

Count the Benefits of Exercise

Simply knowing that exercise is good for you never fired up anyone to get off the couch. But understanding more about the true benefits of exercise just might. Get your doctor's okay for an exercise regimen, but see whether these many reasons don't spur more enthusiasm. Exercise can 1) make you happier generally, and improve your mood quickly; 2) help you achieve weight loss; 3) increase your energy level and help eliminate that sluggish feeling; 4) decrease your risk of chronic disease from diabetes, heart disease, cancer, and hypertension, and help alleviate symptoms, like pain; 5) delay the appearance of aging skin on your body; 6) improve your brain health, including memory; and 7) improve your sleep and benefit your sex life.



Should I Get Help for a Crisis?

Virtually everyone will experience a personal crisis at some point in their life. How long that crisis lasts, how adverse its effects are, and what benefits or undesirable outcomes are ultimately derived from it will vary depending on one's approach to intervention.

Most of us are taught to be self-reliant. It's a worthy value, but self-reliance does not mean delaying taking advantage of—or avoiding—helpful resources, whether it is a fire extinguisher or professional mental health counseling. The real skill is your ability to define a crisis early; don't allow resistance to external resource solutions let the crisis you face become more difficult to resolve due to delayed intervention.



Online Coaching for Autistic Employees

Are you an employee on the autism spectrum who, despite high motivation and abilities, faces common challenges regarding job performance, assertiveness, and interpersonal communication? Are daily workplace routines difficult? Talk to your EAP or a professional counselor to discover coaching solutions. ASD coaching is a growing specialization. An ASD coach specialist may help you develop the ability to successfully navigate workplace challenges that are unique to you. The goal is to help you feel more confident and less stressed and provide you with an ability to focus better on maximizing productivity.



Avoid Relapse of Your Health Condition

Relapse triggers are ever-present for many chronic illnesses that require attention to personal health. If you struggle with relapse triggers for a health condition, you may underestimate the power of complacency. Complacency is losing the healthy fear of your condition. Slowly you may drift toward doing things, going places, or participating in activities that make relapse likely and not participating in health practices that make it less likely. Willpower eventually becomes one's sole prevention strategy. All it takes to relapse at this point is a crisis or an emotion-filled event that triggers a rationalized decision to give up treatment or one's recovery program.



Your Role in Improving Workplace Communication



Studies show that strong workplace communication produces higher productivity and morale because employees sense a work environment that is more honest, reliable, and trusting. This leads to more employee engagement along with its benefits. Everyone wants better workplace communication, but spotting communication roadblocks and intervening in them is key. Most businesses experience trouble with internal communication periodically, often in similar ways. Knowing what these are can help you act to intervene and prevent you from becoming part of the problem. This is how you play a vital role in helping promote a healthy and productive workplace. Here are some of the most common workplace communication challenges: 1) Slow movement of information. Solution: Don't hold on to information or delay its dissemination as a tool for maintaining control or demonstrating authority. 2) Not thinking before you communicate. Solution: Know what your communication goals are so you communicate completely. 3) Fear of feedback. Solution: Ask for it. Better a bruised ego than be on the wrong track. 4) Not speaking up. Solution: Pay attention to that gnawing feeling that you should say something. 5) Silence. Solution: Be proactive and keep others up to date. Don't wait for others to ask, "How's the project going?" 6) Sitting on bad news. Solution: If others have to know, then they have to know. Similar to #6, be proactive. Delay tends to increase the shock value of bad news and it feeds on itself, making it even more difficult when it is ultimately shared.

The Hazard of Using Alcohol to Manage Pain

Do you use alcohol to manage pain? Some research shows more than 25% of people have tried it, but there is risk to the practice. Using alcohol to reduce pain can increase the risk of acquiring a substance use disorder (alcoholism), primarily by stressing susceptibility to the disease, particularly if you have a family history of substance use problems. Although gaining temporary relief from pain using alcohol (alcohol analgesia) might work, research shows that a safe level of consumption isn't enough to manage pain. This means you are consuming daily amounts beyond what the U.S. Centers for Disease Control and Prevention recognizes as safe (one drink for women and two for men.) Talk to your doctor or company employee assistance program for assessment and direction in managing pain. Consider an assessment for a substance use disorder.



Boost Your Team's Positivity!

Many workplace teams experience stress, but it is often made worse by not nurturing a team culture that can maintain high morale and resilience. Take these steps to reinforce team positivity: 1) Decide to not just perform tasks. Instead, agree on a common vision and set up goals. Then post them. 2) Lose the cynicism and believe in the organization, or discover how to rekindle this loyalty so you have a foundational purpose with your employer and a real reason to engage that naturally pulls you forward; 3) Don't avoid the manager; determine how to elicit praise for your successes. Praise from the boss is pure currency to boost morale. 4) Regularly set aside a few minutes to have honest discussions about issues—even if a moment of silence passes as members consider what's relevant. Don't allow only a concern or issue to be what prompts such meetings. You may miss the opportunity to resolve a problem early-on.



Recommended reading: "The Team-Building Tool Kit: Tips, Tactics, and Rules for Effective Workplace Teams."

Stop Stress, Right Now: Absorbing Other People's Stress?

Some people are so empathetic that they may absorb co-workers' stress and anxiety and, therefore, feel drained of energy needed to take care of themselves and loved ones at the end of the day. Do you absorb other people's stress and anxiety in this way? If so, reach out for help. Empathy is a powerful and positive human trait but exploring how to set boundaries, protect yourself, and if needed, acquire skills to help release the tension you picked up during the day will help you be more productive without losing the ability to have deep and meaningful relationships with others on the job.

