



Community  
Assessment  
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Education

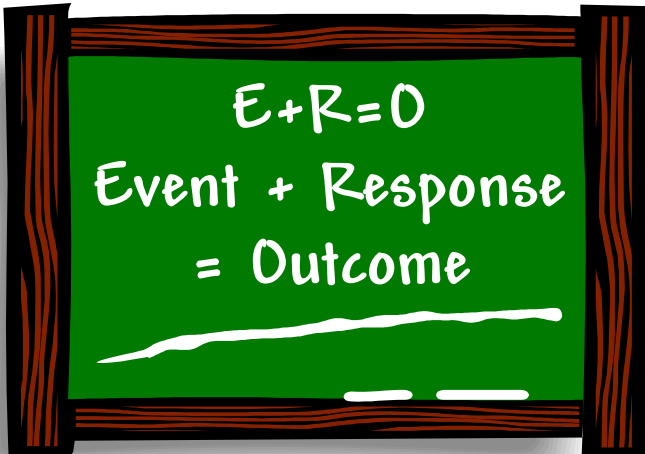
# EAC Wellness Wire

www.careofmacomb.com

Employee Assistance Center at CARE

Published by the staff at EAC to help employees with life management issues.

SUMMER 2005



There is a powerful equation that everyone needs to learn. The equation is  $E+R=O$ . What does that mean, and why should you care? The equation represents our role in any situation. The equation represents our attitude. The equation represents the futile and uncontrollable. The equation represents the strength and the power.

## Event + Response = Outcome

Jack Canfield, Ph.D, author of *Chicken Soup for the Soul*, coined this simple math equation that makes it easier to remain focused for getting better, faster results.

The **EVENT** is the uncontrollable – a person, a comment, a thing. The **EVENT** happens whether we like it or not. You cannot control other people. They are responsible for their own behavior, as you are responsible for yours. **EVENTS** themselves can't force you to become upset. The only part of this equation that any individual can affect is the **RESPONSE**. It is your **RESPONSE** to those **EVENTS** that create the **OUTCOME**. Since you cannot change other people, what are your options? It is your choice to respond in a way that is helpful or harmful. Your **RESPONSE** represents your personal power.

For example: Identical events occurring to two different people allows two different responses. Two wives get flowers. One melts with passion while the other demands to know what he's up to. That clearly proves that it's not the event, rather, the response to the event, which will determine the ultimate outcome of that event. Good, bad, or indifferent, you can be confident that the outcome of at least ninety-nine percent of all the events in your life will be determined far less by the event and far more by how you choose to react to it.

Acknowledging what we can control and accepting that power as a personal responsibility, is a significant move toward personal management. The theory of  $E+R=O$  is that it is not external events, but one's responses (which are changeable) that determine one's level of success or failure, health or illness, fulfillment or frustration. Learning to surround ourselves with nurturing personalities, instead of toxic ones, can influence our events and our responses to create more powerful outcomes.

This equation works for conflict resolution, dealing with difficult people, stress management and even anger management. Once you accept that you can not control the event, only your response to the event, you will begin to feel more in control of your life and your relationships.

### THE EMPLOYEE ASSISTANCE CENTER CAN HELP WITH MANY CONCERNS

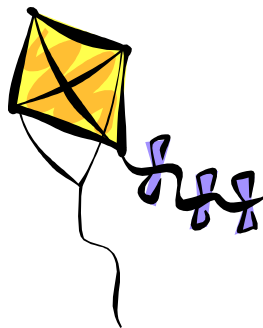
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***“Better to do a little well, than a great deal badly.”***

— Socrates



## Recapture Your Motivation

It's natural to experience short periods of decreased motivation, even if you love your job. It's nothing to get worried about. The human body was not designed to stay in a continual state of "ready-go" or "up." A few emotional maneuvers can help you recapture your sense of excitement.

**Shift gears:** On down days, try shifting your focus to other work activities you have been postponing. Something as different as filing stacks of papers or even straightening up your office can give you a sense of renewal.

**Change scenery:** Take your work to a different location or environment, if possible. Or, walk around the block near your place of work.

**Leap-over:** When the workload is heavy and appears to drag on, you may imagine nothing different will ever come along. Try thinking about the next big goal in your career or personal life to give you more juice.

Source: Frontline Employee Newsletter

## Respecting Diversity

What exactly is diversity? Is it about political correctness? Why is this term such a buzzword in today's workplaces? As author Anais Nin stated "We don't see things as they are, we see things as we are." This is an amazing thought. Our experiences, family, education and roles in life determine how we see others. If we had a bad relationship with a person named Joe – our perception of those named "Joe" might be effected.

We all have a deeply rooted value system. These beliefs determine our prejudices. We are all prejudiced – we all have preconceived ideas. It is critical for our brain to function that way – so we don't have to re-analyze every aspect of a person or situation when we encounter something new. Prejudice is how we think. How we act upon those thoughts could be discrimination. Discrimination is an act perpetrated against an individual or group based on the preconception that they are inferior. How you think is YOUR business. How you act is EVERYONE's business.

Diversity is **not**:

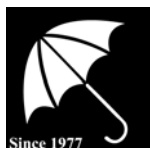
- Becoming like one another.
- Melting into one multi-colored, multi-cultural population.
- Requiring everyone to like everyone else.

Diversity **is**:

- Seeking to integrate, not assimilate our differences.
- Allowing and respecting differences until the differences don't make a difference anymore.

You don't have to like or agree with everyone at work, but you do have to treat coworkers with respect, equality and dignity.

When we value diversity, we are supporting and respecting each person's right to be who they are – a unique individual.



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31900 Utica Road  
Fraser, MI 48026  
Phone: 586-541-1555  
Toll Free: 866-888-1555  
Fax: 586-541-0034

**Office Hours:**  
M, T, TH: 8:30 am - 9:00 pm  
W & F: 8:30 am - 5:00 pm  
**Clinician on call 24/7**

The EAC is located within the CARE office, which is on the southeast corner of Utica Road & Masonic (13 ½ Mile Road) in Fraser