

# CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 23 #6

## A Message from Matt

### Avoid the Holiday Drama

As you gather with friends and family over the holidays, make the most of it! Set aside your differences and respond to an inconsiderate remark with grace and kindness. You never know what personal battles someone may be facing. And remember, you too may one day need grace and kindness shown to you. From all of us at Connections EAP, we wish you a Merry Christmas and Happy New Year!



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*"No change of circumstances can repair a defect of character."*  
-Ralph Waldo Emerson



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## Support for Grieving Employees

While the holidays are associated with joy and celebration for most, it can be a particularly difficult time for grieving employees. Navigating workplace holiday parties, gift exchanges and festivities can be emotionally challenging and it's important for leaders and workplaces to recognize this.

"Grief is like the ocean; it comes in waves ebbing and flowing. Sometimes the water is calm, and sometimes it is overwhelming. All we can do is learn to swim."

– Vicki Harrison

For managers, knowing what to say is the hardest part of supporting an employee who's grieving. Here are some practical ways to support a grieving employee:

- Let them know you are there for them – "I'm thinking of you," "I'm holding you in my thoughts/prayers," or offer specific tasks you could help with and let them decide what, if anything, would be helpful. Avoid asking how they're doing or how you can help.
- Offer condolences in private, when they don't have to set aside their raw emotions and get into business mode.
- This is not a one and done conversation. Check-in bi-weekly or so and keep it simple – "I'm thinking of you".
- Avoid comparing their loss to a personal experience. You can simply share you've also lost a loved one and you "can't imagine what this is like for you".
- If they are reengaging in a work event, instead of saying, "Are you doing better?" simply try, "It's good to see you" or "I'm glad you're here."

You might be nervous to do anything for fear of making things worse, but don't let your level of discomfort lead you to say nothing. Ultimately, your support and intentions will come through. Simply focus on their well-being and take your cue from them.

[How to Offer Support to a Grieving Colleague \(hbr.org\)](#)

[Managing Grief and Loss At Work: A Guide for Employees & Managers \(pathways.com\)](#)

By: Matt Visser

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

## THE ASSOCIATION BETWEEN CANNABIS USE DISORDER AND SCHIZOPHRENIA IS STRONGER IN YOUNG MALES THAN IN FEMALES

Previous research suggests an increase in schizophrenia risk fraction for persons diagnosed with cannabis use disorder. However, sex and age variations, in cannabis use and schizophrenia, suggest there is a significant difference in sex and age subgroups. The study examined 6,907,859 individual records, dated from 1971 to 2021. These cases revealed 45,327 cases of incident schizophrenia.

Conclusions included that young males might be particularly susceptible to the effects of cannabis causing schizophrenia. At a population level, assuming causality, one fifth of cases of schizophrenia among young males might be prevented by averting cannabis use. Results highlight the importance of early detection and treatment of cannabis use disorder and policy decisions regarding cannabis use and access, particularly for male 16–25-year-olds.

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**BY: ANDY VISSER**

## THE MAKING OF ADULT ATTENTION DEFICIT DISORDER

As recently as 2 decades ago, the medical consensus was that attention-deficit/hyperactivity disorder (ADHD) was a disorder of childhood. Fast-forward to 2023, and adult ADHD diagnosis are skyrocketing at an alarming rate as are prescriptions for the drugs that purportedly treat the condition.



Psychiatry has a history of fads. Sorry readers – yes, rigorous empirical science can give way to politicized science in mental health medicine. Critical examination shows that depression, mania, and anxiety disorders exhibit occurrences of inattention. This ‘inattention’ does not mean the patient has both an attention disorder and a mood disorder. This would be like saying every person with pneumonia also has a fever disorder.

Recent studies found that 62% of patients who received a diagnosis of adult ADHD, actually have an affective (mood) disorder. The medications that are effective in children with attention deficit issues are not the treatment of choice for most of these adult patients!

Sep 11, 2023

<https://www.psychiatrictimes.com/view/the-making-of-adult-adhd-the-rapid-rise-of-a-novel-psychiatric-diagnosis>

By: Andy Visser

## Maynard's Corner

A valuable and trustworthy resource is available to all Connections Inc. EAP clients and their dependents.

Please go to [www.connectionseap.com](http://www.connectionseap.com) and login with your employee username and password. On the website, select “Resources” and click on “Work/Life Services”. You can find an array of topics such as world news, self-help options like our online seminars or eLearning, and a legal/financial center where you can create your own legal will.



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The resources offered here are intended to provide answers to questions and help people avoid unnecessary stress.

After all, we are here to help.

**NEXT ISSUE: LIFELONG LEARNING AT WORK: Artificial Intelligence and Digital Dissonance**

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