



PERSPECTIVES

P. 1

**PUBLISHED BY THE
PENTAGON EMPLOYEE REFFERAL SERVICE (PERS)
THOTH SOLUTIONS, INC.**

What is the EAP?

The Employee Assistance Program's (EAP) mission is to ensure the well-being of employees by assisting them in resolving issues that may be adversely impacting work or home. The EAP provides one-on-one problem assessment, short-term counseling, referrals to community resources and crisis intervention.

In addition to working with you on an individual basis, we conduct a variety of educational workshops and classes. We are frequently asked to speak at employee orientation sessions and offer monthly supervisor training classes.

Visit the EAP website:

<http://www.dthc.capmed.mil/EAP/SitePages/Home.aspx>

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When Too Much Isn't Enough: An Overview of Behavioral Addictions

By: Stacie Chapman, LCPC

Shopping. Binge eating. Sex. Gambling. Internet games. For some people, these are ways to relax and let go of their stressors. For other people, these behaviors are the source of heartbreak and shame. When a behavior starts to impact relationships, becomes harder to resist and interferes with day to day activities, it is time to take a deeper look.

Behavioral addictions can be hard to recognize in yourself and in loved ones. At first, you may find yourself rationalizing the need to spend money on the latest video game even though your rent is late.

Or maybe you are staying up late at night gambling online and have started to arrive at work later and later. No matter what the addiction, a pattern starts to emerge and we find ourselves spiraling deeper and deeper.

Here are some signs to be on the lookout for when confronted with a potential behavioral addiction:

- When you aren't engaged in the behavior, you feel anxious or depressed.
- You rearrange your life to fit the behavior.
- The behavior is all you can think about.
- You find yourself lying to cover up your actions regarding the behavior.
- While the behavior gave you some enjoyment at first, you now have to increase your participation in order to receive the same benefits.
- You have tried several times to cut down or end the behavior completely with no success.



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If you think you or someone you love might be struggling with a behavioral addiction, don't lose hope. With some hard work and honesty, it is possible to recover and change your actions. Often people use various behaviors as a way to cope with the negative feelings they are experiencing. Once the feelings are acknowledged, recovery can begin and other coping mechanisms can be identified. There are also a variety of 12 step groups to address these issues and help you heal (see box below). For more information about behavioral addictions and recovery, please do not hesitate to contact us at 703-692-8917.

Catching up with friends no longer means coffee or a movie. In fact, more than half of Americans would rather give up chocolate, alcohol AND caffeine for one week than lose access to their technological lifelines.



For more information and support:

- **Gamblers Anonymous:** <http://www.gamblersanonymous.org/ga/>
- **National Council on Problem Gambling:** <http://www.ncpgambling.org>
- **Overeater's Anonymous:** <http://www overeatersanonymous.org/>
- **Food Addicts In Recovery Anonymous:** <http://www.foodaddicts.org/>
- **Food Addicts Anonymous:** <http://www.foodaddictsanonymous.org/>
- **Sex and Love Addicts Anonymous:** <http://www.slaafws.org/>
- **Sexaholics Anonymous:** <http://www.sa.org>
- **Sex Addicts Anonymous:** <http://www.saa-recovery.org/>
- **Workaholics Anonymous:** <http://www.workaholics-anonymous.org>
- **Debtors Anonymous:** <http://www.debtorsanonymous.org/>

Upcoming Workshops - PERS

August 2013

<p>14 Retirement in Mind 9:30 - 11:00 am Pentagon Conference Center Rm. B3</p>	<p>15 Raising Resilient Children Part 2 10:00 -11:30 am Pentagon Conference Center Rm. B8</p>	<p>20 Time Management 9:00 -11:00 am Pentagon Conference Center Rm. B3</p>
	<p>27 Supervisory Training 9:00 -11:00 am Small Conference Rm. 156 DTHC, Pentagon</p>	

September 2013

<p>10 Supervisory Communication 9:30 - 11:30 am Pentagon Conference Center Rm. B3</p>	<p>12 Emotional Intelligence in the Workplace 9:30 - 11:30 am Pentagon Conference Center Rm. B9</p>	<p>18 Dark Side of Technology 9:00 - 11:00 am Pentagon Conference Center Rm. B8</p>
	<p>19 Supervisory Training 9:30 - 11:30 am Pentagon Conference Center Rm. B8</p>	

October 2013

<p>8 Sleep Hygiene 11:00 am - 12:00 noon DTHC, Upton Conference Rm. 219</p>	<p>17 AD/HD in the Workplace 9:00 -11:00 am Pentagon Conference Center Rm. B9</p>	<p>24 Supervisory Training 9:30 -11:30 am Pentagon Conference Center Rm. B8</p>
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On Tuesday, September 18, 2013 we are offering a class on "The Dark Side of Technology." This class will discuss how the Internet is impacting family and work dynamics as well as warning signs and long term impacts. Please call us at 703-692-8917 or email dthc.pers@health.mil to register. Space is limited and registration is required. We look forward to seeing you there!

