

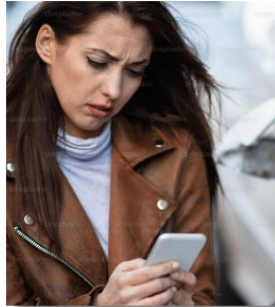


# FrontLine Employee

Wellness, Productivity, and You!

## Mental Health Awareness Month: Overcome Fear of Stigma to Seek Counseling

**Personal challenges** can impact well-being, and mental distractions that often accompany them can keep you from feeling like your best self. Your employee assistance program (EAP) is an easy path to help with challenges, but does stigma or embarrassment hold you back? Although you are sure of confidentiality, you believe handling problems on your own better demonstrates you are not incompetent or weak. Here's the big reveal: Nothing could be further from the truth. Seeking counseling is a courageous and proactive decision that demonstrates strength, self-awareness, and a commitment to personal growth. Just as you would seek medical care for a physical ailment, seeking counseling for challenges or emotional pain is a vital aspect of self-care. Today, employers are committed to fostering a culture of support where seeking counseling is encouraged. So, go for it. Make the call. Your future self will thank you for it.



## Check Your Blood Pressure

**Eleven million people** in the U.S. have hypertension (high blood pressure) *and* don't know it. Are you one of them? Monitor your blood pressure if you haven't done so before or if it's been a while since your last check. High blood pressure is often called the "silent killer" because it has virtually no noticeable symptoms until its effects suddenly create a hypertensive crisis, which could be a heart attack or stroke. Contrary to popular belief, experiencing a headache does not necessarily indicate high blood pressure! Scary fact: One-third of stroke victims experience vision loss—some permanently and in both eyes.



Source: [millionhearts.hhs.gov](https://millionhearts.hhs.gov) [search "hypertension"]

## Get the Positivity Back in Your Team

**Does your workplace team** have a strong bond with a high level of trust? If not, getting the positivity back is probably easier than you think. Team morale will naturally erode if simple tasks that reinforce cohesiveness is ignored due to time pressures, deadlines, staff shortages, and overwork. This allows minor tensions and miscommunications to fester. So, create routine opportunities for facilitated discussions where the whole team can privately address conflicts, miscommunication, and perceived tensions to constructively resolve issues. Use this time to also clarify roles, responsibilities, and expectations. Dispel ambiguity and new potential sources of conflict. Now, witness how much better you feel coming to work tomorrow.



## Got Intercultural Competence?

**Intercultural competence** refers to one's ability to interact effectively and appropriately with people from other cultures. Intercultural competence is crucial to businesses in an interconnected global business community. With a few clicks of a mouse, we are now face-to-face with someone halfway around the world. This new reality makes intercultural competence a soft skill that offers insight and expertise to improve an employer's competitive advantage. To grow your intercultural competence, educate yourself about cultures with which you interact, practice observing the world from the perspective of other cultures, and nurture personal values of respect, openness, curiosity, and discovery. Most importantly, be aware of biases and how they impede or interfere with any of the above.



Source: [www.gcu.ac.uk](https://www.gcu.ac.uk) [Search "definition of cultural competence"]

## Working Under Pressure



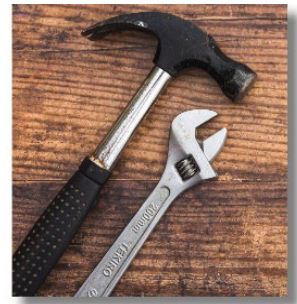
The first reaction most people have to the idea of working under pressure is dread. We've all been there, caught between a rock and a hard place with the need to deliver. There are people who can work under pressure quite well. Some even thrive on it. The ability to work under pressure is a learned skill that has one overarching goal: Relief from feeling overwhelmed so you can focus and be engaged in the work efficiently. Avoid obsessing over the large task at hand. Instead, break it into parts and give each part a mini deadline. Eliminate all potential distractions. Not doing so will ratchet up the pressure more. Use clocks, timers, or other devices to keep yourself moving and on track but decide the most critical chunk of work you must do first. Start with what's urgent and important. Schedule short breaks at specific times, even if they are only five minutes. These will help pull you through the stages of work faster. View a high-pressure work situation as a challenge to beat a deadline. This strategy produces energy and a competitive spirit with your deadline. Learn about yourself under pressure and how you respond to it. Take steps in the future to avoid procrastination if it played a role.

## Be an Inclusive Role Model for a Positive Workplace



"A **positive** workplace" brings to mind a relaxed atmosphere, honest communication, a sense of humor, mutual respect and appreciation, and valuing of differences (diversity) among employees. But positive workplaces with these values don't just happen. They don't stay that way either without nurturing them like a precious garden. That's every employee's job. Here are a few ways you can play this role, so your workplace is as productive as it is positive. 1) Recognize your biases, so they play less of an influential role in your people-to-people interactions. 2) Model "inclusion" behaviors—spot opportunities to help others feel they "belong," but also recognize the business advantage this has for your organization. 3) Respectfully challenge stereotypical comments when you see them. 4) Be proactive with discussions about what it means to have an inclusive work environment. Practicing these behaviors will make you a positive workplace change agent.

## How to Fix Your Day



Experiencing a negative event can disrupt your day, causing your previously uplifted mood to seemingly vanish. Take these actions to restore your positive mindset: 1) Admit things have been thrown out of whack and your feelings are normal. 2) Attempt a short "geographic" change (like a walk outside to change visuals away from the scene of the event). 3) Identify negative thoughts reverberating from the event. 4) Challenge the negative thoughts to disrupt their effects. 5) Identify positive thoughts to make #4 a speedier step. 6) Focus on what you can control—reaction, perspective, prevention, improvements, boundaries, self-care, etc. This gives you a constructive outlet to match your need to respond. 7) Plan a good thing or two—events, experiences, and treats—to rebalance the day. 8) Need support? Reach out to that friend to vent. 9) Find the lesson. Discover or consider what positive outcome exists indirectly or directly because of the event?) 10) Celebrate that you fixed your day!

## Mental Decluttering—a Different Kind of Spring Cleaning

**Mental clutter** is overpowering stress created by the daily demands of modern life, our multiple roles, to-emotions, responsibilities, and the constant influx of information. Enter the self-help concept of decluttering to reduce stress, improve concentration, enhance creativity, and cultivate a greater sense of well-being. Mental decluttering is about creating space for what truly matters and letting go of what no longer serves us mentally and emotionally. Signs indicating the need for mental decluttering include difficulty concentrating, experiencing a lack of creativity, and feeling disconnected from a positive sense of well-being. The practice of mental decluttering may involve various techniques, such as mindfulness meditation, journaling, prioritizing tasks, setting boundaries, and letting go of negative thoughts or emotions.

