for a full four seconds. How did it feel when you were pausing? How did it sound when you listened to yourself on tape? (Be careful not to pause too often. Keep your talk interesting by varying the tempo.)

2. Avoid nonwords.

Some people fill the silent spaces in their speech with nonwords such as "ya know," "OK?" and "well." Or they use nonverbal sounds such as "uh" or "er." Using qualifiers such as "sort of," "like" and "basically" is a way of being indirect. What nonwords would you like to eliminate from your speech? What ones do you notice in friends and coworkers?

3. Use plain jargon.

Jargon is OK for groups that use the same language. Otherwise don't use it. Avoid using big words for simple concepts – such as utilize (use), effectuate (bring about), implement (complete) and ascertain (find out). What do they really mean? Add a few of your own favorites.

4. Speak from the heart.

Allow your feelings and convictions to come through in your tone of voice. Don't try to hide your real self. Your voice will sound more natural and animated when you let your natural enthusiasm show. People often forget to do this when they are reading a speech they've written. Avoid reading speeches unless you can make it sound fresh and spontaneous.

TRENDS IN TREATMENT

More kids today are taking anti-depressant drugs than ever before. The class of drugs called SSRI's (Prozac, Paxil, and Zoloft) seems to be the most effective yet appear to carry more risk than formerly thought. There are some reported risks of an increase in agitation and suicidal thoughts associated with several of the SSRI's. 70% of a test group of kids improved on these drugs but 60% improved on sugar pills so there is some question about their value. There are, however, many examples of SSRI's in conjunction with traditional talk therapy offering much help to deeply depressed kids.

