



Leadership Vitality

Achieving Work-Life Balance

- Through Physical & Emotional Health -

Presented by: Kent Sharkey, Psychotherapist & CEO



Ulliance

Enhancing People. Improving Business.

- We provide EAP services throughout the United States, Canada, Mexico and Europe – for over 25 years
- We service over 290 Partnering Client Organizations specializing in Municipalities
- Our service line includes a wide range of innovative Workplace & Employee Solutions

State of Michigan



Ulliance

Enhancing People. Improving Business.

Workplace & Employee Solutions

- Complete Human Resources Management
- One Reliable Source
- Focused on Positive Behavioral Change



Absenteeism – Mental Health Day

- One third (35%) of all unscheduled absences are for personal illness are related to poor health.
- Family Issues 24%
- Personal Needs 18%
- Stress/Burnout 12%
- Entitlement Mentality 11%
- 2 out of every 3 unexpectedly absent employees are due to work/life issues and not physical illness.

(2007 CCH Survey)



Disability Causes

- 6.4% of short term disability are related to psychiatric disorders (MetLife)
- Depression 50%
- Anxiety/Stress 30%
- Affective/Bipolar disorders 9%
- Substance Abuse 8%
- 4 of the 10 leading causes of all disability claims are emotional problems, with depression as the leading cause.



Causes of Stress

Top Three:

- Finances 48%
- Health Issues 34%
- Employment Issues 32%

- 42% Of people living with emotional issues are more likely to drink, smoke or do drugs to relieve stress
- 37% Take prescribed medications
- 74% Talk with family
- 45% Eat
- 3% Cut or injure themselves

(Mental Health America Attitudinal Survey)



Types of Work-Life Challenges

- Personal and work stress
- Alcohol and drug abuse
- Family and children problems
- Emotional difficulties
- Marital and relationship conflicts and tensions
- Grief, loss and death
- Legal and financial problems
- Interpersonal relationships at work
- Personal challenges and achievements
- Financial issues
- Coping with change and job transition issues



The Yin & Yang of Physical & Emotional Wellness

Physical Wellness

- Often emotional/psychological issues manifest themselves into physical symptoms

Emotional Wellness

- Chronic physical conditions can cause psychological /emotional issues
 - Depression
 - Anxiety
 - Stress
 - Substance abuse
 - Relationship difficulties



A Few Physical Signs of Stress

- Fatigue
- Headaches
- Insomnia
- High blood pressure
- Reduced resistance to infection
- Weight loss or gain
- Loss of interest in SEX

How do you experience stress physically?

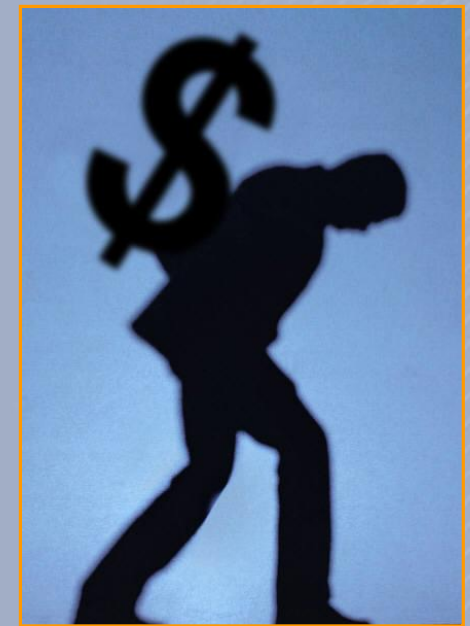
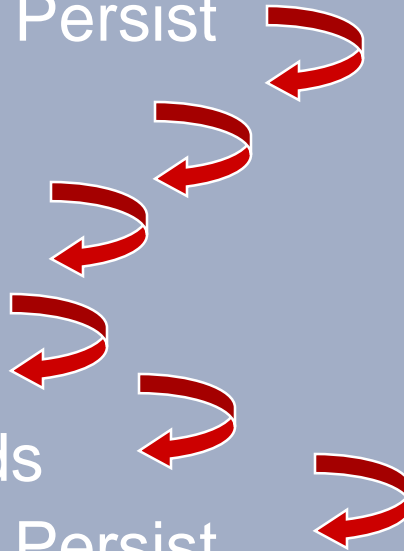
- Aches and pains
- Irritable
- Stomach/digestive issues
- Heart palpitations



The Impact of Stress on Healthcare Consumption



- Physical Symptoms Persist
- Medical Dr. visit
- Medical testing
- Inconclusive results
- More testing
- Prescription for Meds
- Physical Symptoms Persist ...



