



Home of the
**Employee
Assistance
Center**

Wellness Wire

www.careofmacomb.com

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

SPRING 2006

A Measure Of Success



Emotional vs. Intellectual Intelligence

Not many years ago, the intelligence quotient, or IQ, was seen as a strong indicator of the level of success one could attain in life. The standard IQ test measured raw intelligence, including abilities such as logic and reasoning skills, reading, writing, and analyzing. Research, however, soon proved that the IQ could not predict academic and professional performance as once had been thought. There was another element involved: emotional intelligence, also known as the EQ. Emotional intelligence measures one's understanding of emotions, the ability to empathize and work with others, and manage under stress. IQ seldom changes while EQ can change through self-discipline or a profound experience. Nonetheless, they function in tandem and are both important to personal development and success.

If IQ defines how smart you are, EQ determines how you use that blessing. Individuals with high EQ's are better equipped to make use of their cognitive abilities. They are often chosen for advancement in their professions or volunteer experiences because they possess the ability to inspire people to action and to make others feel more confident. People with high IQ's but low EQ's sometimes sabotage themselves because they are unable to relate to their peers, cannot handle stress constructively, and find emotional connections difficult to maintain. Developing your EQ can help you access your innate intelligence and amplify your empathy, which can lead to career advancement and better relationships. Practice embracing your uniqueness and the uniqueness of others, expressing your feelings and interpreting those of your friends and family, and being decisive—all of which can help boost your EQ.

Experts say that a heightened EQ can bring happiness because it lets you focus on feelings as well as facts,

whereas the IQ is concerned with logic. A strong EQ also makes you more able to access the benefits of your IQ because it takes both to build a successful career, strong relationships, and a fulfilling life.

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Spring Stress-Busters

- * • Take your lunch and breaks out of doors
- * • Walk more. Take the stairs instead of the elevator
- * • Start a flower pot garden at work and get others to help
- * • Join a spring softball league
- * • Visit the community indoor pool to swim laps
- * • Feed your brain! Plan on at least 20 minutes of reading time each day
- * • Drink at least 48 ounces of water per day
- * • Get to bed 15 minutes earlier each night

THE EMPLOYEE ASSISTANCE CENTER CAN HELP WITH MANY CONCERNS

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Plan Ahead For Spring Events

"Being a parent of a teenager makes me understand why animals eat their young." -Unknown

Whether you have teenagers or you have a friend or co-worker that has teenagers, you may appreciate the quote above. Of course, we wish no harm to ever come to our children... even when they mysteriously transform into a *hormone-raging-jack-in-the box* for a few days; hibernating in the solitude of their bedrooms and popping in and out of their comfort zone unexpectedly for only food, restroom or the computer. They still are our children.

Along with the memorable times that Spring brings, there are risky situations and decisions that teens may be faced with. Spring plays, choir concerts, Spring Break trips, prom and graduation bring wonderful social events, such as cast parties, spring break, "hotel parties," prom parties and graduation parties. Along with these parties come risky decision making by our teens; especially when faced with a decision that they were unprepared to make while under the pressure of "fitting in."

Whether it will be teen drinking, sexual activity or drug use— parents can get their teen to talk to them and role-play to help them be prepared. This is best done when engaging in a conversation with your teen where you ask a lot of questions and refrain from negative feedback to their answers. The point is to *keep your teen talking and feeling comfortable to talk to you*. Recognize that when your teen is comfortable talking to you, your discomfort begins. This is because they may tell you things you wish you didn't know.

Tips when discussing issues of teen drinking, sexual activity or drug use:

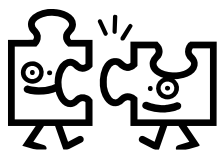
- *Encourage your teen to voice their opinion— without disputing it with your own opinion*
- *Use problem-solving steps (found below)*
- *Arm yourself with facts and statistics that you can give to your teen in print, if necessary. Articles printed from the internet from credible public health sites are great to print or email to your child.*
- *Let your teen know what your expectations are by clearly stating them.*
- *Guide your teen to choose their own consequences based on logical outcomes.*
- *Role-play difficult situations that they may find themselves in.*
- *Encourage them to make wise choices and remind them that you have faith that they are capable of wise choices.*

When a *potential* problem is discussed ahead of time, you provide a safe and controlled environment for your teen. They will have a chance to give their input and exercise decision making capabilities and problem solving skills. You are teaching them life-long skills that will help them become confident, thinking adults.

One day, we wake up and realize that we cannot control our teens. Hopefully, we figure it out early: *that we don't want to control them*. We want to *work with them*— so they can make decisions on their own and become capable, confident, functioning adults... and so, *hopefully, we aren't still cooking dinner for them every night when they are age 28*.

Problem Solving Skills:

Steps to take with your teen when discussing peer issues:



1. Identify the problem
2. Decide whose problem it is to solve
3. Brainstorm ideas
4. Pick one idea
5. Plan on using the idea
6. Identify alternative ideas as "back-up"
7. Role play

PARENTS WANTED

STEP, (Systematic Training For Effective Parenting) is a class that parents take to learn new techniques. They are often facilitated by other parents. These classes help us make our parenting experiences easier— and to help raise our children to be capable and confident adults.

CARE of Macomb offers STEP classes for School Age, Middle School, Teens, and specialized classes. They are typically two hours once per week and last eight weeks. Classes start about every 10 weeks.

For more information, please call
586-541-0033
or visit www.careofmacomb.com.