APRIL 2014

PERSPECTIVES

Pentagon Employee Referral Service (PERS)
Employee Assistance Program (EAP)
Thoth Solutions, Inc.

EAP Services Highlights:

- Assist Federal civilian employees in resolving issues adversely impacting work or home.
- Provide one-on-one assessment, short-term counseling, referrals to community resources and crisis intervention.
- Conduct a variety of educational workshops and classes (e.g., employee orientation, supervisor training).
- Website: http://dthc.capmed.mil/EAP/SitePages/Home.aspx

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New EAP Personnel

After 29 years of service with the Pentagon Employee Referral Service Program, **Dr. Jane Shea** retired on February 27, 2014. Dr. Shea plans to fill her time reading, gardening, and baking. The EAP staff wishes her well and congratulates her on this achievement.

Teresa Ross, MA, MS, Psy.D. is the new EAP Manager. Dr. Ross was born and raised in the DC area. She received two master's degrees in Counseling Psychology and Management, and a doctorate in Clinical Psychology. Her work experience is vast and includes work as a DoD Pentagon civilian employee, a tour as a U.S. Air Force officer in behavioral health, and work as a federal government contractor in program and project management. Dr. Ross is committed to enhancing the provision of direct human services and EAP management.

Andre Peri, Ph.D. is the newest member of the Pentagon Employee Referral Service. He is a native Washingtonian, who received his doctorate in Clinical Psychology from St. Louis University. His clinical specialties include cognitive behavioral treatment for depression and anxiety and family therapy. He has particular interest in helping individuals use mindfulness based practices in everyday life to increase health and wellbeing.

The EAP Has Moved!!

The Pentagon Employee Assistance Program is pleased to announce that we have relocated from the DiLorenzo TRICARE Health Clinic to our own suite on the basement level of the Pentagon. We are now located in room BE834.

Our phone number remains 703-692-8917. We look forward to serving you in our new office space. To celebrate, we are hosting an open house on Thursday, May 15, 2014 from 11:00 am to 1:00 pm. Light refreshments will be served.

EAP OPEN HOUSE!!

Please join us to celebrate the opening of our new suite!

WHEN: May 15, 2014

WHERE: BE834

TIME: 11:00 am -1:00 pm

Its Springtime! Forget dieting…consider a lifestyle change!

Teresa Ross, PsyD

Are you concerned about how you will look on the beach this summer? Has the mirror or the scale been making you feel as if it's time to go on a diet again? There is mounting evidence that "the diet," America's traditional solution to losing weight, is exactly the wrong thing to do.

The most compelling reason to reconsider dieting is it may not work in the long run. This summer millions of Americans will lose weight by dieting, but research suggests most will gain it back. There is mounting evidence that for some people dieting can lead to obesity. Dieting—especially stringent caloric restriction advocated by many of the "fad" diets—slows down an individual's metabolic rate. A slower metabolism makes it harder to lose weight and easier to gain it back when dieting ceases.

So, what is the healthy solution? Most of us know the answer…it's making a lifestyle change. Health professionals have advocated eating proportioned, healthy varieties of foods over one's life span, coupled with healthy levels of physical activity. Recent efforts have focused on encouraging the reduction of "stress eating" and proper rest to reach and maintain health and well-being.

If you would like to talk further about emotional eating, stress, and body image concerns, please contact your EAP at 703-692-8917. Help is available.

"Have a fantastic and safe summer relaxing and socializing with others!"

Drink in the Sunshine and Celebrate Your Recovery

Andre Peri, PhD

Summer is just around the corner—picnics, lots of sunshine, the beach, boating… and lots of opportunities to "party!" Have a fantastic and safe summer. When relaxing and socializing, here are a few tips to keep in mind to stay motivated and alcohol free!

