

EMPLOYEE  
ASSISTANCE PROGRAM

SPECIAL  
POINTS OF  
INTEREST:

- Employee Annual ASAP Training: 2/5/13, 0830-1030, Bldg 573 Supervisor Annual ASAP Training: 2/26/13, 0830-1030, Bldg 573
- 2/18/13 Holiday, ASAP is Closed
- In accordance with AR 600-85, all civilians will have a minimum of 2 hours of alcohol and other drug awareness training per year.

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# Ft Irwin EAP

VOLUME 1, ISSUE 16

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## Unhealthy Responses to Stress and How These Bad Habits Affect You

### Here Are 5 Of The Most Common Bad Habits:

**Bad Habit #1 - Consuming Too Much Caffeine:** Multitudes of people enjoy a daily caffeine intake, as evidenced by the extreme popularity of Starbucks and other coffee houses. And while the occasional coffee isn't going to do you great harm, it's important to remember that caffeine is, in fact, a drug, and it's possible to have a full-blown caffeine addiction. More likely and common, however, is caffeine dependence, where people use caffeine to jump-start their energy in the morning, use it throughout the day to stave off a 'caffeine crash', and then find their sleep disturbed by caffeine, causing them to wake up tired and need the caffeine jolt to get going again the next day. As the cycle continues, caffeine affects stress levels as well. If this sounds a little too familiar, here are some resources to help kick the caffeine habit.

**Bad Habit #2 -Smoking:** For smokers, a cigarette can feel like a good stress reliever. In fact, during times of stress, a cigarette feels almost necessary, and quitting the habit can seem virtually impossible. (Due in part to physical addiction and in part to habit and other social and lifestyle factors, it's been said

that quitting smoking is as difficult as quitting heroin!) Unfortunately, we all know that cigarettes can be costly—financially speaking and especially health-wise—and because smoking creates much more stress than it alleviates, it's more than worth it to kick the habit. For help, visit the Smoking Section of the Unhealthy Behaviors resource category on this site.

**Bad Habit #3 -Drinking In Excess:** Many people find that a glass of wine can be a good way to unwind at the end of a stressful day, and most physicians and researchers agree, citing studies that show that red wine has benefits for heart health. However, drinking can be a slippery slope, as excessive drinking can cause problems in virtually every area of a person's life, causing much more stress in the long run. If you are one who has trouble limiting alcohol consumption to one or two drinks, and even if you can drink very moderately, but find that this is your only regular stress management practice, it would likely be in your best interest to pursue other forms of stress relief. For more on alcohol consumption, see the Alcohol Section of the Unhealthy Behaviors resource category. For additional ideas on stress relief

practices, here's a long and varied list of stress relievers

**Bad Habit #4 -Compulsive Spending:** People have many ways of relieving stress or of filling a void inside themselves. While buying yourself a nice gift once in a while can be a nice pick-me-up, and an effective self care strategy, compulsively buying things to relieve stress or feel good about yourself, spending money you don't have on things you don't need, can only cause more financial stress in the long run, and cause feelings of shame, a cluttered home, and add to the stress you were trying to alleviate. (Read more on retail therapy to see where and how to draw the line.) **Bad Habit #5 - Emotional Eating:** Most of us let our friends Ben & Jerry help us reduce stress with ice cream on occasion (or at least most of the people who took this poll on emotional eating said they did), but if eating the wrong things becomes a main coping mechanism for stress, it can lead to compromised health, excessive weight, and additional stress stemming from these effects. **About.com: Stress Management 9/11/12**

## Seasonal Flu

Seasonal flu is a contagious respiratory illness caused by flu viruses. Approximately 5-20% of U.S. residents get the flu each year.

Flu season typically peaks in January or February. Getting the flu vaccine is your best protection against the flu. Flu-related complications include pneumonia and dehydration.

Illness from seasonal flu usually lasts one to two weeks.

What is the seasonal flu?

YouTube embedded video: <http://www.youtube.com/embed/c9EiaX16Zsc>

Seasonal flu is a contagious respiratory illness caused by flu viruses. It spreads between people and can cause mild to severe illness. In some cases, the flu can lead to death. When is flu season? In the United States, flu season occurs in the fall and winter. Seasonal flu activity usually peaks in January or February, but it can occur as early as October and as late

as May. How does seasonal flu spread?

Most experts believe that you get the flu when a person with the flu coughs, sneezes, or talks and droplets containing their germs land in your mouth or nose. **You can also get the flu** by touching a surface or object that has the flu virus on it and then touching your mouth, eyes, or nose.

