



LifeWorks *Balance* is a publication of LifeWorks Employee Resource, a *free*, confidential service provided by your employer for you and your family.

LifeWorks can assist you with balancing and managing many of life's challenges.

Our professional counselors can assist you with:

- **Emotional** concerns
- **Work-related** issues
- **Family/marriage** issues
- **Chemical** dependency
- **Stress/anxiety/depression**
- **Legal** and financial concerns

You can reach LifeWorks Employee Resource with one simple call from anywhere in the United States.

1.800.577.4727

1.800.627.3529
Minnesota Relay Service
(For Hearing-Impaired)

Remember ...

Whether it is a work, family or personal issue, we're here for you.

LifeWorks Employee Resource
424 West Superior Street
Suite 600
Duluth, MN 55802
www.lifeworkslink.org

FOR YOUR *HEALTH*

Managing Your Anger

Anger is a natural and necessary emotion that everyone experiences. It's meant to let you know that: something needs to be confronted, thoughts or perception need to be examined, personal boundaries are being threatened, a course or action needs to be evaluated, there is a need to relinquish control over something, or that you need to ask for clarification.

Anger continued ►

Balance



FOR YOUR *WELL-BEING*

Over Your Limit?

The FDA recommends a limit of no more than two alcoholic drinks a day for men and one for women. It's been estimated that a third of Americans consume more alcohol than this. Even though many of these people may not qualify as chemically dependent or even alcohol abusers, their consumption may result in subtle problems leading to poor health, poor work performance and relationship problems.

The good news is that many people who abuse alcohol may eventually recognize their self-destructive behavior and make changes without having to enter a treatment program. The challenge, of course, is always in maintaining those changes without slipping back into old habits.

✓ **Check it out ...**

Consider the well known acronym **CAGE**:

- Have you ever felt you should **C**ut down?
- Have you been **A**nnoyed by someone criticizing your drinking behavior?
- Have you ever felt **G**uilty about your drinking?
- Have you ever used alcohol as an **E**ye opener in the morning to steady nerves or get rid of a hangover?

If you answered "yes" to any of the questions above, or if your drinking amounts to more than the FDA recommendations, you might benefit from cutting back or quitting.

If you're contemplating the need to change your drinking behavior, try reading some more helpful information at The National Institute on Alcohol Abuse and Alcoholism's website at www.niaaa.nih.gov/ or call LSS-LifeWorks anytime.

FOR YOUR *CONSIDERATION*

Music as Therapy



It is often said that music is the "language of the heart" and in some very real ways, that cliché has been found to be true. Through rhythm, instrumental and vocal sounds and soothing or energizing melodies, music speaks to us as human beings and gives us new levels of expression. It is for this reason that Music Therapy has become a very successful clinical approach to helping people deal with stress, anxiety, and chronic disease.

Music continued ►

WE'RE HERE FOR YOU

Q & A



Q: I get uncomfortable when people at work frequently ask me for money for their pet charities or ask me to buy products from their latest direct marketing scheme. There's a sign on the front of our business that says, "No Soliciting." Doesn't that apply to employees here?

A: In many business and industry environments, employees routinely approach their coworkers to participate in charitable giving or "come & buy parties." It's not likely that it will quickly be eradicated from the workplace. Your discomfort with this indicates that you feel a boundary has been crossed. Remember that you're under no obligation to give to something you don't want to and you're CERTAINLY not obligated to help your coworkers with their side businesses during company time.

One way to handle requests that result in discomfort is to simply say, "I only respond to those types of requests at home." If your coworker(s) don't understand that you've identified a boundary for them and persist, feel free to let them know that while you appreciate that they're working for a good cause or while you think their side-business sounds interesting, you would prefer that they leave you out of their requests in the future. Honesty and being genuine always works best in the long run.

1.800.577.4727
www.lifeworkslink.org

©2007. Lutheran Social Service of Minnesota. LifeWorks Employee Resource is a registered trademark of Lutheran Social Service of Minnesota.

Anger continued >

Anger, does not, however, need to lead you down the path of self-destructive or other-destructive behavior. It does NOT need to result in physical altercation. It does NOT mean that you have to "win" at someone else's expense. Consider whether your anger motivates you or causes destructive behavior.

Anger can become a problem when:

- ✓ It occurs too frequently and lasts too long
- ✓ The intensity is consuming
- ✓ It disrupts relationships
- ✓ It interferes with your job
- ✓ It restricts your ability to have fun and relax
- ✓ It begins to create physical illness
- ✓ It leads to guilt, remorse, shame, depression, or low self-esteem
- ✓ It leads to verbal, physical, emotional or sexual abuse
- ✓ It leads to legal consequences

Too often in our society, the message is that you should never feel angry. In reality, anger is a part of the human experience and may result from misunderstandings or perceived messages. When we make assumptions about someone's intent, those assumptions may be inaccurate. Question your assumptions.

If the problem indicators listed sound familiar, your "blueprint" for determining other peoples' intent, or process for identifying what you are really angry about, or the way you express your anger, could benefit from the help of an LSS-LifeWorks EAP Counselor. They can help you take stock of how you learned to become angry and how you can learn to manage your anger.

Adapted from David J. Decker, M.A. Licensed Psychologist www.angerresources.com

Music continued >

Music can be used in the course of everyday life by individuals to help reduce stress or provide energy. Music can sometimes express what words cannot. Here are some suggestions on how to maximize the effectiveness of music in your life:

- For families, make music a part of daily life such as while driving or at bedtime. Find music that is soothing to your children and use it to calm them down or help them focus (www.musictherapy.org).
- If you play a musical instrument or sing, make time to express yourself in a musical way — just for your own enjoyment.
- Identify what kind of music energizes and what music relaxes you.

The idea of music as a healing influence has been around since people discovered it as a form of expression. Take a moment to listen to the music that speaks to you and appreciate what you hear!



424 West Superior St., Suite 600
Duluth, MN 55802-9783

Non-Profit
U.S. Postage
PAID
Permit No. 721
Duluth, MN

Balance