

# CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

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## A Message from Matt

### Be Grateful Year Round!

Being grateful and expressing thanksgiving should be a year-round requirement! Study after study shows positive correlations between being grateful and overall well-being. Forbes highlights seven scientifically proven benefits of gratitude.



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1. Gratitude opens the doors to more relationships
2. Gratitude improves physical health
3. Gratitude improves psychological health
4. Gratitude enhances empathy and reduces aggression
5. Grateful people sleep better
6. Gratitude improves self-esteem
7. Gratitude increases mental strength

As we head into the New Year, choose to be grateful! A simple “thank you” can go a long way.

*“Worrying does not take away tomorrow's troubles, it takes away today's peace”*



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## Texting and Anti-Social Media

In 2010, 75% of North Americans 12-24 years old owned cellphones and three quarters of them sent text messages while half of them sent 50+ messages a day and 33% of them sent over 100 messages a day. By 2017, among all 18 to 24 year olds, 95% of them had access to a smartphone, and 45% said they were online ‘almost constantly.’ In 2016, teen data showed 78% using Snapchat and 71% Instagram, while 68% of adults over 18 favored Facebook. The exception, as can be expected, were those citizens 65+ where a minority of the population was on any social media sites.<sup>1</sup>

South Korea, Taiwan, Singapore, and Japan clearly are the cultural leaders in tracking and measuring the effects of this electronic existence on children. South Korea leads the way as physicians there have been required to ask questions about screen time for minor patients since the late 1990s. Using a device over 8 hours per day is defined as addiction, screen abuse prevention camps for kids are a way of life, and in 2019, children from age 3 – kindergarten will learn how to control their exposure to digital devices in academic settings.



Why worry? Deficits connected with electronic screen over-exposure include:

- Inability to work in groups
- Inappropriate and aggressive behavior toward peers
- Low scores on measures of empathy
- Excessive scores on measures of loneliness, alienation from others, low problem-solving skills, low tolerance of differing opinions and ideas
- Seeking ‘escape from’ rather than ‘solutions to’ emotional and social turmoil
- Failure to read body language, facial expressions and nuance in speech<sup>2</sup>

<sup>1</sup> <http://www.pewinternet.org/2018/03/01/social-media-use-in-2018/>

<sup>2</sup> Parenting in the Digital Age. Kimberly S. Young. [www.netaddiction.com](http://www.netaddiction.com)

**Connections Inc. Employee Assistance Program’s** mission is to provide holistic assistance products and services that support optimum productivity, team work and healthy community in the workplace.

Connections Inc. Employee Assistance Program mission statement since 1988

# Newsworthy:

**MILLENNIALS:** Depression and Anxiety. When he was in eighth grade, Benjamin C. quit the swim team. He loved swimming, but he wasn't winning every time, and he felt he should already have an Olympic-like talent. "I'm not Michael Phelps at swimming, so why am I even on the team?" he remembers thinking. A therapist who researches perfectionism at Northwestern University's Family Institute helped Benjamin realize years later what had happened. Perfectionism, unrealistic standards, failure to feel 'adequate' and to 'fit in' socially without incredibly high levels of achievement all contributed to his disorder. The connection to the 'anti-social' aspects of an elevated electronic existence (see feature article) are obvious. Workplace leaders must tune in to the resilience problems very skilled and talented youthful employees may experience. Being quick to redirect these issues to the EAP is important and productive for any work group.

*Allison Bowen, Chicago Tribune. Oct. 31, 2018*

**HOLIDAY FAMILY GATHERINGS:** Substance use disorders can have devastating effects on families. The stressors encountered at family gatherings related to abuse of alcohol and drugs can be devastating. By the time a loved one begins the process of recovery, their family members are equally in need of recovery support due to extended periods of extreme worry, stress, deteriorating relationships, lack of trust, feelings of powerlessness, loss of family cohesion and codependency. Be pro-active this year. Family members who use their EAP benefit to consult an addictions intervention counselor can begin a different existence by learning to set boundaries and recognize the complex dynamics of addictive disease.

## Maynard's Corner

What is Behavior Risk Management (BRM)?

When you use a Connections Inc. EAP with BRM (Behavior Risk Management), you have resources available that other EAPs do not offer.

When you are preparing to address a sensitive

employee issue, please email or call us. Included in BRM is the highest level of employer and supervisor support in the industry. We are here to help you have a constructive, positive and successful outcome to those issues at hand.

That's the unique value of a Connections Inc. EAP!



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**NEXT ISSUE:** Six Scary Numbers for Your Organizations Executive Team!

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