

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

Give me the guy who makes a few mistakes and says, "I made a mistake" anytime over the guy who never admits making mistakes. Nobody lives an error-free life. There are only two kinds of people, those who make mistakes and admit them and those who make mistakes and do not.

We live in a CYA world where "pass the buck" is the national pastime and blame is our favorite indulgence. The question becomes, "What then can we do?"

It does little good to bemoan this state of affairs lest we be engaging in a large-scale way in the same behavior of smaller players.

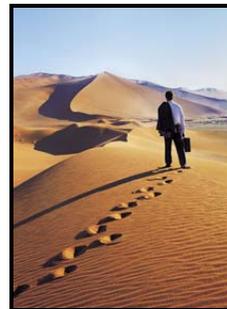
The answer is responsibility for self and it needs to be

taught, fostered, encouraged and enforced. If we suggest our subordinates take responsibility and then blame our shortcomings on them we are not good teachers and the lesson will be lost. If we suggest responsibility but take it all ourselves, leaving no room for subordinates to learn from mistakes, we

short-circuit the process. If we encourage employees to acknowledge their mistakes and then jump on them when they do, we're shooting ourselves in the foot.

The conscious development of an open, learning environment is the best tool to help grow personal responsibility and thereby grow the product or service and grow the business. Developing that environment might start with acknowledging our own shortcomings, looking them square in the eye and letting employees know exactly what we're doing for ourselves and expecting of them.

- Rick Atwater, Director of EAP Operations



EAP FACTS

According to a recent study published in the journal of *Gender Medicine* the women studied put almost twice as much emphasis on teamwork and communication as did their male counterparts, while men put almost twice as

much emphasis on safety and security. Women ranked ethics and values more than twice as high as men.

In a survey by the Principal Financial Group, more than half of the employees

surveyed say that they eat healthier and exercise more often as a result of their participation in health screening activities sponsored by their employer.

Did you know? According to Snapple.com/Real Facts:

- No piece of paper can be folded more than 7 times.
- The average human produces 10,000 gallons of saliva in a lifetime.
- An electric eel can release a charge powerful enough to start 50 cars.