- Claims are the biggest determinate in healthcare costs. It is simply an issue of demand and supply



Stress is Big Business Prescription Claims Cost



*4 of the top 20
BCBSM
prescription claims
costs are
psychotropic
medications*

- Effexor (antidepressant)
- Lexapro (antidepressant)
- Cymbalta (antidepressant)
- Adderall (amphetamine)



How You Think About Things is the Most Important Part of Being Human



The Natural Chain Reaction



➤ Cause and Effect



What is Ultimate Leadership Vitality?

When you have an abundance of ...



- Good Physical health
- Mental contentment
- Spirituality
- Occupational or professional engagement
- Strong family relationships that are supportive
- Friendships that are trusting & provide a mutual benefit
- Fun and laughter
- Time for your self & reflection



What is Stress?

- Any physical, chemical or emotional factor that causes bodily or mental tension
- Negative pressures that we experience either physically or psychologically

How do you define stress?

- Person
- Place
- Thing

FIGHT OR FLIGHT



What Really is Stress?

The confusion created when one's mind overrides the body's basic desire to choke the living daylights out of someone who desperately deserves it.

How do you really define stress?

- Idiots
- Slackers
- Morons
- People who cut me off on the road



The Top Work-Life Stressors

1. Death of a spouse
2. Divorce/Separation
3. Imprisonment
4. Death of close family member
5. Personal injury or illness
6. Marriage
7. Dismissal from work
8. Retirement
9. Finance
10. Workplace conflicts

