Believe in your New Year’s Resolutions

There are many reasons for not accomplishing a New Year’s resolution. What you may not fully appreciate is a lack of belief in your ability to be successful. You may want and hope to be successful with your goal, but a barely noticeable negative self-talk script doubting your ability will make your goal elusive. Fight negative self-talk scripts, which you can assume will creep up on you, by practicing affirmations that inoculate you against them.

An affirmation is a positive statement that you declare to be true and that you rehearse frequently in a manner that allows it to sink in. Think of affirmations as “software for your brain.” Assertiveness, determination, feeling that success is inevitable, quickly dismissing setbacks, and ignoring others’ negativity are critical skills in achieving any goal. A gut belief in your anticipated success, made possible by affirmations, can allow these skills to carry you to the finish line.

Happy New Year!

Less/More for 2018

As we start the new year, take time to reflect on what you need less of and more of in your life when it comes to supporting your health and well-being.

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Resource for Articles: Frontline—Employee Wellness, Productivity & You!

Frontline newsletter is courtesy of the New York State Employee Assistance Program.
In the Workplace...

Functioning Well Under Pressure

Periodically, everyone experiences work pressure. When working under pressure, you experience a force (often a deadline) that requires you to accomplish more work at a speed that strains your ability to cope. With a faster-moving economy and downsizing, work pressure is more likely. Therefore, employers view employees who manage pressure well as valuable workers.

Managing work pressure is a learned skill. Assuming the quantity of work can’t be reduced, the dominant success strategy for managing work pressure lies in attitude—seeing work pressure as a challenge rather than an inescapable trap. This view of work pressure coincides with the old adage that “stress is between the ears.” Although this may not be completely true, what you think does affect your ability to cope. Why does it matter? With a positive attitude, your focus changes. You notice task completion, mini successes, and fewer painful results of work pressure like drudgery, wear, and exertion. Work pressure becomes more bearable with a positive attitude and less bearable without it.

No coping strategy will make you immune to the stress of work pressure, but experimenting with an attitude change as a resilience strategy when you have no other option can make it more bearable to get through another day of work.

Make Brainstorming More Effective

By now we all know about brainstorming—a technique for generating a solution to a problem by using a group of participants. Sometimes it’s good to review the process to make sure we remember the basic tenets of this strategy. Participants are asked to offer any idea without hesitation, regard for its plausibility, or likelihood of being effective. Even absurd ideas are not judged. No analysis is made until the end of the session when all ideas are examined for the most ideal solution.

Here’s how to improve brainstorming. Always record everyone’s input, avoid discussion or interruptions during the brainstorming, and encourage participants to share openly if your group is too sedate or serious. Strive to choose a group diverse in talent and background to produce the most imaginative ideas. Happy brainstorming!

Why the Sunday Night Blues?

When Sunday night arrives, are you experiencing dread about going to work the next day? Is it because you don’t like your job, or could it be depression? It can be hard to tell. There are different types of depression with different causes. An assessment by a qualified professional or EAP can help you find out, usually in minutes. At the very least, you’ll know the next steps to take to get out of the rut. Other symptoms of depression that may appear job-related include not feeling as good at your job as you used to, a desire to avoid coworkers, finding it hard to concentrate, and thinking your job is no longer exciting.

Resource for Articles: Frontline—Employee Wellness, Productivity & You! Frontline newsletter is courtesy of the New York State Employee Assistance Program.
All in the Family...

Time for Couples Counseling?

Many people think about couples counseling but don’t go. Some may threaten each other with it: “That does it! We’re going!” How do you know if you should see a couples therapist? Will it help resolve the problems you face? Could it make things worse? One reason couples don’t go for counseling is a belief it means they’ve failed in their relationship. (Not true!) Surveys by professional associations vary, but most show about twice as many couples who went to couples counseling report improvement in their relationship versus those who didn’t who reported relationship issues did not improve or got worse. There are many reasons for counseling, but a nearly universal outcome is acquiring new “communication tools” – ways of speaking and listening to each other that increase relationship satisfaction. Many couples move from feeling desperate to a new level of excitement about their future because of this improved communication. You can explore the question of whether couples counseling might be a good path for your relationship by visiting with a qualified professional and exploring in a session the issues unique to your relationship. The chances are excellent that you will know the next step to take at the end of that session. Couples therapy, like individual therapy, is a journey. You will work hard. The therapist will guide you to your goal, but the odds are in your favor that it will be worth the trip.

