CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

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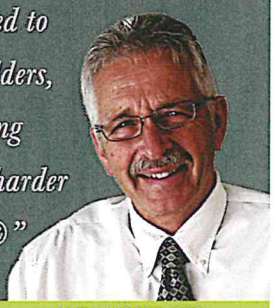
"I'm supposed to respect my elders, but it's getting harder and harder to find one ☺"



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BUZZWORD: Organizational Culture

Pay, benefits, location, career opportunities and bosses are all viable reasons for people to leave a job. However, they are often just polite excuses for something far deeper. **Organizations tend to downplay the effect their "culture" plays in the retention of their employees.** Culture either opens the door for employees to look elsewhere or it welcomes them inside and shuts the door. How would you describe your work culture? How would your employees describe it? Is it time to ask them?

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Mass Killings, Terrorism or Suburban School Shooting: A Different *Psychiatry*

Joseph Pierre, a professor of psychiatry at UCLA, notes that following the suburban school killings in the US the popular broadcasting postulates some 'offending agent' - mental illness, guns, video games or the media. The publicly touted solution is "…a kind of quarantine so that it (the offending agent) can be banished from society and no longer threaten us." Pierre notes that the popularized factors may not be causal factors at all. Risk factors are "not necessarily the domain of mental illness, but rather the 'psychiatry of everyday life.'" Particularly:

- a social emphasis on individualism and the pursuit of material happiness fostering narcissism.
- in the suburban settings where nearly all the shootings have taken place, "self-worth is defined by the likes of socioeconomic status, achievements in competitive academics and athletics, and fashion."
- in this culture of narcissism, "affronts to self-esteem can be equated with threats to our very survival and … the typical response to such narcissistic injuries is a desire for revenge."
- in suburban American parenting, the automatic response to an "affront to self-esteem" is more self-esteem.

The subjective thought process here - "Maybe if I don't get what I am entitled to – I act out!"* Mass murder related to terrorism appears to be spawned differently. "Publicity is the oxygen of terrorism" (Margaret Thatcher) appears to ring true in these gruesome situations. The "terrorist goal is to demoralize the targeted society and induce a widespread sense of helplessness, hopelessness, and despair." **

Trauma recovery in all cases is promoted when non-involved others provide a positive, empathic and optimistic outreach to victims. The 'presence' of supportive individuals and groups is critical for recovery and healing. When traumatized persons perceive the concern, recovery is enhanced. Simply **the presence of the accessible trained debriefing professional provided by the EAP in itself has a healing and recovery impact** even for persons not engaged in any actual debriefing exercise.

*https://aeon.co/essays/does-a-culture-of-entitlement-explain-us-mass-shootings
** Journal of Employee Assistance, 2nd Quarter 2016. www.EAPASSN.org

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

NOTEWORTHY

A ONE-QUESTION SCREEN MAY BE ALL THAT PHYSICIANS NEED. Asking adolescents one question about drinking frequency can allow busy primary care physicians to uncover a likely **alcohol use disorder** without creating an undue time burden. 'The Journal of Pediatrics' (online) notes that for adolescents **ages 12 to 17, asking whether they drank one standard drink on three or more days in the past year** is able to identify a youth with an alcohol use disorder. For young people ages **18 to 20, one-third of those who reported 12 or more such drinking days in a year** indicates an alcohol use disorder. The study involved nearly 1,200 youths in rural Pennsylvania primary care clinics. http://www.addictionpro.com/news-item/one-question-screen-may-be-all-physicians-need

MENTAL HEALTH APPS. Over 165,000 health care apps are available according to the *IMS Institute for Healthcare Informatics.* The government is currently conducting clinical trials on the following mental health apps:

- Anxiety Coach (social anxiety disorder)
- Big White Wall (online community for anxiety /depression)
- Headspace (meditation and mindfulness)
- Lose It (weight loss)
- Mood Hacker (depression)
- Moodscope (Mood monitoring with social support)
- Priori (Bi-polar disorder)
- PYSD Coach
- Sleepio (sleep improvement)
- Wizard (Memory and Cognitive functions)

NEW FMLA NOTICES AND EMPLOYER GUIDES. In late April the Department of Labor announced that it will soon require employers across the country to post a new DOL general FMLA Notice in their workplaces. Also coming is a new guide to help employers navigate and administer the FMLA. If a policy re-write project is on the calendar – a check on what may be changing may minimize duplication of the effort. A succinct summary of the changes can be found at http://www.jdsupra.com/legalnews/dol-requires-employers-to-use-new-fmla-82578/

Maynard's Corner

Connections Inc. now offers a new program for smaller employers. The same comprehensive list of benefits are now available to any group greater than ten employees. For 28 years Connections EAP plans and procedures have evolved in response to needs of employees, employers and family members. We are very proud to once again respond to what smaller employers have been asking us. If you are pleased with our services please share this information with smaller employers. If you are not pleased with our service, please tell us! You can reach me at 515-890-0663 or email maynard@connectionseap.com. It is my pleasure to provide proposals for service to all organizations - now including smaller employers!

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NEXT ISSUE:
Cannabis update - easy access to Marijuana and new data rolling in – an update on the research!