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Helping Organizations Retain Their Most Valuable Asset

FOR YOUR INFORMATION

Automobile Emergency Car Kit

To create an emergency kit for your car fill a bag with the following items:

- An old towel
- Pair of working gloves
- Large screwdriver
- Pair of pliers
- Can of WD40
- Jumper cables
- Emergency road flares
- Flashlight and extra batteries
- Short-handled shovel or spade
- Small bag of cat litter or rock salt
- Fluorescent safety vest
- Some type of nonperishable food and bottled water
- Cigarette lighter
- Basic first aid kit
- Bottled water for the car
- If you live in an area prone to cold or blizzards keep a warm blanket in your car
- Cell phone so you can call for help

It is also important to check your spare tire for the proper air pressure monthly. Practice changing your tire if you don't know how.



Source: www.bluesuitmom.com

How To Help A Family Member Who Is Abusing Alcohol Or Drugs



Someone in your family has a problem with alcohol or drugs. What can you do to help?

Everyone's Problem

You might think that an alcohol or drug problem belongs to the person who is drinking or taking drugs. But if a family member has a problem, then you have a problem too.

Families operate as a system in which each family member's behavior affects every other member's behavior. The abuser's behavior affects all family members, producing painful and difficult feelings in response. At the same time, the other members of the family – unintentionally – develop patterns of behavior that make it easier for the problem drinker or drug user to continue their substance abuse. This behavior is referred to as enabling. Here are some examples of enabling:

- Denying that there is a problem, or dismissing the problem as a small one.
- Rescuing the abuser from the consequences of his or her alcohol or drug use, such as by "calling in sick," covering up for a broken promise, or lending money.
- Taking over the abuser's responsibilities, making allowances, forgiving unforgivable behavior, or to continue trying to be loving and caring in the face of abuse.
- Reinforcing alcohol or drug use by participating in occasions where it is used.

All of these behaviors allow the abuser to keep using alcohol or drugs in destructive ways. Enabling allows the alcohol or drug abuse to progress to a more serious stage and worsens the prognosis for a successful recovery.

What Family Members Can Do

Believe it or not, your best chance for helping your family member who is abusing alcohol or drugs begins by changing yourself. Below are suggested guidelines to help:

- Learn as much as you can about the drug being used, alcoholism, addiction, treatment programs and the recovery process. Alcoholism/drug addiction is not caused by a lack

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- of willpower or moral decay. It is a treatable disease.
- Get help for yourself from a health professional who specializes in alcoholism, drug addiction and related issues. Ask your employee assistance program for a referral, or look in the yellow pages under “drug abuse” or “alcoholism.”
- Join a self-help group for families of drug abusers, such as Al-Anon or Narc-Anon.
- Stop enabling. Stop rescuing the abuser from the consequences of his or her actions.
- Try to get the abuser to get treatment. Work with a health professional to plan a way to intervene in your family member’s alcohol or drug use.
- Once your family member is receiving treatment, remain involved in their treatment. Continue to show that you are concerned about their successful recovery.

- Take good care of yourself and expect a difficult period. Becoming a drug-free family takes effort, time and patience.
- Continue to focus on getting better yourself, no matter what. All interested family members need to join together in an effort to create healthier lives for themselves, even if the abusing family member chooses not to get help.

Getting Help

If you have a family member who is addicted to alcohol or drugs, it is strongly recommended that you seek professional help for coping with the issues and difficulties of living with an alcoholic/addict. If you need help, contact Human Management Services (HMS) for confidential counseling, referrals or information. HMS counselors are specially trained to help people get the right help for an alcohol or drug problem. Why not call today? We’re here to help.

Final Thoughts

It is vitally important that you understand the following: Alcoholism/Addiction is a progressive disease. Untreated, it will progressively get worse, never better. Additionally, the disease has usually progressed further than the outward symptoms indicate. If no action is taken, the alcoholism/addiction may ultimately prove fatal.

As long as the alcoholic/addict is using alcohol or drugs, your life will progressively get worse and worse, never better. This is why it is important for you to get professional help now. You must get help for yourself first. This is also the best action you can take to help the person you care about.

There is hope: Alcoholism/addiction is a very treatable disease. But recovery cannot begin until all use of alcohol or drugs ends.



First Three Minutes Of Discussion About On-Going Area Of Marital Conflict Are Predictive Of Divorce For Newlyweds

University of Washington researchers say that the first three minutes of a discussion about an on-going marital conflict are predictive of divorce for newlyweds. Over the course of a six-year study, couples who later divorced began these talks with significantly greater displays of negative emotions, words and gestures, and fewer positive ones, than did couples who remained married over the course of the study.

Rules for fair fighting

All couples have conflicts and disagreements. Successful couples, however, have learned how to “fight fair.” Follow these guidelines:

1. Be specific when you introduce a complaint. Confine yourself to one issue at a time.
2. Don’t just complain. Ask for a reasonable change to help resolve the problem.
3. Do not let counter-demands enter the picture until the original request is clearly understood and there has been a clear-cut response.
4. Do not be sarcastic or intolerant. Be open to your own feelings and equally open to your partner’s.
5. Do not correct your partner’s statement of his/her own feelings. Do not tell your partner what s/he should know or feel.
6. Never assume that you know what your partner is thinking until you have checked out the assumption in plain language. Do not predict how s/he will react.
7. Always be open to compromise. Your partner’s view of reality may be as real as yours, even though you may differ.
8. Never make labeling statements, accusations or put-downs. Name calling, snide remarks, put-downs or negative facial expressions are unacceptable, unproductive and damaging to your relationship.
9. Forget the past and stay in the here and now. Don’t use “always,” “never” or “should.” What happened last month is not as important as what you are feeling now.
10. Don’t interrupt. Let the other person finish before you speak.
11. No physical violence allowed. This is a firm guideline for fair fighting.
12. Time out is okay. If things get too heated, ask to continue the discussion at another time. Specify the time.

Your EAP is here to help

Sometimes our problems are too hard to solve on our own. If you are concerned about a particularly difficult marriage, relationship, or family issue, Human Management Services (HMS) can help you. HMS counseling is convenient, confidential and offered at no cost to the employee. Why not call an HMS counselor today? We’re here to help you.

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