What Are Club Drugs?

Club drugs are illicit, psychoactive drugs used to get high. Frequently used at raves, bars, nightclubs, and concerts, club drugs are dangerous chemicals with harmful side effects. Several of these drugs are notorious as date rape substances that produce memory loss. These include GHB, Ketamine, MDMA (also called Ecstasy or Molly), and Rohypnol (Roofies). Methamphetamine and LSD (acid) are also popular club drugs. Parents should be aware of these substances, particularly their post-use side effects when evidence of use is more likely to be identified.

Learn more by visiting https://www.drugabuse.gov/drug-abuse/club-drugs.

Heroin and Prescription Drug Abuse

As the New York State Office of Alcoholism and Substance Abuse Services (OASAS) states, “Addiction can happen to anyone, any family, at any time.” The OASAS website has important information regarding prevention as well as how to recognize the signs and symptoms of opioid drug abuse.

To access the OASAS resources, click here.

Call the OASAS helpline at 1-877-8-HOPENY (I-877-846-7369).

Contact UAlbany EAP for a confidential conversation if you have concerns about heroin or prescription drug abuse. Support and help is available!

bseckerson@albany.edu 518-442-5483
Are you finding yourself struggling with any of the following?

- Family, parenting, and relationship issues
- Work stress and conflict
- Substance abuse or dependency
- Elder care
- Mental health concerns (e.g., depression, anxiety)
- Legal and/or financial concerns
- Grief and loss
- Or anything else related to work or home that is causing you undo stress and affecting your ability to be as productive as you once were?

You don’t have to deal with it alone. Support is available through UAlbany’s Employee Assistance Program (EAP). The mission of UAlbany EAP is to provide services to support a healthy, productive workforce. Available to all employees is the voluntary, confidential Information, Assessment, and Referral Service provided by UAlbany EAP Coordinator, Brenda Seckerson. Take advantage of this confidential assistance available to you as an employee benefit.

"There are two primary choices in life: to accept conditions as they are, or accept the responsibility for changing them." ~ Dr. Denis Waitley

To schedule an appointment for a confidential Information, Assessment & Referral session, contact:

Brenda Seckerson, EAP Coordinator
518-442-5483
bseckerson@albany.edu
EAP Website: http://www.albany.edu/eap

Employee Assistance Program-sponsored events and services are open to UAlbany and Research Foundation faculty, staff, family members, UAS employees, GSEU members, and retirees.

Early intervention is the key! Contact EAP.
Join the
OLYMPIC
EXPERIENCE
from
February 9 - 25, 2018

NYS employees, challenge yourselves, your families, and your coworkers to
think and act like an Olympic athlete by practicing Olympian behaviors.

Win for participating in the Olympic Experience:
GOLD for 16 days
SILVER for 12 days
BRONZE for 10 days

Register online: http://www.worklife.ny.gov/wellNYSeveryday/
starting January 1, 2018

Contact your Olympic Ambassador: Brenda Seckerson, UAlbany EAP Coordinator
bseckerson@albany.edu
EAP’s goal is to help maintain workplace productivity by assisting employees when personal and/or professional issues may be adversely affecting job performance. As a supervisor or manager, you know that there are times when an employee’s productivity is being impacted due to personal or professional concerns. Making a referral to EAP may be called for to give the employee an opportunity to address concerns outside your realm as a supervisor.

If you aren’t sure how EAP can help, contact EAP Coordinator Brenda Seckerson for a consultation to learn how the confidential service can be utilized.

bseckerson@albany.edu  518-442-5483

EAP services are confidential—neutral—voluntary.

2018 EAP Wellness Calendars

Do you still need to get a 2018 calendar? The good news is that there are EAP wellness calendars available! This colorful calendar offers an array of tips for your health and well-being that will help you throughout the new year and beyond. To request a copy be sent to you via campus mail, call the EAP Office at 518-442-5483 or click on the “Special Promotions” icon on the EAP website’s home page. One calendar available per employee while the supply lasts.

Don’t Let Campus Parking Prevent You From Using Your EAP Benefit

Attention UAlbany and Research Foundation employees who are not in need of purchasing a faculty/staff parking decal because their work location is not on the Uptown and/or Downtown campuses: Here are some options for free transportation and free parking on campus to be able to use your EAP benefit.

