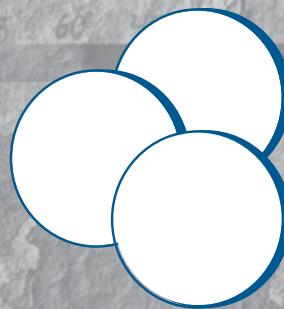




Summer 2017



KeySolutions

Employee Assistance Program



Polarizing Politics: Respect is Key

By Mike Jacquot

It's lunchtime and you're taking a work break by logging onto Facebook. Only instead of relaxing, you get perturbed when you see yet another post from your colleague "Jane" that criticizes politician John Doe's approval of YZ Pipeline. "That's the third time she slammed him this week!" you angrily think to yourself. "Doesn't she have anything else to do but dwell on his faults?"

12:30 p.m. quickly rolls around. It's time to get back to work, except you're finding it hard to concentrate because you're still upset about what Jane posted.

Sound familiar? If so, you're hardly alone. As reported by author Dave Crenshaw, a recent study by Better Works researched political polarization and its effects on productivity, revealing some disturbing trends. According to the survey of 500 companies, 87% of workers reported reading and getting involved in highly charged social media discussions. Further, 50% of employees reported witnessing a political conversation turn into a verbal jousting match on company time.

What to do? I have a few suggestions:

- **Get over the idea that you won't talk politics, so be prepared.** It's been said many times that it isn't a good idea to talk religion or politics in various social settings. The problem is, this is much easier said than done! One approach is to never assume you know how your coworkers feel about a certain candidate, politician or issue. For instance, it isn't a good idea to stroll up to the water cooler and launch into, "Did you see what that dumbbell GOP... said yesterday! I mean, how stupid can he be?"

Instead, try a more neutral stance such as: "Boy, that was sure some controversy that candidate...was involved in yesterday!" In this way, you introduce a topic that you know is likely on the other people's minds, but you discover what THEY think first. Now you can decide if you want to join in a conversation or play it safe and just listen to what they say. If someone wants YOUR opinion, you might note: "Sorry, I really haven't given this enough thought to offer a really solid opinion."

- **Above all, show respect for other people's opinions.** Whatever you do, don't put the other person on the defensive by attacking their beliefs. Calling someone names or challenging things they hold dear is not likely to go well. Maybe Jane was upset over the pipeline being approved, but don't call her a "tree hugger."

If you are on the other side of the issue, you might say something like, "*Jane, I read your post on Facebook about XYZ Pipeline and I never quite thought of it from that point of view. You have given me something to think about.*" This way, you are paving the road for more civil discourse or simply to "agree to disagree." Hopefully, you will both leave feeling like you are both a little more open to "listening" to the other point of view. A very important quality in the business world.

Moral of the Story: Political discussion isn't going away any time soon, even at work, but be careful: If you want someone to respect your opinion on a given issue, you have to respect theirs.

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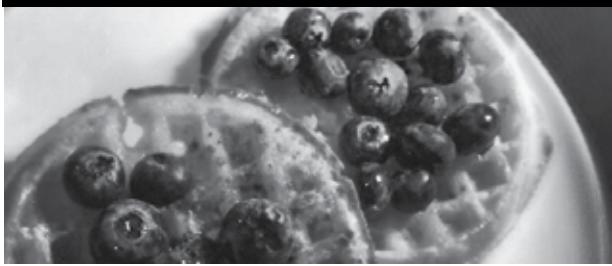
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Healthy Recipe: Summer Fruit Sizzle



INGREDIENTS:

1/2 teaspoon butter
 1/2 cup blueberries
 1/4 cup maple syrup
 Dash of nutmeg

DIRECTIONS:

- In a small skillet, melt the butter over medium heat. Add the fruit and cook until it begins to soften lightly, about 2 to 3 minutes.
- Add the maple syrup and nutmeg. Bring to a boil and then remove from heat.
- Serve over waffles, pancakes, ice cream or frozen yogurt.

Serving size: about 1/4 cup

NUTRITIONAL VALUE:

Calories Per Serving: 134	Sodium: 6 mg.
Carbohydrates: 32 g.	Saturated Fat: 1 g.
Fiber: 1 g.	

ATTENTION ALL EMPLOYEES:

KeySolutions EAP is available to ***all employees*** and dependent family members.

You ***do not*** need to be enrolled in your employers insurance to utilize this benefit.

There are Numerous Reasons Why Emotional Intelligence is Important

Emotional intelligence involves an individual's ability to recognize and understand our emotions and reactions referred to as self-awareness; manage and adapt one's emotions, reactions and responses, known as self-management; and to discern the feelings of others, understand their emotions, and use this understanding to better relate to others, or empathy.

WAYS IN WHICH EMOTIONAL INTELLIGENCE IS IMPORTANT

There are numerous ways in which emotional intelligence is important.

Physical Health. The ability to take care of our bodies and especially to manage our stress, which has an incredible impact on our overall wellness, is heavily tied to our emotional intelligence. Only by being aware of our emotional state and our reactions to stress in our lives can we hope to manage stress and maintain good health.

Success. Higher emotional intelligence helps us to be stronger internal motivators, which can reduce procrastination, increase self-confidence and improve our ability to focus on a goal. It also allows us to create better networks of support, overcome setbacks and persevere with a more resilient outlook. Our ability to delay gratification and see the long-term directly affects our ability to succeed.

Leadership. The ability to understand what motivates others, relate in a positive manner and to build stronger bonds with others in the workplace inevitably makes those with higher emotional intelligence better leaders. An effective leader can recognize what the needs of his people are, so that those needs can be met in a way that encourages higher performance and workplace satisfaction. An emotionally savvy and intelligent leader is also able to build stronger teams by strategically utilizing the emotional diversity of their team members to benefit the team as a whole.

Summary. Emotional intelligence is still not completely understood, but we do know that emotions play a crucial role in the overall quality of our personal and professional lives, more critical even than our measure of intelligence quotient (IQ).

Source: Royale Scuderi, "Emotional Intelligence: Why is it Important?"

How KeySolutions Works for You...

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