

CONNECTIONS

DECEMBER, 2021

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Getting Through the Holidays - Part 2

By Lisa Ferentz, LCSW-C, DAPA, **Psychology Today** (Used with the author's permission)

Many people relate to the fact that the holidays are a stressful time because of a perceived “obligation” to spend extended visits with family members who may be dysfunctional or toxic. The internal debate about whether or not to attend holiday gatherings can evoke ambivalence, apprehension, guilt, sadness, or anger. It's understandable that no one wants to be alone during the holidays and it's equally understandable that there is anxiety about setting new limits that disappoint or anger extended family members.

And yet, there can be real feelings of dread about the dynamics that have historically unfolded during prolonged family interactions. People often joke about this “going home for the holidays” dilemma but it's important to honor the intense and confusing emotions this creates. It's just as important to understand that the holidays can trigger the onset of destructive behaviors as anxious people look for ways to cope with their overwhelming feelings or lose the ability to manage the challenges that are inherent in this time of year.

When the usual coping strategies don't work there can be a dramatic increase in behaviors including: compulsive shopping and spending; eating disorders; alcohol and drug abuse; and acts of self-mutilation. Given the pressures and expectations related to gift giving, the debt that can be accrued, as well as the availability and excessiveness of food and drink, many people struggle to maintain their sobriety and keep addictive behaviors in check. So at this time of year, we need to have an open and non-judgmental dialogue about these issues. People need to be encouraged to track and monitor their moods from now through the start of the New Year and beyond.

Consider the following helpful resources for yourself, or a loved one. They can provide ongoing support and suggestions regarding healthier strategies for self-soothing, maintaining sobriety, and addressing grief, anger or depression.

- Reach out to a therapist who specializes in your symptoms or issues
- Attend a support group through a hospital, church, or community mental health center
- Attend a 12-step meeting and just listen if you don't feel comfortable talking. Accept the phone numbers that are offered for additional support. Re-connect with a sponsor or start seeking one out.

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Season's Greetings City Employees,

While we hope that you are finding some things to celebrate this holiday season, we also realize that this is a tough time of year for many. The pain of grief and loss can be acute during the holidays and the pressure of trying to create a veneer of effortless joy and delight for your loved ones often results in feelings of stress and anxiety instead. Many of us are likely to overeat, overspend, or drink too much alcohol in our attempt to capture some of that seasonal magic.

We would like to suggest that it really can help to cultivate a sense of gratitude and appreciation, as so many **studies** have indicated. There are many ways to practice gratitude—journaling, meditation, expressing appreciation to others—and over time, this practice has frequently **been shown to improve wellbeing**.

Placing the emphasis on what you have rather than what you lack might be the key! With that in mind, we are inviting City managers and supervisors to email eap@cityofmadison.com to express their gratitude and appreciation for their team and provide examples of how their staff has displayed resiliency during the past year. If we receive enough responses (we know how busy you are!) we will share them in our next newsletter.

Wishing you a peaceful holiday,

~ The EAP Team



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- Spend time reading a self-help book. Journal and draw your feelings to gain insight and allow others to be compassionate witnesses to your pain.
- Visit a supportive on-line chat room.
- Download and use a mental health app for positive affirmations and additional ideas about healthy self-soothing.
- Call a hotline to get support and guidance at any time of the day or night.

If you need help with any of the above, contact your EAP and set up a personal, confidential conversation with a counselor.

Call 608-266-6561 or email eap@cityofmadison.com for more information about your EAP benefit.



10 Ways to Drink Responsibly

By Kelly E. Green, Ph.D., *Psychology Today* (Used with the author's permission)

Harm minimization strategies for America's sweetheart substance.

I teach a course called “Chemical Dependency Issues,” and I am always surprised by how little my students have been taught about the effects of alcohol. They have been told to “drink responsibly” their whole lives, but few know how to actually do that—beyond not drinking and driving.

The majority of “drink responsibly” messages focus on extreme harms rather than the more common alcohol-related problems. And there are strong arguments that the “Drink Responsibly” tagline itself is problematic because it has been used to perpetuate unscientific distinctions between alcohol and other psychoactive substances. Framing alcohol as a substance that is harmless if you use it “responsibly” has enabled a culture that views alcohol as less problematic, and more essential, than other drugs. It also has placed the blame for alcohol addiction on the user, not the product. With opioids, cocaine, and other drugs, the message is quite different—addiction to those substances is blamed at least partially on the substance and the providers/dealers, and any use is considered problematic.

