

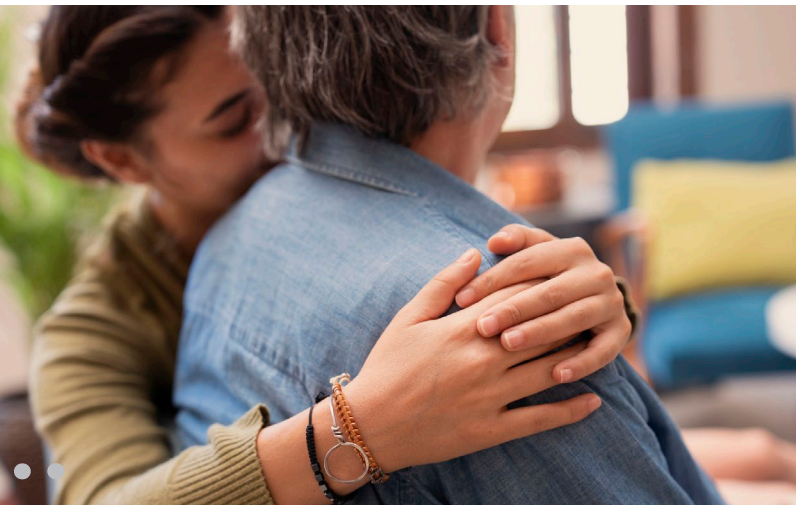
The Continuum Edge

RESOURCES FOR EVERYONE

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RESPOND BETTER IN A WORKPLACE CRISIS

Workplace crises — violence, accidents, equipment breakdowns, or incidents that damage mission, function and reputation — happen. Know how to support your organization in a crisis so that you avoid contributing to confusion and chaos through miscommunication.

DON'T PANIC

To avoid panic, use a tactic called “presence of mind.” For a few seconds, focus not on the crisis but on yourself. Decide not to panic, take a few slow breaths, and count to ten slowly if needed. This helps stop the cascade of physiological reactions known as the “fight or flight” response.

BE PREPARED

If your organization has protocols and procedures for dealing with a crisis, be familiar with them so when a crisis happens you have a plan to follow.

AVOID SHARING RUMORS

Increased anxiety can lead to rumor sharing as a coping mechanism and as a way of “filling in the gaps” when accurate information is scarce.

MAINTAIN CONFIDENTIALITY

Don't share sensitive information about the crisis outside official channels.

SEEK SUPPORT AS NEEDED

If you are struggling after a workplace crisis, reach out to Continuum EAP for a confidential space to process emotions, navigate challenges and access resources to help you recover and move forward.

WHAT YOU SHOULD KNOW ABOUT MINI-STROKES

A mini-stroke, clinically known as a transient ischemic attack (TIA), is a temporary disruption of blood flow to the brain that results in stroke-like symptoms. Although TIAs do not cause permanent damage, they serve as critical warning signs for potential future strokes. About one in three people will have a larger, more serious stroke within a year following a TIA. Symptoms of a TIA last only a few minutes, but they are similar to a larger stroke and include weakness, numbness or paralysis in the face, slurred speech, trouble understanding others, temporary blindness, dizziness, and loss of balance or coordination. See a doctor without delay if you experience a TIA.

Learn more at yalemedicine.org/conditions/transient-ischemic-attack

INVESTING IN EXPERIENCES OVER POSSESSIONS

Research shows that investing in experiences leads to greater and more enduring happiness compared with purchasing material items. The belief is that experiences create lasting memories and foster social connections that contribute to longer-term happiness and personal growth. For example, you're more likely to frequently and fondly recall a camping trip as a child than a toy, both

of which brought happiness. While possessions seem to lose novelty over time, experiences stick around and become part of our identity, and the stories we tell about them add to our sense of fulfillment. This year, try embracing new experiences and reflect on whether they truly enhance your overall happiness. If the discovery turns true, create a new habit that will enrich your life.



LONELINESS... ON THE JOB

Employee loneliness is a growing problem in the workplace. It doesn't mean being physically or remotely isolated or stuck in a back office. Workplace loneliness refers to feeling disconnected and emotionally detached from co-workers despite being surrounded by people all day. If you feel like you are simply "going through the motions" at work, lacking meaningful social connections, and experiencing a diminished desire to engage or collaborate on projects, this sense of feeling invisible or undervalued can harm productivity and mental health. Loneliness can happen when social connections don't meet our personal needs, even in busy office settings. This often includes feeling like you can't be your true self, which makes it seem like no one really knows who you are. A recent survey found one in five employees feels lonely on a typical workday.



TRY THIS ENGAGEMENT FIX:

Decide to build relationships with co-workers rather than leaving it all up to chance. Initiate conversations and show genuine interest in others' experiences. Look for common interests to discuss. Invite a colleague for coffee or lunch. Small efforts to connect with others can make your workplace feel more supportive and reduce feelings of loneliness. Try talking to a Continuum EAP professional for advice on feeling more connected at work. Remember, these feelings can sometimes be linked to depression, and Continuum can help you figure out whether that's a factor in your workplace loneliness. *Learn more at ridleyconsultants.com/loneliness-at-work.*