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Wellness Wire

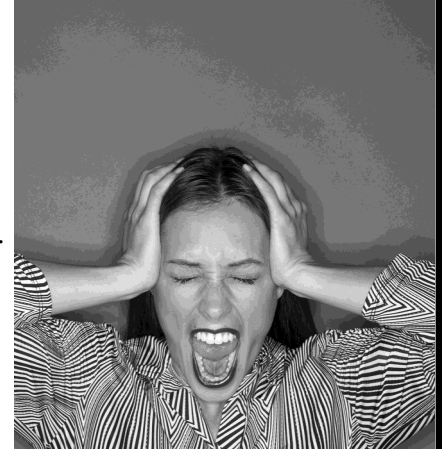
Summer
2010

Published by CARE's WorkLife Solutions to help employees with life management issues.

Offering Help to a Troubled Coworker

Q. One of your co-workers has been acting strangely for a while and you're beginning to suspect that something may be seriously wrong. You are worried it might be depression or alcohol misuse. What behaviors should you be concerned about?

Any prolonged change in a person's normal behavior can indicate that there might be a problem. A person may be forgetful and have angry outbursts, come to work late, or frequently be absent. If the co-worker is abusing a substance, they may complain of a headache, have bloodshot eyes or have exaggerated pronunciation. It is important to keep in mind that you are not a diagnostician so always use caution before making any assumptions or conclusions. A co-worker could just be having a reaction to a medication they are taking and not necessarily abusing a substance.



Q. Should you talk to your coworker directly or should you talk to management?

A. If you are unsure of how to approach the situation, we suggest you call CARE's WorkLife Solutions and speak to a Clinician on how to best handle this type of situation. If you have a friendly relationship with that co-worker then it's fine to ask them how they are doing or if anything is going on. You may want to tell that co-worker that you have noticed some changes in behavior and that you are worried about them. If the coworker shares that they are struggling with an issue then you can suggest that they give CARE's WorkLife Solutions a call so that they can confidentially speak to one of our counselors. If you don't have a friendly relationship with the co-worker and you are going to talk to management, then you will want to stick to the problematic behaviors rather than focusing on what you think the problem may or may not be. Don't provide unnecessary behavior regarding the co-workers life outside work. Rather, focus on the problems that are occurring on the job, especially ones that impact you or the workgroup.

Q. Can you get into trouble for discussing your concerns about a co-worker with your boss?

A. In general, you can't get in trouble. However, it is inappropriate to gossip about a co-worker and spread rumors around the workplace. If you feel that the information you have received from the co-worker is sensitive and you need to share it with another person, then it is best to contact your Human Resources department.

Q. You decide to ask your co-worker if something is wrong, and he or she starts confiding in you about very personal problems. You want to be supportive but also don't want to become too involved. What should you do?

A. When a person is going through a difficult time, they might just be looking for someone to listen to them. They may not necessarily be looking for you to help them out. It is best just to offer empathy and general suggestions. If you try and diagnose the co-worker they may become offended and feel as though you are being a bit intrusive.

Q. If the person having problems is also a good friend, how far should you go to help, considering that you still have a professional relationship to maintain?

A. In general, when it comes to our friends, we tend to go a step further to help them out. You can be supportive by just listening to them. If you want to help them out more, perhaps help them schedule an appointment with a counselor at CARE's WorkLife Solutions. Again, try not to diagnose the problem even if you think you are correct. Leave the diagnosing and treatment to the professionals.

**We Can Help - Family Problems - Child Care - Personal/Job Stress - Alcohol/Drug Abuse - Marital Tension
Elder Care - Emotional Problems - Legal and Financial Referral - And Much More!**

CARE's WorkLife Solutions - Services are FREE and confidential to employees, their spouses and dependents. Call Toll Free 866.888.1555 or www.caresworklifesolutions.com

Summer and the Kids

Whether you're a stay-at-home parent, a working parent, or a work-at-home parent, summer creates a whole different schedule for families. It is a time to relax, have fun and enjoy the warm weather but it doesn't take long for summer boredom to set in. Here are some ideas to make the summer enjoyable for everyone:

1. Register the children for summer camps and activities.
2. Explore your city's available summer activities and schedule some on your calendar.
3. Plan a couple of day trips to areas you've never visited.
4. Schedule some regular playdates with your children's favorite friends.
5. Check out upcoming summer outdoor movies and concerts.
6. Visit some weekend music and art festivals.
7. Make one day a week "pool day."
8. Participate in your local library's summer reading program.
9. Have dinner and a backyard family fun night outside once a week.
10. Get the family involved in community projects.
11. Enroll your children in a summer learning program.
12. Visit local museum's, aquariums, zoos, and art institutes.



Source: Radun, L. (2007, June). Mommy tip of the month: Summer and the kids. *The Mom Coach Newsletter*, 3(19). True to You Life Coaching, LLC.

Tips to Encourage Your Child's Reading

- ♦ Start sharing books when your child is born and continue reading with them into their teen years.
- ♦ Make a time and a place for reading in your home and encourage talking about reading in your family.
- ♦ Take advantage of time spent waiting to share books such as on trips, at the doctor's office, in line at the grocery store and so forth.
- ♦ Set a good example - read on your own.
- ♦ Allow your child to select books to read and be aware of your child's reading interests.
- ♦ Give books as presents.
- ♦ Get to know the children's librarian at your local public library.
- ♦ Register your child for a library card that brings a world of opportunity no matter what your age.
- ♦ When preparing for family road trips, stock up on audiobooks from your library. Let your children choose some stories to listen to in the car.
- ♦ Have family members share favorite ghost stories and/or adventure stories around the campfire at picnics and on camping trips.

Source: Retrieved from www.caresworklifesolutions.com on May 28, 2010.

The Dog Days of Summer

Common sense tells most people that leaving their pet inside a parked vehicle on a hot, summer day is dangerous after an extended period of time, but some don't realize that the temperature can skyrocket after just a few minutes. Parking in the shade or leaving the windows cracked does little to alleviate the issue.

On a sunny day, windows collect light, trapping heat inside the vehicle and pushing the temperature inside to dangerous levels. On an 85-degree day the temperature can reach 102 degrees within 10 minutes. After 30 minutes, the temperature will reach 120 degrees. On hot and humid days, the temperature in a car parked in direct sunlight can quickly become lethal for pets, even with the windows open.

Dogs, for example, are designed to conserve heat. Their sweat glands, which exist on their nose and the pads of their feet, are inadequate for cooling during hot days. Panting and drinking water helps cool them, but if they only have overheated air to breathe, they can suffer brain and organ damage after just 15 minutes. Never, ever leave a pet in a car on a hot, sunny day.



Source: Retrieved from www.caresworklifesolutions.com on June 6, 2010.

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