Continued on Page 2

## Seasonal Flu cont'd

Who is at risk?

Some **groups** are more likely to experience complications from the seasonal flu, including: **Seniors** (those age 65 and older) **Children** (especially those younger than 2) **People with chronic health conditions**

How can I protect myself from seasonal flu? Get the flu vaccine as soon as it is available in your area. The 2012-2013 vaccine is now available. You should also follow our everyday steps to keep yourself healthy.

What are common complications from the seasonal flu? Complications from the flu include: Bacterial pneumonia  
Ear or sinus infections, Dehydration  
Worsening of **chronic health conditions**  
Each year approximately 5-20% of U.S.

residents get the flu and more than **200,000 people** are hospitalized for flu-related complications.

How long does the illness last?

Most people who get the flu feel much better within **one or two weeks**.

How long am I contagious?

Most healthy adults can infect others **one day before symptoms develop and five to seven days after symptoms appear**.

Some people, especially young children and people with weakened immune systems, might be contagious for a longer period.

How many times can a person become infected with the seasonal flu? You are unlikely to get infected with the same exact strain of flu more than once. It is possible to

be infected with flu virus more than once in a season, though, because several different strains of flu virus circulate each year.

Exposure to a particular strain of flu virus may help protect you against that strain in the future. But it will not protect you from infection with other flu virus strains.

Is the stomach flu really the flu?

Many people use "stomach flu" to describe illness with nausea, vomiting or diarrhea. Many different viruses, bacteria, or parasites can cause these symptoms. While the flu can sometimes cause vomiting, diarrhea, and nausea—more commonly in children than adults—these problems are rarely the main symptoms of the flu. The flu is a respiratory disease and not a stomach or

## What Happens When Bosses Freak Out

So, the Super Bowl this year is guaranteed to have a winning coach named Harbaugh when John of the Baltimore Ravens and Jim of the San Francisco 49ers square off against each other. It's the first time brothers have ever faced each other in the big game. It should be a good one and is bound to be entertaining if for no other reason than it will be fun to watch the contrasting styles of each Harbaugh. John is more of the quiet, lower key leader while Jim is unconstrained across the full range of emotion. And, as he proved in the NFC championship game, he is the master of the total freak out.

Late in the game when a challenged call did not go his team's way, Jim Harbaugh reacted with a sideline tantrum that many have described as epic. He totally freaked out. It was pretty hilarious to watch. One of the things that makes the Harbaugh freak out funny is that it was this sudden eruption that was over as quickly as it started. It didn't really have an impact on anyone other than Jim Harbaugh. It's a rare occurrence of a leader freaking out without creating any actual damage. Of course, there's not much entertainment value when an executive leader freaks out in the work-

place. You've likely seen it, been on the receiving end of it or maybe even done it. An executive loses his or her cool and lets it rip. Because of their high profile and the size of their leadership footprint, executives can cause a lot of damage when they freak out.

Here's what happens when executives freak out and some thoughts for leaders on how to avoid freaking out: (cont'd on Pg 4)

## Valentine's Day Specials

Chili's has a great \$20 Dinner for Two deal available now. It's not necessarily a Valentine's Day special but it's still available now, so it's a great option for those of you looking to save money on a dinner out this week. You might want to call ahead to make sure it's available this Valentine's Day weekend in your area. The deal includes an appetizer to share an two full-size entrees. Outback Steakhouse is offering a Valentine's Day Meal for Two deal from February 14 –

17. They are advertising that the meal for two includes a bloomin' onion to share, a choice of freshly made side & side salad (per person), two Outback special sirloins and a classic cheesecake dessert to share. The only problem is, they aren't advertising the price and only indicate "price and product participation may vary by location," so make sure you call ahead to find out the price before heading out for your V-Day dinner. Sizzler is offering customers a sweetheart deal this

Valentine's Day. On their website they tell diners they can "Enjoy a succulent lobster tail, rich with flavor, and tender sirloin, fire-grilled to perfection, plus all the trimmings for an amazing \$16.99 per person!" The deal says it's available for a limited time only, but we're guessing that it will last at least until the end of the weekend.

TGI Fridays has both a singles and a couples menu for Valentine's Day this year. Their menu for two doesn't show a price (you

# Valentine's Day Specials

should ask what the price is when you call to make your reservation) but couples can share a Tuscan spinach dip and choose from a selection of entrees. Their singles menu offers a variety of appetizers such as the Jack Daniels sampler, loaded skillet chip nachos and more.