- Plan ahead and invite friends who do not drink alcohol to outings. Being the only person not drinking at a gathering can be a trigger to relapse.
- Plan outings in parks and beaches that prohibit alcoholic beverages to reduce exposure and temptations.
- Regularly monitor your stress level. If your vacation is still weeks away, consider taking a day off now. Ignoring stress puts you at greater risk for relapse.
- If you are bored with the 12 Step meeting you are currently attending, try a new one!
- If you are frequently feeling angry, talk to a supportive person such as a friend, your sponsor, or an EAP counselor.

Remember, "relapse" is not an event but a process which reactivates patterns of denial, isolation, elevated stress, and impaired judgment. If you would like to learn more about relapse prevention, please contact a counselor at PERS 703-692-8917 for a free consultation.

Sleep deprivation can affect a person's work performance.

Tips to Improve Your Sleep

Stacie Chapman, LCPC

Sleep. It can be your enemy or your friend. One in five Americans does not get enough sleep. Sleep deprivation has an effect on a person's mood, performance and health. People who suffer from chronic sleep deprivation are at higher risk for high blood pressure, heart attack, diabetes, obesity and lower immune system functioning.

Exercise is a great strategy for improving sleep. People who exercise 20 to 30 minutes a day get more sleep each night. It is important to remember that the body needs to be cool in order to fall asleep. After exercising, it can take up to 6 hours for the body's temperature to cool down so plan your workout accordingly!

Caffeine, alcohol and nicotine consumption also impact the body's ability to fall asleep and stay asleep. Caffeine stays in a person's system for long periods of time. In fact, after six hours only half of the caffeine a person ingested is gone. If drinking something with caffeine in it, it is best to pick a time to stop (usually around lunch time) and switch to a non caffeinated drink.

People who drink alcohol before bed claim that it helps them relax and sleep better.

Continued on page 7…

Chill Skills for Managing Anger

Teresa Ross, PsyD

Do you have a short fuse or hot temper? Do you find yourself getting into frequent arguments and feel it is out of your hands? Are you tired of people telling you to "chill"?

Anger is a normal emotion like joy, fear, sadness, and surprise that is experienced worldwide. It is often a sign that something is not right. Anger is an emotional response to a threat, injustice, hurt, frustration or stress. With it comes a desire to confront the source or damage an object. It can lead you to run away, erupt, or attack. However, when chronic, explosive anger spirals out of control, it can seriously impact your health, relationship with others, your career and your state of mind.

For many people, the workplace can be a main source of frustration and stress that leads to anger. Feeling overworked, demanding bosses, and interactions with coworkers can generate heated confrontations. However, there are things you can do to successfully manage your anger at work.

With the following chill skill tips, you can get a handle on your anger. When we're able to express our emotions without hurting others, we're more likely to get our needs met in a calmer manner.

TIP 1: NOTICE EARLY WARNING SIGNS

Although it may sometimes feel like you go from calm to angry in one quick step, there are usually warning signs that you are becoming angry. Being able to recognize when you get angry is the first step to getting control of your anger. These warning signs often include:

- Feeling tense
- Breathing quicker
- Sweating
- Pounding headache
- Seeing red, white, black, or mist
- Voice getting louder, shouting
- Losing your sense of humor
- "Sizing up" another person

TIP 2: STOP, THINK & ACT

Once you know how to recognize the warning signs that your temper is rising, you can act quickly to deal with your anger before it spins out of control. There are many techniques that can help you calm down and keep your anger in check. The idea is that you need to initially stop what you are doing to keep yourself from getting angry. Take time to think about what you are going to do and the possible consequences. Then act thoughtfully. The most common strategies to support your efforts include the following:

- Take a time-out (walk away)
- Keep quiet (bite your tongue)
- Relax breathing/muscles (take deep breaths)
- Distract yourself (Count to 10)
- Get some exercise (walk around)
- Use your senses (music, reading)
- Use positive self-talk ("Stay calm…think this over")

TIP 3: FIGHT FAIR

Your actions are usually more thoughtful at this point. It's alright to be upset or disappointed with someone, but if you do not fight fair, the relationship will quickly fall apart. Fighting fair provides you the opportunity to express your needs while still respecting others. Remember to:

