

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 at emplhealth@AOL.com or by calling 1-800-365-2273.

Please visit our website at Employeehealthconsultants.com

From the Director

This is our first issue since the beginning of the new year and it already feels like we've been underway for quite awhile. Regardless, let us start it with renewed hope and passion to make this a better place to live.

Let's make this, "The Year of Helping Each Other." Can you imagine that if instead of competing, ignoring or impeding each other's progress we assisted in whatever way we could - even if that could impact us negatively? I concede that the concept has been taken by the movie "Pay it Forward", but perhaps play the scenario in your head of what it would be like to actively look for ways to help the people around you.

EAP Facts, etc.

A recent article in the [Journal of Advancement in Medicine](#) indicated that reaching a state of deep, sincere appreciation for even a short time was effective in raising the level of certain chemicals in the bloodstream that fight infection.

Research by the American Psychological Association indicates that emotions like

What if instead of dodging artfully to the front of the line of traffic, you took the chance on missing the light and being a couple minutes late to an appointment? What if you have been hoarding information at work and instead you took the time to inform and share with your fellow workers? What if instead of gossiping about the failing marriage of the fellow in the next cubicle,



joy, contentment and love increase our ability to experience even more good emotions. It's like a good virus - the more you feel good, the more you're likely to feel even better.

Research by the National Institute on Alcohol Abuse and Alcoholism (NIAAA) has shown that alcohol has a much

you offered him a word of support or asked him how you could help?

Reminds me of a neighbor of mine quite some time ago. We were not on real good terms. He moved suddenly due to a job change and had to pay two mortgages. His yard got to looking pretty ratty, which I'm sure didn't help the salability. I often thought how easy it would have been to go down and mow his lawn. It might have made a difference for him. It would have been the thing to do but I never did it. That was ten years ago and I still think about it sometimes.

- Rick Atwater, Director of EAP Operations

greater impact on women. Women develop liver problems in a much shorter time than men, are more likely to develop hepatitis, and even though, statistically women drink 60% less alcohol than men overall, the rates of alcohol related heart disease is the same for both genders.



Seven Steps to Fair Conflict Resolution



Conflicts seldom go away by themselves. They require open, clear, deliberate communication if they're going to be resolved. Often a conflict evaporates when the different points of view get a chance to be heard in a calm setting. Those who are experienced at conflict resolution have learned to follow the steps listed below.

Is there a conflict in your life that needs to be resolved? Why not share these steps with the other person and see if you can agree to use them to achieve a resolution? Afterward, write a few notes about what worked and what didn't work.

"He who establishes his argument by noise and command shows that his reason is weak."

- Michel de Montaigne

" People take different roads seeking fulfillment and happiness. Just because they're not on your road doesn't mean they've gotten lost."

- H. Jackson Brown, Jr.

"It is one of the most beautiful compensations of life, that no man can sincerely try to help another without helping himself."

- Ralph Waldo Emerson,

1. Arrange a meeting with all parties involved in the conflict.
2. Acknowledge that there is a conflict and make sure all parties verbally agree on the nature of the conflict.
3. When discussing your roll in the conflict, use "I" statements. Encourage others to do the same.
4. Ask direct questions about the situation.
5. Confirm your understanding. For example: "If I understand you correctly, this is how you see the situation."
6. Tell the other parties what outcome you want and ask what they want.
7. Whether or not you come to an agreement, agree to work toward a resolution that benefits everyone and schedule a follow-up meeting if necessary.

Reminder: Check out "Ask A Counselor" on our website at www.employeehealthconsultants.com.

"A truly happy person is one who can enjoy the scenery on a detour."



Web Watch...

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.

[Network For Good](#) – Matches volunteers with charities and community projects that need help.

[Volunteer Match](#) – Allows people to search for and post volunteer opportunities.

[Chicago Area Volunteer Opportunities](#) – A listing of Chicago area volunteer coordinating agencies.