But research shows that 5.6 percent of Americans ages 18+ meet criteria for alcohol use disorders (roughly 14 million), while only 0.6 percent meet criteria for opioid use disorder (roughly 1.5 million) and 1.5 percent meet criteria for any drug use disorder other than cannabis or alcohol (roughly 3.8 million).

Yet we still see this artificial distinction: “drink responsibly,” but don’t use other drugs at all. And if you do use other drugs, “harm reduction/minimization” is the goal, which ignores the potentially beneficial effects of other substances and keeps a negative frame on non-alcohol substances. Alcohol is America’s sweetheart substance, often viewed as an essential component of a happy life despite research showing that 30 percent of Americans ages 18+ drink less than one drink per year.

I would argue for more equal treatment of alcohol and other drugs—it should be “harm minimization” for alcohol as well, or “use responsibly” for all psychoactive substances. “Drink responsibly” is essentially a harm minimization slogan; it just isn’t specific about how to avoid alcohol-related problems. Since “Use [substance] responsibly” has more room to consider positive effects, and it’s already a big part of the cultural discussion, let’s stick with that framework for now.

“Drink responsibly” could also be changed to “Use alcohol responsibly” to avoid alcohol’s ownership of the word “drink” and to more accurately reflect that drinking alcohol is indeed using a psychoactive substance. If someone uses cannabis, then someone uses alcohol. For those who choose to abstain, saying “I don’t use alcohol” is much more empowering than “I don’t drink.”



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If the goal is to “Use alcohol responsibly,” what does that really mean? How do you do that? Alcohol ads typically focus on drunk driving, accidents, and legal consequences. But that short-sighted focus on a select few alcohol-related problems doesn’t reflect the true meaning of doing something responsibly. Making responsible choices involves considering the potential consequences in all life domains—not just the physical and legal, but also the emotional, social, interpersonal, and financial.

With that in mind, here are 10 things to consider if you’re trying to use alcohol responsibly:

1. Know how much alcohol you’re using.

A “standard drink” is an internationally used metric that equates drinks by their alcohol concentration, and it’s probably less than you think. Alcoholic beverages have to be labeled with their alcohol by volume (ABV) content; this is shown as a percentage on the label.

One standard drink is how much of a specific beverage contains 0.6 fluid ounces of pure alcohol. This is a typical 12-ounce beer with approximately 5 percent alcohol content (smaller if it’s a beer with higher ABV), 5-ounces of a typical wine (approx. 12 percent ABV), or 1.5-ounces of a 40 percent ABV liquors.

But that’s not how most drinks are served, and there’s a lot of variation depending on where you are ordering the drink. Some cocktails, like Long Island Iced Teas and Mexican Martinis, have closer to 3 or 4 standard drinks per glass. So you may be drinking more than one drink when you’re drinking only one glass. To use alcohol responsibly, really consider how much alcohol you’re using; consider using a **tool like this** to help you figure it out.

2. “Low-risk” alcohol use is different for men and women.

Research has shown that females process alcohol differently than males due to biological differences in water content and the enzymes that break down alcohol. To compensate for this, “low risk” drinking limits are lower for females than males.

Based on large studies that examine the likelihood of developing a wide range of alcohol-related problems, the National Institute on Alcohol Abuse and Alcoholism has established “low risk” drinking guidelines. If you’re looking for a gauge for low/moderate drinking, this is a good place to start. The guidelines suggest that to avoid alcohol-related problems, females should drink no more than 7 standard drinks in a week and no more than 3 standard drinks on a given day. For males, the limits are 14 per week and 4 per day. That doesn’t mean that you’re totally in the clear if you stick to these limits, but if you’re going beyond them, your risk for alcohol-related problems increases.

3. Blood alcohol levels continue to rise for 90 minutes after the last drink, and nothing helps you sober up but time.

Alcohol metabolism is idiosyncratic. There are many myths about ways to “sober up,” but most of them are just wrong.

While eating food can delay alcohol absorption into the bloodstream, and thus delay the peak level of alcohol in your system, eating a meal doesn’t help you eliminate it faster. In other words, food doesn’t help you sober up. Neither does coffee, cocaine, a run, or a shower.

While there is some variability, human bodies process and eliminate alcohol at a rate of about one standard drink every two hours, and it takes 30-90 minutes for alcohol levels to peak in your system depending on a range of factors that aren’t entirely predictable.