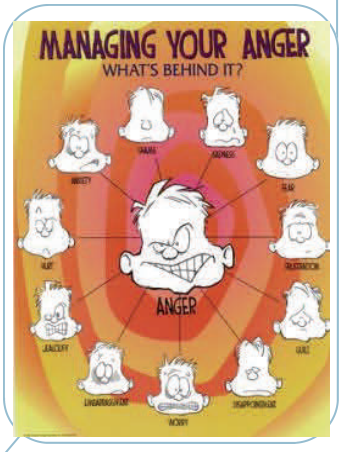
- Make the relationship a priority: be cordial, speak assertively, and be respectful of the other person's viewpoint.
- Focus on the here-and-now: do what you can in the present moment to solve the problem.
- Choose your battles carefully: consider whether the issue is really worth your time, energy, effect on others.
- Be willing to forgive: release the urge to punish.
- Know when to let the issue go: if a conflict is going nowhere disengage from the matter.

TIP 4: SEEK PROFESSIONAL HELP

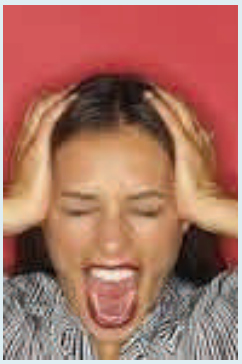
You may need more help if:

- You feel your anger is still spiraling out of control.
- Your temper continues to cause problems at work, home, or in your relationships.
- You feel constantly frustrated and angry no matter what you try.
- You are getting into trouble with the law or hurting others, despite putting the previous quick tips into practice.

Continued on page 7…



"When anger rises, think of the consequences."
- -Confucius



May 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8*	9	10
11	12	13	14	15	16	17
18	19	20*	21	22	23	24
25	26	27*	28	29	30	31

EAP MAY 2014 Training Schedule

PENTAGON

May 8: Sleep Hygiene, 10 – 11am DiLorenzo TRICARE Health Clinic, Upton Conference Rm. 219

May 9: SOFA - College Planning, 12 –1 pm, Pentagon Library Conference Center, Rm. B5

May 16: Retirement in Mind, 9:30 -11:30 am, Pentagon Library Conference Center, Rm. M1

May 20: Supervisory Training, 9 – 11 am, Pentagon Library Conference Center, Rm. M3

May 27: Communications Skills, 10 - 11 am, Pentagon Library Conference Center Rm. B8

MARK CENTER

May 6: Excessive Worry, 12 - 1pm, Rm. 24

May 8: Supervisory Training 8:30 - 10:30 am, Rm. 23

May 14: Sleep Hygiene, 11:30 -12:30 pm, Rm.10

May 20: Energy Management 12:30 - 2:30 pm, Rm.15

May 27: Introduction to Mindfulness, 12-1pm, Rm. 10

May 28: Drug Education for Parents of Teens, 9:30 - 11:30 am, Rm.14

May 30: SOFA Advanced Social Security, 12-1pm, Rm. 13

* A training is also at the Mark Center on this date

June 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17*	18	19	20	21
22	23	24	25	26	27	28
29	30					

EAP June 2014 Training Schedule

PENTAGON

June 4: Stress Management, 9 – 11 am, Pentagon Library Conference Center, Rm. B3

June 10: Coping with Change, 9:30-11:00 am, Pentagon Library Conference Center, Rm. B5

June 11: Anger Management, 9:30-11:30 am, Pentagon Library Conference Center, Rm. B8

June 13: SOFA-Taking Control of your Cash, 12-1pm, Pentagon Library Conference Center, Rm. B5

June 17: Sleep Hygiene, 11:30 - 12:30 pm, DiLorenzo TRICARE Health Clinic, Upton Conference Rm. 219

June 19: Dealing with Difficult People, 9-11 am, Pentagon Library Conference Center, Rm. 8

June 25: Positive Aging, 9:30-11:30 am, Pentagon Library Conference Center, Rm. B8