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Employee Assistance Program

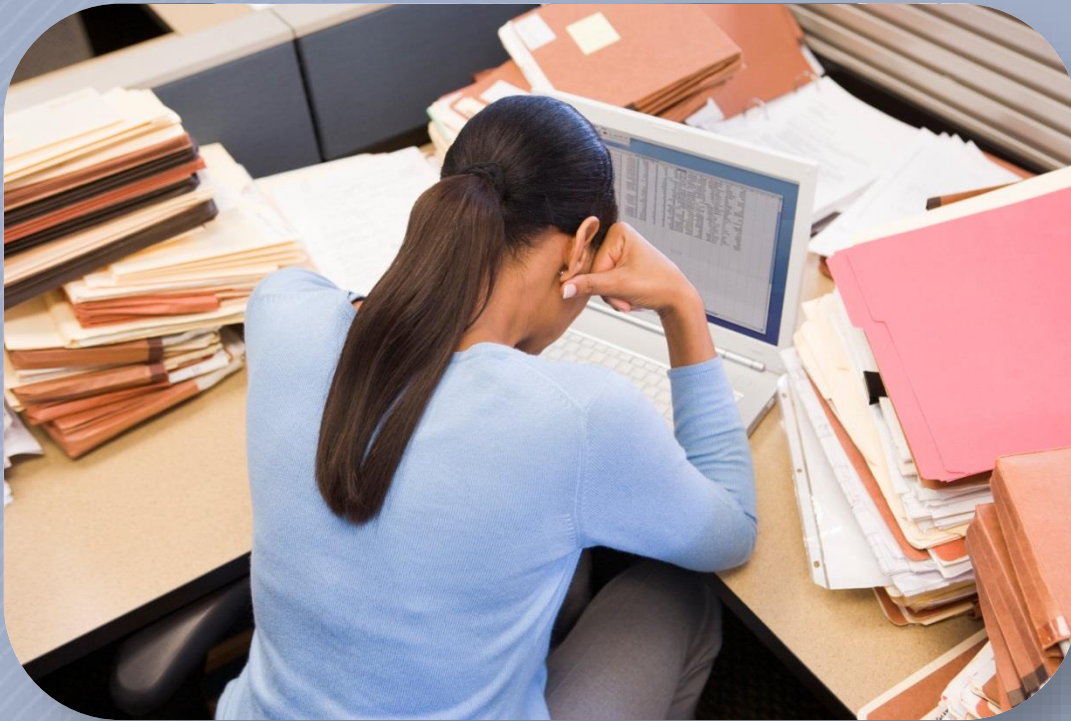


HR & Management Consultations

- Confidential discussion with your EAP Account Manager
- Common topics:
 - Anger / violence
 - Harassment / conflicts
 - Attendance / performance
 - Substance abuse
 - Policy violations
 - Mental health crises
- Assistance with referrals, communication tips, handling sensitive employee issues



How Do You Handle these Issues?



For All Employees: Work-Life Challenges

- Family / relationship issues
- Emotional distress
- Substance abuse
- Major life decisions
- Legal / financial concerns
- Eldercare / childcare needs



The Ultimate Pressure Cooker

Time Management

- The key is not to prioritize what's on your schedule, but to schedule your priorities
- Who controls your time?
- # 1 problem?

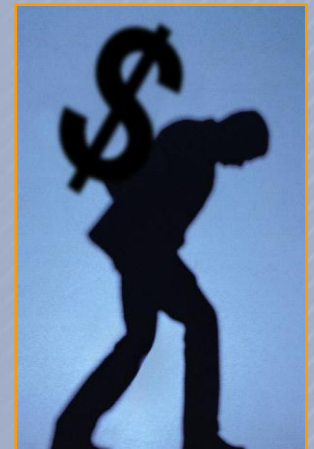
*To much to do and
not enough time to
get it all done*

- Take an honest look at your life and what's important
- Make small but consistent changes
- Empower employees more
- Use a planner tool



Stress and Finances

- Don't be a victim, take control of your feelings
- Acknowledge that you control how to respond to stress
- Focus on what you can control
- Think your way out of debt
- Assess your “Real” financial needs and status
- Financial Denial will create financial death
- Acknowledge that your solutions will take some time to work



Stress and Finances

- Focus in the present, don't fall into the quicksand of the what if's
- Identify your options for dealing with the source of stress
- Make plans to gain control over finances and not get further in debt
- Create (and stick to) a budget
- Plan for the future, but work your plan one day at a time
- Review your progress regularly and focus on progress
- Ask for help from credit counseling or a financial advisor



How Do You Respond to Stress?



Conduct a Personal Inventory

- Fearful
- Angry/Aggressive
- Depressed
- Anxious
- Shut down/withdraw
- Manic
- Mindful



Emotional Intelligence

- Awareness
- Responsive vs. reactive
- Mindful vs. emotional
- Conscious choices
- In control of one's self

*Can other people
make you mad?*

- Idiots
- Slackers
- Morons
- People who cut me off on the road



Readiness to Change

All of us are on a continuum of being ready to make a change in our life.

Stages:

- Pre-contemplation
- Contemplation
- Preparation
- *Action*
- Maintenance

1
Low

2

3

4

5
High



Develop Your Personal Action Plan



Overview

- Plan it
- Do it
- Check it
- Make adjustments



Stress Management

- Sources of Stress
 - Write down top stressors in your life
 - Be specific
 - Don't just write "my job" or "my kids"
 - Specific Examples
 - I have four large and important projects to get done by the weeks end
 - Dealing with the politics



Stress Management

- Do I Have Control Over Source of Stress?
 - I cannot 100% control anyone else's behavior, not even the behavior of my children or spouse



Stress Management

- Do I Have Control Over My Reaction to Source of Stress?
 - Can I control how I respond to the stressful event?
 - Can I determine how I will choose to react to this source of stress?



Stress Management

- Why is my Reaction to stress so crucial?
 - You can never eliminate all stress
 - You can't always control the source of stress
 - You CAN always control your REACTION to your source of stress
 - How you react can either further increase or decrease your overall stress level
 - While you CANNOT CONTROL someone else's behavior, the way you react CAN IMPACT their behavior



Stress Management

- What are all my options for dealing with this source of stress?
 - Focus on what you CAN control
 - Can I control my behavior to reduce my stress?



