

fseap SOLUTIONS

Avoid the Top Three Career Regrets

Three commonly cited career regrets are (1) not taking more initiative; (2) not having enough mentorship or guidance; and (3) playing it safe and not taking more chances. These are the findings of a recent survey conducted with 1,000 late-career workers by Zety.com, a career, resume, and online job recruiting company. Are you at risk for one of them? Regrets 1 and 3 are closely related. Initiative means taking action without being prompted by others—acting on your imagination, firing up your ambition, and motivating yourself to take massive action on something you want to do—not someday, but right now, without putting it off another second. Talk to a counseling professional or your EAP and discover how to get fired up to employ initiative today.

(Source: zety.com/blog/biggest-career-regrets.)



Match Your Exercise Program with Healthy Changes

Are you ramping up your exercise program with the spring weather? If so, consider healthy lifestyle changes along with an increased exercise regimen. Eat better by consuming less sugar, less white flour and starchy foods, less red meat, and more veggies, and make fewer stops at the drive-in window on the way home. You will improve the value and impact of your exercise program with a healthier body to respond to it.



Do I Need Professional Counselling?

You might be surprised at how resilient human beings are simply by considering the life struggles you've overcome. But could you have gotten over these obstacles faster if you had seen a professional counsellor? If you are experiencing mental health issues and concerns such as anxiety, depression, or stress, you may benefit from seeking professional guidance. Our effective short-term counselling for individuals, couples, and families can address concerns such as relationship challenges, traumatic experiences, substance use and addictions, grief and loss, or any challenge you or your family currently face. Reach out to your EAP for support. We're here to help.



Will Pooling Finances Aid Relationship Health?

It's an age-old argument. "Will couples have a more harmonious relationship and be less likely to break up if they pool all of their income or if they keep it in individual accounts? What about pooling some and separating some?" One large research study examining 34,000 couples that were previously part of six smaller studies may have the answer: Pooling it all together is better. And the more financially stressed the household is, the more the recommendation to pool income applies. Is it a decision that's right for you?

(Source: www.cornell.edu [search: "couples pool finances"].)



Learn to De-escalate Conflict in Relationships

The ability to de-escalate a heated argument or conflict is a life skill that can help you avoid unnecessary stress and, in the workplace, allow you to experience greater job satisfaction. Conflict is not an inherently bad thing if it leads to positive outcomes, but many of our verbal skirmishes create serious tension. Unnecessarily intense arguments can erode trust, build resentment, involve hurtful insults, and ultimately undermine productivity. To help de-escalate conflict, keep this in mind: You will rarely succeed in winning control over someone or outwitting them in a heated exchange. To interrupt tension quickly, try one of these three tactics: (1) Interrupt the flow of anger with a relevant statement about something you both agree on. This often creates a "reset" effect and halts intensity. (2) Switch your role from "co-arguing" to that of an empathetic listener. This also flips the script. (3) Let go. Don't tie your psychological survival to winning or losing. Virtually all heated arguments are fueled by the fear and psychological impact of loss. It is often easier to end a conflict by reminding yourself you don't have to prove anything to the other person. To become a de-escalation pro, practice these intervention techniques. You will fear conflict less, discover the arguments that are worth pursuing, and create more collaboration, while making your job more enjoyable.

Try This: To-Do List Tip

Do you make a to-do list to help you manage your workday? Many people do, but there is one thing they are not doing correctly—they are making it in the morning. Instead, the to-do list should be written at the end of the previous day to be followed the next. Creating a to-do list at the end of the day allows you to spend more time on it so it is more meaningful and thought out. You are at less risk for distractions that may present themselves first thing in the morning, and the to-do list can be created with less stress. (The dynamic is similar to laying out your exercise clothes the night before to help you follow through.) And here's a bonus—you don't have to get up early in an effort to find time to write it!