It’s even more complicated because alcohol levels peak in the brain before they peak in the blood. On average, after someone’s last sip of alcohol, the level will peak in their brain in about 30 minutes and in their blood in up to 90 minutes. So while you may feel like you’re sobering up, your blood alcohol level may take three hours to peak and then fall back to the level it was when you stopped drinking.

4. Don’t mix alcohol with other psychoactive substances or prescription drugs.

Mixing alcohol with other drugs and certain medications can be very risky. Combining alcohol (a depressant) with other depressants like sedatives (medications for sleep, anxiety, muscle relaxers) or opioids (narcotic pain medications) can amplify the depressant effects and lead to accidental overdoses and death.

Mixing alcohol with cannabis makes the effects of both more extreme. Mixing alcohol with stimulants (cocaine, methamphetamine, ADHD medications) doesn’t cancel out the effects, but instead strengthens the effects of both substances and leads to greater intoxication and impairment.

Mixing alcohol with some prescription medications can also lead to problems. Flagyl (an antifungal) and alcohol will make you vomit, and alcohol decreases the effectiveness of many antibiotics. Alcohol raises blood sugar and can cause diabetic complications. For people taking antidepressants (SSRI or SNRI), the effects of alcohol can be very unpredictable—one day six beers may not produce a buzz, and another day three beers can lead to a blackout. Make sure to consider the risks of using alcohol with prescription medications or street drugs.

5. Be cautious using alcohol alone.

As with other psychoactive substances, it’s safest to use alcohol with others in case you have an adverse reaction. Alcohol poisoning can be fatal if you don’t receive medical attention. Accidental overdose is more common when people knowingly

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or unknowingly combine alcohol with substances that depress respiratory functioning.

Another reason to be cautious about solo alcohol use is that it could be a sign that your alcohol use is becoming problematic for emotional reasons. If you find yourself relying on alcohol to cope with life stressors, doing less of the things you once enjoyed, feeling the need to hide your use from others, or don't have many days that don't involve alcohol, those are signs to reevaluate the role of alcohol in your life.

6. Be cautious using alcohol with strangers or in high-risk situations.

Alcohol is linked to sexual assault and being involved with violent altercations. Using alcohol with strangers or people you don't know well increases the likelihood of these events. That's not to say that your alcohol use displaces blame for people who may exploit or harm you—it doesn't. But to use alcohol responsibly, you need to consider the environmental risk factors and ways that you may be more vulnerable while under the influence.

7. Avoid driving or other dangerous activities if you're using alcohol.

"Don't drink and drive" is the most highlighted aspect of using alcohol responsibly. Designated drivers and ride-sharing apps have made it easier to avoid driving after drinking, but there are still about 10,000 drunk driving deaths in the U.S. each year—that's 28 per day.

People are notoriously bad at predicting their own blood alcohol levels, partially due to the reasons discussed above, but also because alcohol impairs judgment and perception.

It can increase your confidence in ways that lead you to dismiss or minimize the risks of driving or other potentially dangerous activities.

Tolerance plays a role here; if you use alcohol regularly, you're less likely to feel impaired even when your reaction times are much slower than usual. Many people who get DWIs report they felt fine to drive.

Where is the line? Although some apps estimate blood alcohol levels based on body weight, time, and drinks consumed, they aren't accurate because they can't account for all the variables that impact blood alcohol levels. Even the consumer-grade handheld breathalyzers aren't always accurate. Regardless of your size and tolerance, it's advisable to avoid driving if you've had more than two standard drinks, although it's safest to avoid driving at all when you're using alcohol.

8. Don't use alcohol if it causes problems in your life.

Each person has their own threshold for what makes them question their alcohol use. Is it when you're hungover, blackout, or miss an exam? Is it when you aren't as engaged with your kids, or when you spend too much money on alcohol?

To use alcohol responsibly, you need to honestly evaluate how it's affecting all aspects of your life. Continuing to use alcohol even though you know it's causing problems at work, home, or with your health are symptoms of alcohol use disorder. Even if you don't think your drinking is severe, if it's causing problems in your life, then it's probably not responsible to keep using it the way you have been.

9. Be cautious using alcohol if you have risk factors for addiction.

Another factor in making responsible choices is evaluating the likelihood of negative outcomes. If you want to use alcohol responsibly, then you need to be aware of the risk factors that make you more vulnerable to developing alcohol addiction or alcohol-related health problems.