Stress Management

- Choose an option and agree to try it
 - Look at your options, which ones will increase your stress level?
 - Which options may reduce your stress level?
- Make any necessary adjustments
 - Did the option you try reduce your stress?
 - If it did not, try another option!



Stress Management

- Changing Your Attitude
 - Keeping things in perspective
 - Is this really a problem? Anyone else dealt with it?
 - Can you break it down or prioritize?
 - Does it really matter in the big picture?
 - Reducing the importance of an event
 - Compare this event in your mind with bigger things
 - If family members are watching, remember they will love you no matter what
 - If your Boss is watching, remember there will be other opportunities to impress him/her



Stress Management

- Time Management
 - Analyze what you are already doing within each day
 - Set priorities and stick to them
 - What must I get done today
 - The little things will have to wait
 - Plan ahead
 - Make time for yourself



Stress Management

- Problem Solving
 - Assess/clarify the problem
 - Identify solutions/alternatives
 - Develop a plan of action
 - Implement the plan and make any necessary adjustments



Breaking Through the Barriers To Achieve Your Goals

Support, Focus & Personal Power

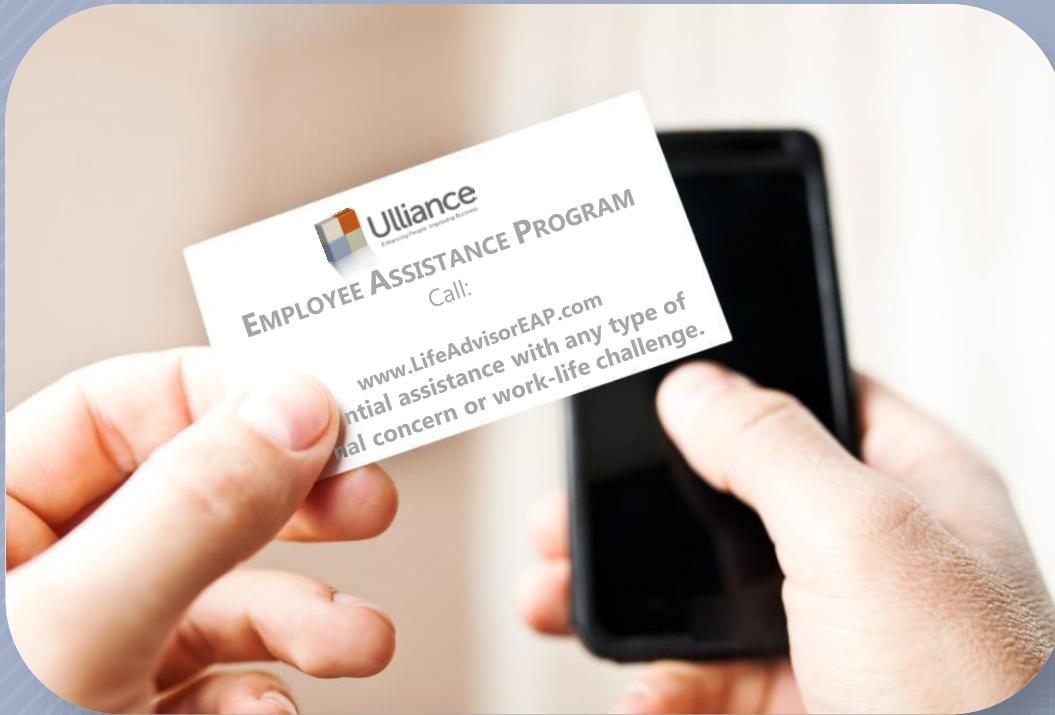
-Exercise-

*What Can You
Achieve If You Put
Your Mind & Back
into it?*

- Who Supports You?
- How Do They Support You?
- What Can You Achieve With Drive & Determination?



Consult With Your EAP



Process

- Call your EAP toll-free number
- Meet in-person with a licensed counselor for assessment
- Assessment will determine:
 - Assistance through the EAP
 - Referral to long-term treatment through healthcare plan

Live Life With

- **Purpose** – Why we exist
- **Vision** – What we want to become
- **Values** – The standards that we live by



Achieving Leadership Vitality

Thank You

For More Information Contact me

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