

PERSPECTIVES

P. 1

PERS

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Being the Change You Seek

By Danielle Hatchell, LCPC

So, the celebration of the New Year has passed and we are left with the goals we have set for the upcoming year. How are you doing so far? It's important to remember that change is a process that includes ups and downs, successes and challenges. Have you ever found yourself enraptured by a vision or a desire you have for your life? If so, you know that it's an exciting process. When setting goals, we usually work toward achieving the end result, whether we want to lose weight, get a better job, start a business or become a better person. We then get busy with a renewed sense of purpose to achieve our mission.

Quite often there is a missing aspect involved in the process. We get so caught up in the busyness of change and improving our lives that we forget to ask ourselves a critical question that can determine our outcome. The question is "Who are you *being* in the change you seek?" Mohandas Gandhi is quoted as saying, "You must be the change you wish to see in the world." Are you being joyful, loving and accepting of yourself in your change seeking process or are you being critical, judgmental and self-defeating?

What does it mean to be the change you seek? If you want to experience more peace in your life, you are more peaceful in your dealings with yourself and those around you. If you want to experience more love in your life, you are more loving in your thoughts, actions and the words you use. If you desire to experience more joy in your life, you approach your life and its challenges joyfully. It really is quite simple, and the process begins with you, in each moment, choosing to be the change you seek. How you treat yourself in your change process is just as important as the goals you set and can determine your ultimate success or failure.

Here are a few tips to support you in your process:

1. *Begin your goal list with a mission statement of what you want to achieve and who you must be in order to achieve your goals.* Mission statements are powerful tools used to give you focus and to



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.narmc.amedd.army.mil/
dilorenzo/pers.asp](http://www.narmc.amedd.army.mil/dilorenzo/pers.asp)

(Click on the EAP/PERS tab on the left)

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make a bold declaration about what you want to achieve.

2. *Break your goals down into measureable and realistic steps.* It's important to make sure your goals can be measured so you know where you stand with them. For example, if you want to lose weight, how many pounds do you wish to lose and by when? Make sure your goals are reasonable. If your goal is weight loss make sure you are choosing realistic time frames. Typically 2-3 pounds a week is considered healthy for weight loss.

3. *Create a vision board.* A vision board is a powerful tool to use in goal setting. It is a poster board that has images, words or symbols of the experiences you wish to attract in your life. You can get the images from magazines, newspapers, or your computer. Keep your vision board in a place you see often to remind you of what you wish to accomplish. Allow yourself to be creative and have fun with it.

4. *Have an accountability partner.* When you are only accountable to yourself, you can get caught up in slippery behaviors and easily lose focus. Consider partnering with a friend who will help you stay on track. Commit to having weekly check-ins with each other about where you are in achieving your goals.

5. *Make a note of potential pitfalls (internal saboteurs) that could get in your way and make a plan for them.* Sometimes you can easily identify when you've veered off your path. Assess what the problematic behaviors have been in the past and make a plan to get yourself back on track.

6. *Honestly assess who you must BE and strive to embody that quality each day.* Choosing to "be the change" involves having faith and courage in those moments you feel unsure. Ask yourself, "How would I handle this situation if I were to embody the qualities of confidence, love, peace, or joy?" When you are being the change, you are choosing love over fear, self-acceptance over self-criticism, and peace over anger.

7. *Don't allow setbacks to stop your forward movement.* Every now and then you may find yourself slipping into old behaviors that are in direct conflict with your goals. When this happens, honestly assess what is happening, exercise self forgiveness and recommit yourself to your goals. It is also a good time to reread your mission statement to remind yourself of what you are working to achieve.

8. *Expect success.* Your expectations are powerful and are a critical component in creating the experiences you desire. It is vital to believe that you can achieve your goals and that you will be successful.

9. *Take note of lessons learned through your process.* Use the lessons learned to give you renewed energy to move forward, not as a reason to beat yourself up.

10. *Celebrate each success.* Celebrate yourself each time you are successful in achieving a goal or find yourself being the change you seek. By celebrating and acknowledging your accomplishments, you create the desire to experience more success. Have fun in the process.

Whether you meet your goal or experience a setback, it is always important to ask the question, "What lessons have I learned through this process and how can I use what I've learned to be more successful next time?"

Your Employee Assistance Program is available if you would like additional support in creating meaningful change in your life. Contact us to set up an appointment with a counselor at 703-692-8917.



"By celebrating and acknowledging your accomplishments you create the desire to experience more success."



