

The Continuum Edge

RESOURCES FOR EVERYONE

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A CLOSER LOOK AT SELF-COMPASSION



Self-compassion is not just avoiding being self-critical or treating yourself with kindness and understanding like you would a friend. Its purpose is more far reaching. People who practice self-compassion are less overwhelmed by negative emotions when faced with adverse events. They develop more positive reflex responses. This mindset in turn links to an ability to maintain a balanced perspective, not lose their cool, and more easily troubleshoot problems. Positive self-talk habits are patterns of reacting to what we see and hear around us, so self-compassion will be a new skill if you frequently do not engage in positive self-talk.

THE ACTION STEP of course is to avoid berating yourself when mistakes happen and try speaking to yourself kindly. Acknowledging that everyone makes mistakes and realizing daily life frustrations are inescapable surprises we all face are key.

TIPS FOR HEALTHIER PARENTAL CONFLICT

Follow these practices to reduce potentially harmful effects on kids when adult arguments happen:

Avoid personal attacks by focusing on the issues and avoiding personal insults or name-calling.

When disagreements are heated, strive for a calm and respectful tone.

Choose a private place and time to discuss sensitive issues.

Demonstrate healthy ways of resolving conflicts (active listening, compromise, negotiating).

Apologize and make amends — show it's normal to end on a good note after a conflict.

Offer reassurance that a conflict does not mean the household is unstable or children aren't loved.

Tip: After a conflict, review these tips. You'll acquire greater ability to manage heated discussions in healthier ways.

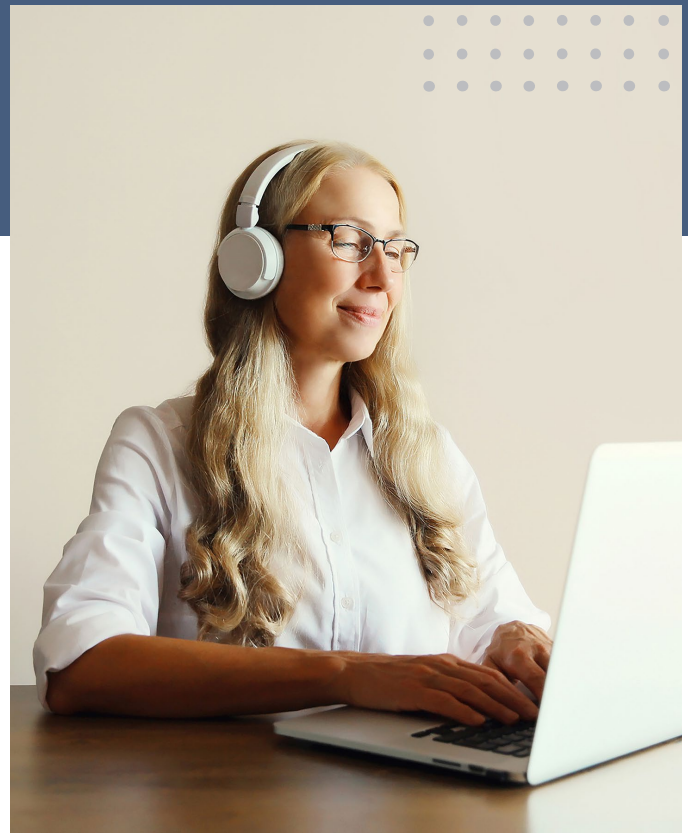


WHAT NEURODIVERGENT EMPLOYEES WANT YOU TO KNOW

Supporting neurodivergent employees to be healthy, happy and productive is a growing focus in today's workplace. Neurodivergent individuals — those usually diagnosed as being on the autism spectrum — often have unique needs.

Here's what they want you to know:

- Understand each person is unique — we're not all the same.
- Be clear, concise and direct in your communication and feedback.
- Ask about preferred methods of communication — oral or in writing.
- Be patient in anticipating a reply or response to allow extra time to process information.
- Be mindful of possible sensory issues pertaining to boundaries and personal space, loud sounds and bright lights.
- Understand social differences — small talk, eye contact and social activities may be avoided.
- Seek out special skills. These may include our ability to stay focused, creativity and problem-solving.



By incorporating these practices, and learning more about autism and neurodivergent worker issues, workplaces can become more inclusive and supportive of neurodivergent employees, allowing them to thrive and contribute fully to their teams.

To learn more, visit the Association for Autism and Neurodiversity at www.aane.org.

DO I NEED THE EAP: "IT'S NOT ME, IT'S MY CO-WORKERS"

If you're feeling stressed by interactions with co-workers or customers, Continuum EAP can be a valuable resource. Many employees seek help from the EAP for this very reason. A Continuum EAP professional will guide you to focus on one or all of the three broad strategies that fit nearly all difficult employee situations:



STAYING PROFESSIONAL

Staying calm, responding professionally, and keeping the focus on the work situation.



SETTING BOUNDARIES

Defining & communicating your limits regarding unacceptable behavior and reinforcing them.



REQUESTING ASSISTANCE

Helping you seek the right kind of managerial or organizational support, if needed.

The goal is to help you create positive relationships and productivity allies among all those with whom you interact, and Continuum EAP is the best source of help to make that happen.