

THE CONTINUUM **EDGE**

INFORMATION FOR LEADERS

What health effects might I face with the high level of stress I am experiencing now?

It is relentless, and there appears to be no other option except to “power through” it, even if it means work-life imbalance and sleep deprivation.

A: Supervisors may face difficult and unique work challenges in their roles, but there is virtually no situation where mitigation strategies can’t be applied to prevent the ill health effects of relentless stress. High stress that does not relent can contribute to hypertension and heart disease. Anxiety, depression and burnout may follow, and poor work-life balance will exacerbate these conditions, as will sleep disorders and sleep deprivation. See a medical doctor if you suspect health effects that are stress related.

Continuum EAP can help you devise a mitigation plan to cope with stress. Such a plan will likely include self-care strategies to prevent burnout.



RECOMMENDED SELF-CARE STRATEGIES TO PREVENT BURNOUT MAY INCLUDE:



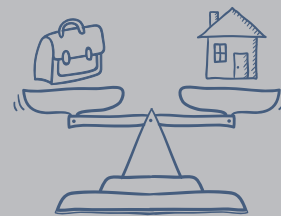
**TIME
MANAGEMENT
TECHNIQUES**



**MINDFULNESS
PRACTICES**



**PHYSICAL
EXERCISE
REGIMENS**



**ESTABLISHING
BOUNDARIES
BETWEEN WORK
& PERSONAL LIFE**



There is significant media attention given to domestic violence, often highlighting its risks to the workplace. I don't understand this connection. These problems occur behind closed doors at home, so how does this issue, serious as it is, pose a risk to the workplace?

A: Domestic violence poses a risk for the workplace due to its “spillover effect.” This harms the victim's performance, creates unreliable attendance and availability, and decreases productivity. A perpetrator not living with the victim need only visit the workplace to find the victim. Then, depending on the state of mind of the perpetrator, anyone present may be at risk. A victim may quit the job to escape an abuser. This leads to recruitment and training costs. Data show there are about 600 “murder-suicides” in the U.S. each year, with 65%-70% including the perpetrator killing the intimate partner. This form of desperation often disregards the safety of others. Supervisor denial can significantly exacerbate the risks associated with domestic abuse. Warning signs may go unrecognized, victims may not receive necessary support, and human resources may not be involved for guidance. This lack of preparedness can be particularly dangerous if an incident occurs.

Stats: [leb.fbi.gov](https://www.leb.fbi.gov) (search “murder-suicide”)

An employee was referred to Continuum EAP, and the assessment identified a need for treatment for substance abuse. The employee has been cooperative, but I am concerned about the possibility that he might lie to the EAP or fail to follow instructions and recommendations. Can the EAP be deceived?

Although there are no perfect systems, employee assistance professionals are trained to detect inconsistencies and potential dishonesty through their assessment and counseling techniques. Usually, simple questions that require answers that include depth of knowledge about recovery and self-care easily detect problems in cooperating with the recovery plan. EAPs also employ a variety of other methods to ensure compliance, such as progress monitoring in collaboration with the healthcare provider. While Continuum EAP won't perform drug testing of the employee directly, the treatment provider may do so.