- When registering for an EAP program, mention that you need to access visitor parking on campus. EAP will be able to sponsor parking at the Collins Circle visitor lot. At least a two-day notice is needed to secure this visitor parking option.
- Use your UAlbany ID to ride one of the CDTA buses for FREE to get to campus. http://www.albany.edu/pmts/mass_transit.php
- Use your UAlbany ID to ride one of the campus shuttles.
Looking for Reading Ideas?  
Check the EAP Office Lending Library.

Compiled by Oscar Nunez, EAP Office Work Study Student

It’s January 2018. A number of us have set resolutions or goals that we hope to keep as the year unfolds. How many of your resolutions begin with improving yourself in terms of self-worth and growth? When focusing on your personal development, consider your level of self-esteem, sense of compassion, approach to conflict, and relationships. Check out this month’s library features which might help support your efforts to keep growing in this New Year.

We live in a society that tells us that we constantly need to be above average in order to feel good about ourselves. But boosts of self-esteem will only last for a brief moment. In reality, feelings of self-esteem will constantly move up and down throughout life. According to Dr. Kristin Neff, there is another alternative to self-esteem that is a better and more effective path to happiness and that is self-compassion. In the book *Self-Compassion*, Dr. Neff explains just “how to heal destructive emotional patterns so that you can be healthier, happier, and more effective.”

For many, truly accepting who you are can be really hard. All of the forces that keep our lives constricted and unfulfilled are ways we all suffer, whether it is self-judgment, conflicts in our relationship, perfectionism, etc. These are all just walls that hinder us from being free and accepting ourselves. In her book *Radical Acceptance*, Dr. Tara Brach gives a clear, practical guide that can show how to move self-hatred out the way. Using Buddhist tales and guided mediation, Dr. Brach will lead you to loving yourself for who you are.

Visit the Library page on the EAP website for a full list of topics, books, and DVDs/CDs that the EAP Lending Library has available. Contact EAP if you would like to borrow any materials. bseckerson@albany.edu
EAP Lunchtime Wellness Program

UNDERSTANDING CDPHP® LIFE POINTS®

Join us as a representative from CDPHP shares helpful information enabling you to take part in its Life Points program. Part of CaféWell®, an interactive health and wellness website, Life Points encourages you to take steps to maintain or improve your health in a number of ways. You’ll earn points for doing such things as taking a survey, completing a Personal Health Assessment (earn up to $60 in Life Points for this!), and taking CDPHP wellness classes. Learn how you can take advantage of this program as a member of CDPHP.

NOTE: All adults age 18 and older in select plans are eligible. Points accumulate per calendar year, per contract. Points must be redeemed by December 31 each year or prior to contract termination.

To Register Contact:

Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu
Call 442-5483 or register online

http://www.albany.edu/eap/event_sign-up.htm

Wednesday, January 31
Noon—1:00 pm
Room 375
Campus Center
Fraud Prevention

Isolating Your Personal Information
and Side-stepping Scams

Get smart and learn the ways to prevent yourself from being one of the many people who have experienced financial fraud. Join us as a SEFCU financial educator identifies ways to protect ourselves and our personal financial information from scam artists and identity thieves. Recognize the tactics used to steal an individual’s identity, information, and money. We’ll practice resolving identity theft issues and become familiar with the steps it takes to report a scam. Take this time to become savvy about fraud prevention. Bring your questions.

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Call 442-5483 or register online
http://www.albany.edu/eap/event_sign-up.htm

Friday, February 2
Noon—1:00 pm
Room 110A
School of Public Health
EAP Lunchtime Financial Wellness Program

Understanding Your NY Health Insurance Program (NYSHIP) Retiree Benefit*

If you missed this presentation last year, here’s your 2nd chance to attend!

Did you know that to meet the current NYSHIP eligibility requirements at the time of retirement employees must have the following:

- Have at least 10 years of NYSHIP eligible service,
- Be at least 55 years old, and
- Be enrolled in a NYSHIP plan at the time of retirement.

UAlbany Health Benefits Administrator Kathy Zazarine will outline a framework for understanding how your NYSHIP benefits work within your retirement package as well as offer you a snapshot of the current benefits. You’ll walk away with a general knowledge of the NYSHIP basics to help you understand the steps you need to take when preparing for retirement. A brief Q & A period will be included. NOTE: Dental and vision benefits and individual health benefit estimates will not be included in the program.