About 50 percent of addiction risk is genetic. If you have a family history of alcohol or drug addiction, then using alcohol or other drugs is simply riskier for you. In fact, if a first-degree relative has an addiction, you're 10 times likelier to develop one yourself.

Genetics do play a big role. But both nature and nurture impact addiction risk. If you have other risk factors for addiction—like depression, anxiety, chronic pain, insomnia, trauma, impulsivity, or financial insecurity—then be extra cautious with your alcohol use.

10. Know the signs of alcohol addiction and seek help early.

Even if you start out using alcohol responsibly, you could start developing alcohol-related problems or addiction. It's important to know the symptoms of alcohol use disorder, and online screening tools are available to evaluate your symptoms (although these are not a substitute for professional evaluation).

More informally, if you find yourself Googling "am I an alcoholic," that's a good sign that you recognize alcohol is having negative effects on your life. There are many effective treatments for alcohol use disorders. Talk therapy (particularly cognitive-behavioral therapy), medications, support groups, and peer recovery coaches can help if you've decided that you want to cut back or quit using alcohol.



Feel Emotions—Don't Fight or Feed Them

By Matthew S. Boone, LCSW, Jennifer A. Gregg, Ph.D., and Lisa W. Coyne, Ph.D., **Psychology Today** (Used with the authors' permission)

How to feel what's there without running away or getting stuck.

We get this message that allowing ourselves to feel our emotions is good for us. It's like eating our broccoli. But no one ever tells us how. What do they mean by feeling your emotions? How the hell are we supposed to just feel them?

Actually, feeling doesn't seem to be the real problem. The problem may be feeling them all day and night. Or punching holes in the wall. Or curling up into a ball and muttering to ourselves.

What feeling your emotions really means

It turns out that the instruction to just feel your emotions hinges on the word "just." All that other stuff—stewing in them, endlessly journaling about them, expressing them to your buddy over three or four or 14 beers—is stuff we do in addition to feeling them. Some of these responses are useful. Some of them are not.

These behaviors can actually be about avoiding your emotions, as well as your life. Have you ever found yourself having trouble letting go of some injustice? Maybe you felt wronged by someone's insensitive comment, you were passed over for that promotion, or you lost a person or pet who was precious to you. You may have noticed that long past the usefulness of thinking and talking about it all the time, you were still thinking and talking about it all the time. You weren't moving forward and facing the scariness of building a new relationship, rebuilding a career, or engaging with life in the face of your pain.

We're not condemning thinking and talking about your emotions. We're suggesting that all that activity doesn't always equal fully feeling your emotions.

Remember when we told you that when you do, you get? When you dwell on something bad, you are getting some kind of payoff: maybe a sense of righteousness (Look at this injustice!), self-validation (This explains how bad I feel), or self-protection (If I keep thinking about this, it won't happen again). Those are important payoffs, especially in the beginning. But eventually, you may be avoiding the discomfort of really contacting the pain.

You may discover that the only way to move on with your life is to get closer to the pain, and the only way to do that is to let yourself feel it. So here's a rubric for remembering what to do when an emotion you don't like shows up: feel it; don't fight it or feed it. It teases out all the stuff we add to emotions that masquerades as feeling them fully.

Fighting your emotions means trying not to have them (i.e., avoiding or suppressing them), whether through actions (working excessively, surfing social media) or thinking. There are lots of ways we can try to think our way out of feelings—rationalizing, convincing ourselves they are not justified, imagining ways of escape (winning the lottery, quitting our jobs), criticizing ourselves, mentally rehearsing arguments, repeatedly going over the situation that evoked the feeling. The list is endless. Do you employ any of these strategies?

Feeding your emotions means giving them more power than they need. Stoking their fires. Offering them treats to snack on. This is another kind of avoidance because it takes you away from simply experiencing the emotion as it is. Instead, you inflate it into something else.

This can also take many forms. For example, if you're feeling angry, feeding your anger might look like reminding yourself over and over how you've been done wrong, imagining the evil motives of the person who made you angry, remembering other injustices you've experienced in your life, screaming and yelling, or storming around the house. (By the way, research shows that expressing your anger in these ways usually just makes you more angry.)

So how do you just feel your emotions? Here's a two-step method that can be quite useful.