MARK CENTER

June 3: EAP Training for Supervisors, 9 - 11 am, Rm. 13

June 5: SOFA-Financial Transitions, 12-1 pm, Rm. 13

June 6: SOFA-College Planning, 12:00-1:30 pm, Rm. 2

June 12: Self-Sabotage, 9:30-11:30 am, Rm.13

June 17: Team Building for Supervisory, 9-11 am, Rm. B9

June 26: Parenting: Relationship and Raising Your Child's Self-Esteem, 9:30-11:30 am, Rm. 13

* A training is also at the Mark Center on this date

July 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9*	10	11	12
13	14	15*	16	17	18	19
20	21	22	23*	24	25	26
27	28	29	30	31		

EAP July 2014 Training Schedule

PENTAGON

July 9: Sleep Hygiene, 10-11 am, DiLorenzo TRICARE Health Clinic, Upton Conference Rm, 219

July 9: Parenting Styles, 9-11 am, Pentagon Library Conference Center, Rm. B8

July 15: Battling Burnout, 9:30-11:00 am, Pentagon Library Conference Center, Rm. B5

July 16: Sandwich Generation, Taking Care of Your Children and Your Parents, 9-11 am, Pentagon Library Conference Center, Rm. B8

July 23: Mindfulness in Everyday Life, 9-11 am, Pentagon Library Conference Center, Rm. M1

July 30: Retirement in Mind, 9:30-11:30 am, Pentagon Library Conference Center, Rm. B5

MARK CENTER

July 9: Building Skills to Deal with Conflict in the Workplace, 9:30-11:30 am, Rm. 3

July 15: Working Styles, 9-11 am, Rm. 13

July 23: Integrate 5 Work place Competencies of Emotional Intelligence, 9:30-11:30 am, Rm.14

* A training is also at the Mark Center on this date

Pentagon Employee Referral Service (PERS)
Employee Assistance Program (EAP)
9000 Defense Pentagon, BE834
Washington, D.C. 20301-9000

Phone: 703-692-8917
Fax: 703-692-6121
E-mail: whs.pentagon.hrd.mbx.pers-eap@mail.mil

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.

EAP, Short -Term Services for…
…Long-Term Benefits

WE'RE ON THE WEB!!!

HTTP://WWW.DTHC.CAPMED.MIL/EAP/SITEPAGES/HOME.ASPX

Tips to Improve Your Sleep

(Continued from page 2)

While it is true that alcohol can relax you in the short term, it prevents the body from entering the deep sleep it needs to feel adequately restored. People who smoke nicotine claim that smoking a cigarette before bed is a great way to fall asleep. Again, while it is true that a cigarette can be relaxing in the short term, people who smoke before bed sleep lighter and wake up frequently due to withdrawal symptoms.

Keep the last hour before bed peaceful and calm. This is a time to engage in quiet activities such as meditation, reading or listening to music. Limit your exposure to anything that might agitate or upset you and you may find that you have an easier time falling asleep.

If you are still experiencing difficulty falling or staying asleep after making behavioral changes, it could be time to consult with your primary care physician. There are many treatment options available. The Employee Assistance Program is also available to talk with you about your sleep difficulties. Give us a call at 703-692-8917.

Chill Skills for Managing Anger

(Continued from page 3)

There are many therapists, classes and programs for people with anger management problems. Asking for help is not a sign of weakness. You will often find others in the same situation. Getting personal feedback on tools and strategies for controlling anger can be very helpful. For further assistance, contact the EAP at (703) 692-8917 to schedule an appointment convenient for you.

Resources:

Segal, J., & Smith, M. (2014), *Anger Management: Tips and Techniques for Getting Anger Under Control*
http://www.helpguide.org/mental/anger_management_control_tips_techniques.htm

Garratt, L. & Blackburn, P. (2007), *Anger Management Course Workbook: Quick Control*. NHS Newcastle & North Tyneside Community Health.