Friday, February 16
Noon—1:00 pm
Assembly Hall
Campus Center
Registration Deadline
Thursday, February 15

To Register Contact:
Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu
Call 442-5483 or register online

http://www.albany.edu/eap/event_sign-up.htm

The NYSIP retiree benefits are for state/SUNY employees not Research Foundation employees.
Sit and Get Fit
Chair Yoga Class

Join us for this *8 week class* where we will gently breathe and stretch our way to a comfortable body and more relaxed mind. No previous yoga experience needed to gain the benefits of this centuries-old practice. All movements are done seated or standing with the chair for support. Learn techniques that you can use at your desk!

**Instructor:** Judi England, RN, licensed massage therapist, and professionally certified Kripalu yoga instructor. Judi has offered programs in wellness, yoga, and meditation for over 20 years in the Capital Region. Her blog “Holistic Health” appeared in the *Times Union* for ten years.

**Class Fee:** $60.00

- Make check out to Judi England.
- Make arrangements to submit payment to EAP Office—MSC Room 200.
- Registration deadline—February 5

**To Register Contact:**
Brenda Seckerson, EAP Coordinator
[bseckerson@albany.edu](mailto:bseckerson@albany.edu)
Call 442-5483 or register online
[http://www.albany.edu/eap/event_sign-up.htm](http://www.albany.edu/eap/event_sign-up.htm)

**Wednesdays***
12:00 noon–12:45 pm
February 7—April 4, 2018
University Library
Staff Lounge, Room B05

* No class on March 14

*Minimum of 10 participants needed to conduct the class.

**Comments from a past class:**
“Judi was an excellent instructor. Her tone of voice, joyous attitude, and expertise made it a very zen-like experience! “

“Can’t wait to take the class again!”
"Every single day, do something that makes your heart sing."

~Marcia Wieder

**Good health is precious.**

**BEST PLACES TO BEGIN:**

**Balance your diet:** A mix of vegetables, fruit, whole grains, seafood and lean sources of protein is good for your waistline as well as your energy level.

**Make time to move:** Walk, swim, dance, hula-hoop, do yoga — find something you like and it won’t even feel like exercise.

**Rest and recharge:** A good night’s sleep (7 to 9 hours) can work wonders for your mood and mental clarity, while also helping to reduce your risk of illness and chronic conditions.

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**MAKE A GREAT PLATE.**

Thicken winter soups with fiber-rich legumes.

**Curried Red Lentil Soup**

**INGREDIENTS**

- 1 tbsp extra-virgin olive oil
- 1 clove garlic, minced
- 1 cup diced carrots
- 1 cup diced celery
- 1 cup diced sweet potato
- 1 cup red lentils, sorted and rinsed
- 4 cups water
- ½ tsp salt
- 1 tsp curry powder

**DIRECTIONS**

Heat oil in large pot over medium heat. Add garlic, carrot, celery and sweet potato. Stir to combine. Cook 3 minutes. Add lentils, water and salt. Bring to a boil. Simmer until the lentils fall apart, about 20 minutes. Stir in curry powder. Ladle into bowls and serve.

Makes 4 servings. Each: 142 calories • 6g protein • 4g total fat • 23g carbohydrate • 1g sugar • 7g fiber • 343mg sodium
Heating Help—NYS HEAP

The Home Energy Assistance Program (HEAP) is a federally funded program that issues heating benefits to supplement a household’s annual energy cost. **HEAP also offers an emergency benefit for households in a heat or heat-related energy emergency.**

Additionally, HEAP offers a heating equipment repair and/or replacement benefit for homeowners with inoperable heating equipment.

HEAP may help you or those you know pay for electricity, propane, natural gas, wood, oil, kerosene, coal, or any other heating fuel. For all of the details about the various programs available and the income guidelines, go to: [http://otda.ny.gov/programs/heap/](http://otda.ny.gov/programs/heap/)

**Radon Myths Debunked**

It’s **Radon Action Month** and a good time to clear up some myths about radon.

**MYTH:** My home is new so I don’t have to worry about radon.

**Fact:** Radon can be a problem in new or old homes and in homes with or without basements. Factors that affect radon levels have to do with local geology, construction materials and how the home was built.

**MYTH:** Radon only affects certain parts of the country.

**Fact:** Radon can occur anywhere in the country. High radon levels have been found in every state. Radon levels can also vary from home to home.

**MYTH:** Radon testing is expensive and time consuming.

**Fact:** You can buy a radon test kit at a home improvement store and do it yourself or hire a qualified radon testing company.

**Disclaimer:** Material presented in this newsletter is intended for educational or informational purposes only. It is not intended to replace the advice of a qualified health professional.