Teeny tiny practice: Observe and describe

Observing and describing requires some awareness of what's going on inside you. Here's one way to do it:

1. When you are feeling something that catches your attention—a flicker of sadness, a spark of joy—slow down and take three deep breaths.
2. Next, in your mind's eye, slowly scan your body from head to toe, observing all the places where the physical sensations that are part of your emotion manifest in your body. Emotions are made up of thoughts, physical sensations, and urges. Focus away from the thoughts and toward the sensations and urges.
3. Observe what the sensations are like without adding any extra words. Observe where they begin and end. Notice if they seem heavy or light. Observe them without judgment, without trying to fix anything.
4. The next step is to describe. Label what you experience with just a few simple words. You might say something like, "I'm noticing a heaviness in my chest and a sinking feeling in my stomach." Or, "My cheeks feel hot, and I feel an urge to run away." Try not to add a story; if you find yourself saying something like, "I'm noticing a heaviness in my chest because my boss is a jerk, and he doesn't pay attention to me," back off a bit and stick to simple labels. It helps if you precede what you say with "I'm noticing" or "I feel."

This practice is designed to allow you to just feel your emotions without fighting or feeding them, which are just different ways of avoiding experiencing them as they are. This will help you move toward the scary parts of life, doing what it takes to live meaningfully—even when it hurts.

Drawing Strength From Holiday Traditions

For many of us, holiday traditions provide meaning, predictability, fun and a sense of belonging. They help us bond to those we love.

As we face this upcoming holiday season, we're reminded again of cherished traditions. But for many of us, the holidays also remind us of recent losses.

As your traditions continue to evolve, we'd like to offer a few tips to help you and your family find more joy this holiday season.

- Try to become more mindful of your thinking. If you're a parent, teach your child to do the same. Instead of focusing on how family traditions have changed, focus on the love that endures. Let these memories be a source of strength.
- Make plans. Although change is difficult, having discussions and making decisions can make the holidays a little less stressful. Knowing what to expect is good for everyone, especially children.
- Seek input from your kids on what they'd like to do this holiday season. They're likely to appreciate the opportunity to contribute—and perhaps start new traditions.

Traditions can help us celebrate our family's unique identity. However, it's helpful when they're fun and simple—and not a source of stress.



NEED HELP?

Your EAP can provide additional guidance and resources.

2021 WEBINAR
SERIES

DECEMBER 15, 11am CT

Unwrapping Holiday Stress

REGISTER

Many of us feel stressed with the added responsibilities and expectations of the holidays. However, it doesn't have to be this way. In this webinar, we'll show you how to focus on the here and now, live more intentionally with your time and energy, and be more compassionate toward yourself and others.

Presented by Patrick Bryant, LCSW
Director and Psychotherapist
The Peaceful Place

LEADERSHIP *Matters*

4 Ways to Create More Meaning at Work

By Megan Dalla-Camina, **Women Rising** (Used with the author's permission)

The Question:

How much meaning do you find in your work?

The Insights:

Nine out of ten people are willing to earn less money to do more meaningful work (Harvard Business Review). Think about that in the context of your career, and perhaps your role as a manager and leader.

Meaning matters. When you consider the vast majority of people today are disengaged at work, and with high levels of workplace anxiety, depression and stress, helping people find more meaning in their everyday working lives can have a significant impact on many aspects of their life.

HBR also tells us that when people are working with a sense of meaning they are generally:

- More satisfied
- More productive
- More committed and engaged
- Happier with the sense of meaningful contribution being made
- Have personal hope for the future
- Create greater value for customers and investors

The benefits are undeniable. Yet for so many people, meaning and purpose can feel elusive.

Have you ever found yourself in this position? Feeling disheartened and disengaged, desperately searching for more meaning and purpose? Here are four evidence-based pathways to follow...

The Strategies:

1. Connect your daily tasks to a broader sense of service.

There is a fable you may have heard of the three bricklayers who were all working on the same wall, building a cathedral. Someone asked the bricklayers, "What are you doing?" The first said, "I'm laying bricks." The second bricklayer replied, "I'm building a wall." And the third answered, "I'm building a great cathedral for God." They all had the same task, but they all had very different ways of looking at how they were doing it. The third bricklayer had a really clear vision of how the daily tasks of laying those bricks fit into his broader and more meaningful purpose.

Meaning is found not through serving ourselves in isolation, but through connecting and contributing beyond ourselves. Where can you find more meaning in the work that you're already doing? Can you connect your work to service and ask, "How can I make a difference for others?"