Upcoming Workshops

March 2010

<p>3</p> <p>Supervisory Training Series Success Over Stress</p> <p>9:30 - 11:30 am Upton Conference Rm. (#219) DTHC, Pentagon</p>	<p>9</p> <p>Supervisory Training Series Working Styles</p> <p>9:30 - 11:00 am Upton Conference Rm. (#219) DTHC, Pentagon</p>	<p>23</p> <p>The Teenage Brain</p> <p>10:30 - 12:00 pm Upton Conference Rm. (#219) DTHC, Pentagon</p>
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April 2010

<p>8</p> <p>Relationship Building for Parents and Teens</p> <p>10:00 - 12:00 pm Upton Conference Rm. (#219) DTHC, Pentagon</p>		<p>22</p> <p>Supervisory Training Series Crisis Management Skills for Supervi- sors</p> <p>9:00 - 12:00 pm Upton Conference Rm. (#219) DTHC, Pentagon</p>
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May 2010

<p>6</p> <p>Supervisory Training (for Supervisors and Managers of Civil- ian Personnel)</p> <p>9:30 - 11:30 am Upton Conference Rm. (#219) DTHC, Pentagon</p>	<p>12</p> <p>Meditation Training Series Intro to Meditation</p> <p>9:30 - 11:00 am Upton Conference Rm. (#219) DTHC, Pentagon</p>	<p>26</p> <p>Meditation Training Series Mindful Meditation</p> <p>9:30 - 10:30 am Upton Conference Rm. (#219) DTHC, Pentagon</p>
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For additional information or to register, call 703-692-8917 or email PERS@amedd.army.mil

Ask the EAP

Q: What about confidentiality?

A: Client identity and information provided to a counselor is protected by law. No information about clients who make use of the EAP will be disclosed without their written consent. Case files for clients are maintained in accordance with the confidentiality requirements of Public Law 93-282, Public Law 93-579 (Privacy Act) and appropriate Federal Regulations (HEW 42 CFR Part 2). Exceptions to confidentiality are rare and are related to issues of safety such as reporting of child or elder abuse and neglect, or threats of harm to self or others.

Additional information about EAP policies and practices that protect the privacy of your health information is available upon request.



Improve Your Parenting Style in an Hour!

By Nicole Daniels, MS

Do you often question if you are a good parent? Do your children respect you the way they respect ‘that one teacher’ they love? Do you know how to stay cool and in control while your children test the limits and abuse the coupon dispenser in the grocery store? Staying in control, being consistent, being calm, and standing your ground are the hallmarks of “effective parenting” but are easier said than done.

Do you want to improve your parenting style without having a brain transplant???! By using some of the tips listed below, you could have a calmer grocery shopping experience with your children as soon as you leave work this evening.

- **If you’re a Screamer:** While you are relaxed and alone, recite some of these key phrases: “When we are in the store, we shop by the list, not as we go” and “After dinner everyone helps with clean-up” or “If you help with dinner clean-up you can pick the family activity for the weekend”. Practicing this type of response allows you to avoid emotion-based reactions and to keep a calm voice.
- **If you’re a Softie:** Pick one or two behaviors that are really inexcusable and seem to be your child’s habit. Tell your child what your expectations are in advance. For example, “This week we’re going to work on meal-times. If you raise your voice, you will be taken away from the table.” This is especially good when eating in public. Consistently stand firm on a single issue, and your child will learn that you’ve developed a backbone. Pay attention to your child’s behavior and you may notice their actions leading to the negative behavior. If the problematic behavior occurs in the restaurant, give the child a warning by saying, “If you stop, you can stay at the table. If you keep it up, we’re going to leave.” Make sure you leave if you establish the rule. Most children would like to eat dinner with everyone. Leaving can be powerful!
- **If you’re a Flip-Flopper:** Pick a support partner (your spouse or your children’s grand-parents). Choose one

issue and solemnly swear – out loud, to your support partner – that you will not change your mind. If you feel like you are going to “give in”, remind yourself that children feel more secure when parents are consistent.

• **If you’re Too Tough:**

Children need to learn that they can make mistakes and recover. If you, as the parent, pick and criticize all the time it makes the child (ren) think they can’t ever

make you happy. It has got to be a “hard road to travel” living with an overly critical family. Always ask yourself if the intensity of the scolding is equal to the child’s behavior. Is yelling, cursing, and sending the child to their room with no dinner really an appropriate response to spilled milk at the dinner table?

- **If You and Your Spouse Send Different Messages:** Often parents disagree on issues in front of their children. They do not discuss house rules before decisions are made. However, if a parent needs to make a decision without the other parent, the authority of the “decision-making” parent should be respected. Couples (caretakers) need to agree on the big things before the issue “comes up”: like television time on a school night, what shows are too explicit, and do the children come in the house by dark or when the street lights come on. For smaller issues, if necessary, agree to disagree. Being able to agree or disagree amicably is a great show of how conflict can be better handled.

References

Betsy Brown Braun. Just Tell Me what to Say: Tips and Scripts for Perplexed Parents.

Crista Wetherington, PhD. Pediatric Psychologist at Children’s Medical Center in Dallas.

Suzanne Scholsberg .Your Biggest Discipline Dilemmas Solved! Parenting: School Years – February 2010 Issue.



“...children feel more secure when parents are consistent.”

Make an EAP Appointment: Call 703-692-8917 to schedule an appointment that is convenient for you. The EAP is open Monday through Friday from 7:30 am to 4:00pm.

The EAP is located in the DiLorenzo TRICARE Health Clinic (DTHC), which is located in the Pentagon. The clinic is on the 1st floor of the eighth corridor, near the north parking entrance.