Olive Garden doesn't have a specific Valentine's Day special on right now but they do have their 3 course Italian dinner for just \$12.95. You start with an unlimited first course of baked breadsticks and garden fresh salad or homemade soup, followed by an entree (choose from 5) and a dessert or specialty coffee to finish off your meal. This is an amazing deal and a very popular one with customers, so make sure you call ahead to reserve a table early.

Pizza is always a great idea for dinner, especially if you're celebrating Valentine's Day as a family. It's not a special Valentine's Day deal but Pizza Hut is still offering their Big Box Specials. The \$10 Box Special includes one medium rectangular 1-topping pizza, 5 breadsticks and 10 cinnamon sticks. The Big Dinner Box Special is just \$19.99 and includes two medium 1-topping pizzas, five breadsticks and your choice of Tuscani Pasta, Stuffed Pizza Rollers or eight wings.

**Taken from:**  
[www.foodbeat.com](http://www.foodbeat.com)



## This and That

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*Dave Coverly*

"Other than extremely high levels of caffeine, staff drug tests were negative."

If stress  
burned  
calories, I'd be  
a supermodel.

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[www.glasbergen.com](http://www.glasbergen.com)

GLASBERGEN

"I like to come in at 11:00 and leave after lunch. Surely a progressive company like yours supports flex time!"

## Seasonal Flu cont'd

or intestinal disease.

**Who monitors seasonal flu activity?**  
The Centers for Disease Control and Prevention (CDC) tracks flu activity in the United States year round and produces a **weekly report of flu activity from October through mid-May.**  
[Flu.gov](http://Flu.gov) 2/4/13

**How to Avoid The Flu**  
Get a flu shot, particularly if you are 50 or over or have a chronic illness  
Discuss with your pediatrician whether to immu-

- nize your youngsters in daycare
- Wash your hands frequently and thoroughly
- Keep your hands away from your face
- Make certain you're getting your RDA for vitamin E
- Don't smoke
- Use tissues instead of handkerchiefs
- Reduce stress
- Get seven to nine hours of sleep a night
- Reduce alcohol consumption**

**Taken from:** Discovery Fitness & Health





## Ft Irwin Employee Assistance Program (EAP)

Building 573 Third Street  
Ft Irwin, CA 92310

Phone: 760.380.9092

Fax: 760.380.3403

Email: valencia.r.barnes.civ@mail.mil

**Basic EAP services include free, voluntary, short term counseling and referral for various issues affecting employee mental and emotional well-being, such as alcohol and other substance abuse, stress, grief and family problems, and psychological disorders. EAP counselors also work in a consultative role with managers and supervisors to help address employee and organizational challenges and needs. EAP services are available to DA Civilians including NAF/AF and their family members, military dependents, military retirees and their family members. EAP consultations can be done in the EAP's office or another private location of your choice.**

**EAP— promoting productive employees**

# What Happens When Bosses Freak Out

## *The Impact of Executive Freak Outs –*

**Lost productivity ripples throughout the organization:** When an executive freaks out, productivity goes out the window. People stop what they're doing and gawk. Or, they get too scared to do anything. Or, trying to head off another freak out, they start doing everything – usually pointless things – trying to anticipate what the exec really wants. In each of these cases, the important work isn't getting done.

**Eye rolls of disengagement:** When the freak out is an executive's go to move, the people around him or her eventually disengage. They've seen it so many times before so they just roll their eyes (either visibly or to themselves) and move on. It was just another unpleasant episode in a string of episodes that drain everyone's energy and enthusiasm.

**Negative role modeling:** Unfortunately, after witnessing regular executive freak outs, some in the organization may conclude that's how leaders roll and adopt the practice themselves. Pretty soon, this negative role modeling leads to a toxic culture in which nothing meaningful gets done.

## *How to Avoid Freaking Out Yourself –*

If you find yourself looking in the mirror and see someone who's engaged in a few freak outs (I have), here are three quick questions to ask yourself the next time you feel one coming on:

**How much does this really matter?** A few years ago, Suzy Welch wrote a book called *10 – 10 – 10*. The big idea was for any seemingly important situation, ask yourself, "Will this matter 10 minutes from now? Will this matter 10 days from now? Will this matter 10 years from now?" One thing for sure is it's not worth freaking out over things that won't matter 10 minutes from now.

**Does this matter to anyone besides me?** This is the ego check question. Is what you're about to freak out about all about you or is it actually for the good of the enterprise?

**What alternatives to a freak out are available for making my point?** This just in – there are lots of alternatives.

*Let's hear your perspective? What are the impacts of executive freak outs? How can they be stopped before they start?*

Taken from: <http://www.govexec.com/excellence/executive-coach/2013/01> (Scott Eblin 1/24/13)