When Bill George was the CEO of Medtronic, at the annual meetings he'd invite a person whose life had been saved by a defibrillator to speak to his colleagues and tell them how their work had saved his life. And he'd highlight someone in the quality control department and explain how her dedication and regard were saving thousands of lives. It connected his colleagues directly to the people that they served.

You may not be handling a situation of life and death at work every day, just like I'm not, but we all serve someone in what we do. Teachers can see the lives that they're shaping and they can visualize the lasting impact they may have on the lives that they're touching every day.

If you're a corporate accountant or in a support role, then perhaps you can connect yourself mentally to the larger work of the organization that you work in and take pride and purpose in the customers that you're helping.

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2. Craft your work and make your work a craft.

Professor Amy Wrzesniewski from the Yale School of Management is an expert in how we experience work. One of her areas of research was an in depth study of hospital custodial staff to determine what helped certain members of the staff excel. She uncovered a practice amongst the happiest and most effective custodians that she termed “job crafting.”

These hospital workers were focused intensely on serving patients, even though they were cleaning the hospitals. And they would create the work they wanted to do out of the work they’d been assigned.

They found more meaningful and more worthwhile work doing this. For example, one of the custodial staff would rearrange artwork in rooms to stimulate the comatose patients’ brains. Others devoted time to learning about the chemicals used for cleaning rooms and figuring out which were least likely to irritate a patient’s condition. They were pursuing excellence in service to others, and they would adapt their jobs to suit that purpose, whilst creating more meaning for themselves in the process. Think about how you can craft your work to bring more meaning into it.

3. Invest in positive relationships.

Who we work with is as important as what we do and psychologist Martin Seligman, the founder of positive psychology, has written extensively on the importance of relationships to happiness and fulfilment. Other research from the Harvard Grant Study found that happiness and even financial success are tied to the warmth of one’s relationships.

Reflect on the meaning that comes from your positive relationships at work and how you can invest more of your time and energy in those relationships.

4. Reconnect to your “why.”

The last piece here is remembering why you work. Most of us don’t have the luxury of working just for fun. We earn money to pay our bills through our work, but we can also find acts of service in our work and remember those things every day. So whether that’s your role as a parent and you’re working hard so that you can look after your children; whether it’s that you find a lot of meaning in your work from serving your community from the money that you earn—whatever it is, remember why you work.

By doing these four things, you’ll be able to bring more meaning into the work that you do every day and you’ll be happier, more productive, and experience all of the other benefits that come with a greater sense of meaning.

Consider This:

1. Who do you serve and how can you connect your day-to-day job consciously and concretely to those that you’re ultimately serving?
2. How can you craft your work to bring more meaning to it?
3. What meaning do you get from the positive relationships at your work? How can you invest more time and energy in those relationships?
4. What is the “why” behind your work? At the end of the day, why do you do it?



Managers and supervisors!

We want to hear from you and highlight in our next newsletter some of the positive work your teams have done this past year! Please share with us some examples of how you have witnessed resiliency in your team. In what ways did your team survive? Are there things that you appreciated and helped your unit cope? This is an opportunity to praise your team and their ability to thrive despite the challenging times, so we will print your responses in January’s newsletter.

Please email us at eap@cityofmadison.com by December 23, 2021 with your success stories. And thanks for all you do!



IT TAKES A VILLAGE

Tips for Raising Resilient Kids



Tip #9 – Play Games

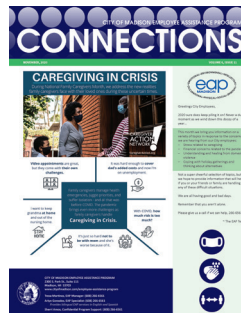
Not only is this a great way to entertain kids but it’s also an opportunity to learn resiliency skills. Team games and board games teach kids how to interact with others, work together, improve their impulse control (as they need to take turns), manage difficult emotions (such as not winning), improve their working memory, and more! There are many games to accomplish this, the important thing is to spend some time after the game discussing how they felt, how they overcame challenges, and things they have learned.

HAPPY HOLIDAYS TO ALL!

And don't forget that the EAP Connections newsletter is archived on our website! For more holiday-themed articles, you may want to check out the following previous issues:



December 2019



November 2020



December 2020

*Thanks for reading,
we hope you found the information useful!*

You can reach any of us by calling the EAP Office at (608) 266-6561

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