



The  
Solutions  
Group

Making Great Companies  
Better Places to Work

# Work & Well-being

## January 2022



## Have a Good Mental Health Day at Work

If you suffer from depression and/or anxiety, you know that their symptoms don't park themselves at the front door when you arrive at work. They might affect your mood and productivity, with some days being worse than others. Be sure to develop a strategy for yourself so you can manage the symptoms that are making your day a struggle. Reach out to an employee assistance program. Contact a "health buddy" (someone with whom you can share or can create a scenario of mutual support), take rejuvenating short breaks away from the work site, or work with your medical provider to explore reasonable accommodations. Both you and your employer want the same thing: You feeling your best and benefiting from your skills and abilities. For free, confidential support call your EAP, The Solutions Group.

## Tech for To-Do Lists: Try Trello

Most of us use to-do lists, and there are now many to-do list apps to choose from. One is based on tech billionaire Lief Andreesson's personal method of managing his life. It's called Trello (and is available at Trello.com). Its basic use is free. Andreesson is one of the founders of the Internet. He helped develop the web browser. Although a tech genius, he still uses 3"x5" cards for his to-do list. Still, Trello is digitally based on the way he creates, sorts, and edits cards. Put checking it out on your to-do list.



**Work and Wellbeing is a monthly publication for employees and their family members**

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Call our toll-free number: 1-866-254-3555**

## Gratitude has Science Behind It

The benefits of practicing gratitude have real science behind it. This principle recognizes that how we think and condition ourselves to think produces expectations and plays a significant role in our self-esteem, perception, decisions, and ability to manage stress. Research supports the benefits of practicing gratitude. In one study, those who wrote about gratitude ten minutes a day were more optimistic and felt better about their lives, exercised more, and had fewer visits to physicians than those who did not. Practicing gratitude is a simple process: You simply reflect regularly on the people and things you are grateful for.



Source: [www.health.harvard.edu](http://www.health.harvard.edu) (Search: "thanks, happier")

## Giving Feedback that Sticks

Advice about giving feedback often centers on reducing the recipient's defensiveness, not whether feedback will create change. However, there is a science-based approach for the latter. It's called "Situation – Behavior – Impact (SBI.\*)" You can download a free tool that explains how to use it, developed by the Center for Creative Leadership, an international training and research institute. You'll enjoy its usefulness for improving workplace relationships. Three carefully coordinated elements comprise SBI: Identifying the *situation* needing feedback, describing the *behavior* needing change, and explaining the *impact* of the behavior in a way that prompts the recipient to make changes.



Download: <https://www.mindtools.com/blog> [search: "feedback tool"]

## Talking to Someone About Getting Counseling



Is there a “right way” or “best approach” for convincing a troubled friend or loved one to get professional counseling? Any approach will include unease, but don’t let the adage “no one accepts help until they’re ready” stop you from giving it a try. Contrary to popular belief, it is not fear of stigma that keeps people from accepting help for personal problems—resistance is usually founded on denial bolstered by brief wins at curtailing symptoms following negative events or incidents. They represent your best time to convince your friend or loved one to accept help, because they are accompanied by regret or remorse. Urgency for change is less likely when a person is feeling well, in control, and in a positive frame of mind. They may be easier to approach, but their positivity is usually helpful only at convincing you that all is well. Instead, make your approach after the next incidental crisis. Each one is your cue to make a move. Don’t give up. With a supportive style, have the source of predetermined help at the ready. Make your time available to be supportive, encouraging, and facilitative until your friend is connected to help. Consider getting guidance from a professional counselor or EAP to boost your capability and the likelihood that you will be successful in helping your friend.

## Free Webinars for First Quarter of 2022 Register now!

For information and to register simply click on the link:

- **Help for Anxiety and Depression**

<https://attendee.gototraining.com/rt/1445072059427600898>

- **Gelotology: The Science of Laughter**

<https://attendee.gototraining.com/rt/8776996024477733633>

- **Pandemic Fatigue Revisited**

<https://attendee.gototraining.com/rt/7451453393317309185>

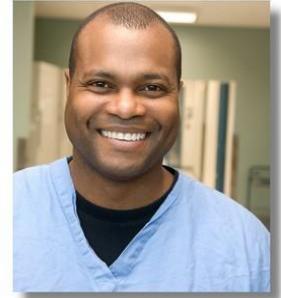
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- **Pain and the brain**

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## Maintaining a Positive Attitude



Having a positive attitude does not mean you are dismissive of problems and concerns, while others who are pessimistic or downbeat are more mature and realistic in the face of undesirable circumstances. A positive attitude is driven by a belief that successful outcomes and solutions to problems are often influenced by optimism. A person with a positive attitude can still feel the tug to be negative; however, he or she succumbs to it less often. Maintaining a positive attitude is a learned skill, valued by employers, and often mentioned in performance reviews. If your attitude is easily affected by circumstances, try practicing “conscious positivity.” When you don’t quite feel like being positive, be excited for others’ achievements. Have fun playing cards when you are losing. Be friendly to others you don’t know. Motivate others by saying something positive. Avoid letting others’ negativity bring you down. And, ditch the “yeah, but...” With practice, you’ll get the hang of it fast.

## Find Moments for Movement

Research has shown that sitting at a desk most of the day can take a toll on your health. For this reason, some health experts call long-term sitting “the new smoking.” Stand-up desks and even expensive treadmill-desks have been introduced to mitigate this health crisis. There may be an easier way to mitigate all the risk: Move when you get the chance. Walk in the morning, walk at lunch, pace while on the phone, do some stretches every 30 minutes, try a few sit-ups, do some lunges, chair yoga, stretches at your desk and/or try “burpees.” Put a reminder sticker near your desk that says “Move!” and fight the impact of sedentary work. For some easy to follow and use movements at your desk check out the free tool available to you from your EAP. Register at: <https://mystresstools.com/registration/tsg>

