

# Solutions

Volume 10, 2023

## Mental Health Risk at Work

Like physical risk, psychological risk can also exist at work. Almost anything that causes stress, anxiety, depression, or other mental health issues qualifies as a “safety hazard.” Safety hazards include unresolved conflicts, isolation, overwork, lack of work-life balance, and even an unclear job role. Not all hazards have easy answers, but many do, and your EAP is ready to help by working with you to find the right intervention strategy. The United Nations has a strong interest in workplace mental health and has offered a research-based list of mental health hazards at work. Turn to your EAP for help for intervening in risks that affect you.

[www.who.int/news-room/fact-sheets/detail/mental-health-at-work](http://www.who.int/news-room/fact-sheets/detail/mental-health-at-work)

## Bullying Prevention Month: Documentation Tips

Workplace bullying remains a serious issue, and surveys show it may have worsened since the advent of hybrid workforces. Intervening early is key, and how the bullying is documented is crucial. Bullying behavior can be shadowy and vague, so consider these tips: 1) Don't delay documenting an incident. As time passes, recall of details can become fuzzy. 2) Document date, time, location, those involved, and witnesses. 3) Document details of what happened, what was said or done, tone of voice, and actions. Avoid opinions, analysis, or interpretation of the bully's behavior. (Example, “She/he is jealous of me.”) Do document how you felt—fearful, intimidated, isolated, etc. 4) Document the effect of the bullying on productivity, personal health (headaches, gastrointestinal distress, etc.), well-being at home, concentration, quantity or quality of work, etc. 5) Save evidence such as sticky notes, emails, or text messages related to the bullying behavior. 6) Follow your manager's or organization's policy or the human resources professionals' instructions for reporting. 7) Bullying is often recurring, so document each incident in the same way. This helps demonstrate a pattern. 8) Stay professional in your documentation. Don't vent emotions in it. Focus on what, when, who, where, how, and the effect or result of bullying behavior. 9) Your company's EAP is a go-to resource for emotional support. Use it to feel heard and more empowered so you can address the bullying issue more effectively through proper channels.

<https://workplacebullying.org/wp-content/uploads/2021/04/2021-Full-Report.pdf>

## Unplug and Connect with What Matters

Technology devices can get in the way of quality family time. Could a “device-free zone” (or two) be good for your family? The idea is to have loved ones, especially children, learn to value face-to-face interactions, which are crucial for emotional well-being. If you want to try implementing the concept, here are tips: Start the tradition early to maximize the impact on young children and its value for their developmental psychology as it grows over time. Also, get agreement and commitment from household members to adhere to the rules set for your device-free zone(s).

[resources.uknowkids.com/blog/what-are-tech-free-zones-and-are-they-right-for-my-family](https://resources.uknowkids.com/blog/what-are-tech-free-zones-and-are-they-right-for-my-family)



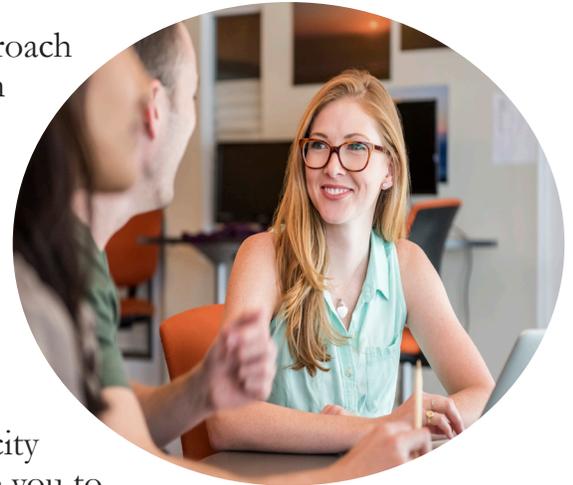
## Fight Stress with Healthier Eating

Some foods can play a positive role in managing stress. Berries reduce inflammation and oxidative stress in the body. Nuts—including almonds, walnuts, and pistachios—have healthy fats and fiber that can stabilize blood sugar while giving sustained energy. Dark chocolate with more than 70% cocoa may reduce stress hormones and release endorphins, which are natural mood lifters. Yogurt is a probiotic-rich food that supports gut health, which can positively influence mood and reduce stress. Leafy greens—including spinach, kale, and Swiss chard—can help regulate cortisol, a stress hormone, because of their magnesium content, and their folate content may help with mood regulation.

<https://health.clevelandclinic.org/eat-these-foods-to-reduce-stress-and-anxiety/>

## Power of “Authenticity” at Work

Authentic employees use an honest, transparent, no-façade approach to interactions with others at work. If that sounds like you, then others find you easy to be around because your genuineness makes them feel safe and prompts their desire to also be authentic. Authentic employees are more willing to show their true emotions and admit mistakes. Their communication style helps eliminate misunderstandings, miscommunication, and the hidden agendas that create conflict at work. Obviously, the payoffs for being authentic are greater job satisfaction, less stress, and more camaraderie with coworkers. This is why authentic employees are often held up as role models. Authenticity can be a bit risky. Showing honesty and vulnerability can expose you to criticism by some, but the productivity payoffs and being a happier worker are worth it. Ultimately, authenticity makes you stand out and appear more valuable, and it improves your career prospects.



## Understanding our Mental Health & Getting Help at the Right Time

We all feel stressed out sometimes - but when it gets too much, do you know what to do? Recognizing when our mental health is declining is often the first step to taking care of ourselves, and having awareness of the specific signs and symptoms that you exhibit can prevent you from experiencing episodes that are pervasive and severe. Sometimes, however, we may notice that our mental health is declining but do not know what to do about it. Poor mental health can be attributed to many factors, but is often related to experiencing challenging circumstances that seem to be unsolvable. You may be struggling with emotional dysfunction, difficult relationships, financial crises, work or employment-related stress, childhood trauma, health issues, or ongoing insecurity of personal needs. Whatever you may be dealing with, you don't have to go through it alone. While there isn't a definitive, “Steps 1, 2, 3,” guideline that is suitable for everyone to follow, you can access certain tools, such as counselling, that are proven to support you on your journey. Counselling, also known as talk therapy, may or may not be the support you need right now. However, it is always something you can access whenever you're ready. FSEAP's confidential services offer short-term clinical counselling that includes 24/7 access and crisis support in multiple languages. Contact us today to get started.

