Real-Life Help

Assistance and resources for personal, family and work issues

Monthly Webinar • Tuesday, August 20th

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Starting Fresh at Work and School

As the leisurely, fun activities of summer wind down, it's important to keep the positivity going as you and your family head in to more demanding schedules at school and work. It can be easy to get pulled down with the flurry of things you have to do to prepare your kids for a healthy school year. Likewise, you can get sidetracked by common conflicts that arise at the workplace. And even those healthy workout goals you've set for yourself can get derailed if your mind-set turns negative.

In this edition, you'll find positive ways for confronting the challenges that lie ahead to help keep you and your family emotionally and physically healthy all year.

Remember, your EAP+Work/Life program offers short-term assistance to help you cope with a range of family, personal and work issues.

Bully-Proof Your Kids

Nearly a third of students in grades 6-12 report being bullied—face-to-face, online or by cell phone. And whether it's name calling, spreading lies, being threatened or shoved, bullying can damage a child's emotional and physical health. Here are tips to share with your kids:

- **Role-play bullying.** For example, have your child practice pulling away from the bully and yelling, "NO!" "STOP!" or "I don't like that!"
- **Teach them to tell you and other trusted adults.** They should report bullying to their teacher or guidance counselor.
- **Monitor social media.** Regulate when they can be online and place their computer where you can see their activity.
- **Review cyber bullying.** Tell them to: refuse to pass along bullying messages and never share personal information that they wouldn't want their classmates to see.
- **Check in with them.** For example, ask, "What's lunchtime like at your school?", "Who do you sit with?", "What do you talk about"?
- **Watch for warning signs.** These may include: becoming upset or secretive during or after internet or cell phone use or refusal to go to school.

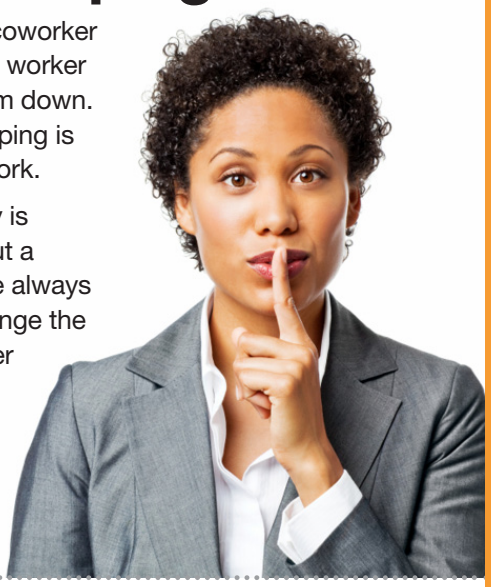
For guidance, talk to your Licensed Professional Counselor.

[Sources: National Center for Education Statistics; Stopbullying.gov; National Crime Prevention Council]

Silence "Toxic" Gossiping

Many offices have at least one: a gossiping coworker who passes along information about another worker that's demeaning or is designed to bring them down. But being on the receiving end of toxic gossiping is distressing and can distract you from your work.

So how do you stop the gossiping? One way is to quickly counter the negative remarks about a coworker with positive ones, such as, "I have always found Pat to be very helpful." Or, quickly change the subject. Try asking, "So, what did you do over the weekend?" Finally, you can exit the conversation. Glance at the clock and state that you have to finish a project by the end of the day.



Monthly Webinar

Tuesday, August 20th
12 pm and 2 pm ET

"Nobody Likes a Bully: Bullying in the Workplace"

Dealing with different personalities at work is a reality. Bullies pose a greater challenge. Learn how to identify hostility in the workplace and how to handle the bullies who create it.

You can register at hmsincorp.com

- Click "Employee/Family Login"
- Enter your User Name and Password
- Click "Online Work/Life Services"
- Scroll to online seminars, choose "Nobody Likes a Bully: Bullying in the Workplace"
- Select your registration session
- Click "Register" on the "Welcome to e-learning center" page
- Enter your name, other information and submit
- You will receive a confirmation email of your registration

*Please note: Webinars are available only in English.

Don't Overbook Your Kids

Create Healthy Downtime

From soccer to singing to dance, there's an exciting menu of school activities available and your kids may want to sign up for them all! But it's wise to put the brakes on the number they choose. Keeping up with multiple schedules can lead to burnout and could affect their grades, sleep and more. Kids need downtime to recharge, to play in a creative way and also to bond with family members, says Deb Lonzer, M.D., of the Cleveland Clinic Children's Hospital. Try these tips:

- **Have your child choose activities wisely.** If they want to add one, they have to drop one.
- **Write "down time" on the family calendar.** Your kids will see that it's just as important as their organized activities.
- **Schedule 20 minutes of family time, five times a week.** Go for walks, play board games, or just hang out. Family bonding is a proven way to decrease risk-taking behavior and obesity.

EAP+ Work/Life Program

EAP+Work/Life

Get short-term assistance

- Referral for in-depth counseling, if needed
- Work/life specialists locate support resources, from caregiving to legal help
- Visit website for online articles and other resources
- In a crisis, emergency help is available 24/7

Talk to a Licensed Professional Counselor to learn coping skills. You may be referred to the appropriate professional for in-depth, long-term help.

Use self-search provider databases, get 4,000 updated and authoritative articles, view video clips, attend monthly online seminars and more.

Confidential assistance is available 24/7.

Just call
800.343.2186
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Human Management Services, Inc. (hms), a Health Advocate Company, is an integrated counseling and referral resource specializing in Employee Assistance (EAP) and Work/Life Programs. HMS works with companies throughout the United States and draws on over 30 years of experience implementing a broad range of Work/Life, case management and counseling services. HMS is known for their flexibility, commitment to innovation, and EAP marketplace knowledge, giving them the ability to continually deliver enhanced services to their clients.