For Additional information or to register, call 703-692-8917 or email DTHC.PERS@health.mil

Upcoming Workshops - Mark Center

August 2013

<p>13 Women and Anger 12:00 - 1:00 pm Conference Rm. 13 Mark Center, Level B1</p>		<p>22 Relationship Communication: Men & Women Are Different 9:30 -11:30 am Conference Rm. 20 Mark Center , Level B1</p>
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September 2013

<p>10 Team Building for Supervisors 9:00 - 11:00 am Conference Rm. 20 Mark Center, Level B1</p>		<p>24 Energy Management for Leaders 9:00 - 11:00 am Conference Rm. 24 Mark Center, Level B1</p>
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October 2013

	<p>17 Supervisory Communication: Foundations for Difficult Conversations 9:30 - 11:30 am Conference Rm. 24 Mark Center, Level B1</p>	
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Many women struggle with how to express anger. Oftentimes they've grown up thinking that it's not ok to feel angry. Join the Mark Center Employee Assistance Program on Tuesday, August 13 for an interactive brown bag lunchtime training, "Women and Anger". Please call us at 703-692-8917 or email dthc.pers@health.mil to register. Space is limited and registration is required.

For Additional information or to register, call 703-692-8917 or email DTHC.PERS@health.mil

Ask the EAP

Q: How will using the EAP affect my job security?

A: Using the EAP will not adversely affect your job status or your eligibility for promotion. Some people think that going to talk to a counselor puts their career in jeopardy. In fact, many who do seek assistance find that resolving the problem actually improves their well-being and has positive effects on their job performance and attendance. Failing to recognize and resolve personal problems which adversely affect job performance may actually pose a greater risk to job security.



Move Mountains at Work: Learn to be an Effective Listener

Communication is the exchange of thoughts and information through verbal and non-verbal behavior. Communication behavior can include speech, gestures, writing, facial expressions and touch. These forms of communication are relayed between a “sender” and a “receiver”. It is an amazing process that results in either comprehension of the message or misunderstanding.

In the workplace, our goal is for our messages to be received and understood. Do you ever feel like reaching this goal is impossible? Do others around you seem to be more effective communicators? You are not alone! Many employees struggle to communicate their ideas at work; while others wish that their colleagues and management would be better communicators. They believe improved communication would reduce some of the workplace stress and allow them to perform their jobs more effectively.

Miscommunications at work happen all the time. Unfortunately, in some work offices, miscommunication is the norm and not the exception. Misunderstandings can result due to stress, personal dissatisfaction, poor interpersonal skills or poor job performance.

A key component to effective communication is the ability to listen well. Listening is often referred to as an “art” and with good reason. Successful listening at work or home requires patience, tabling your current agenda and attending to the speaker’s verbal and non-verbal language. Take the communication challenge and keep the “Listening Tips” below in mind when communicating in your workplace. The result could be amazing!



- Try to avoid distractions. Pick a place to sit and talk where you and the other person can hear each other and be face to face.
- Pay attention to the person’s posture and eye contact...it communicates a lot!
- Focus on the person speaking and encourage them to share by using statements like “I’m looking forward to what you have to say.”
- Listen for the speaker’s central idea.
- Don’t let your emotions influence your listening.
- Do not reject what you are hearing. Listen to understand.
- Ask yourself, “What is the speaker saying?”.
- Avoid formulating arguments.

Paycheck not stretching far enough these days? You may find some of these websites helpful:

www.fdic.gov/moneysmart

Money Smart is a comprehensive financial education curriculum designed to help low- and moderate-income individuals enhance their financial skills.

www.mymoney.gov

The US government's website dedicated to teaching all Americans the basics of financial education

www.hopenow.com

Alliance between HUD approved counseling agents, mortgage companies, etc. providing free foreclosure prevention assistance

www.hud.gov

HUD also has free programs that people can take advantage of, especially for people in danger of losing their home. They also work with renters.

www.extension.org/personal_finance

Offers multiple resources on financial matters

www.debtadvice.org

Service of the National Foundation for Credit Counseling aimed at helping consumers understand the wise use of credit and find a local credit counselor

www.feea.org

(Federal Employee Education and Assistance Fund) Some emergency financial assistance is available

www.justice.gov/ust/eo/bapcpa/ccde/cc_approved.htm

List of credit counselors approved by Department of Justice

