



BHS A.S.S.I.S.T. *Spotlight*

November 2017

Your EAP is a free and confidential service, which provides assessment and short-term counseling for a variety of mental health, substance abuse and work/life related issues. To learn more about your available benefits, contact your BHS Care Coordinator at 800.245.1150.



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International Survivors of Suicide Day: November 18th

November 18, 2017 is International Survivors of Suicide Day. This day is to commemorate and support those who have lost a loved one to suicide and to provide support for those affected by suicide loss.

Losing someone to suicide offers its own set of complicated feelings. Friends and family members ask themselves “what if” and “why” questions, and may harbor feelings of guilt and helplessness.

Suicide Loss Coping Tips

Talk about your loss with others, which helps aid you in the healing process. Connecting with others that share similar experiences, or are grieving over the same person, can help you navigate your own thoughts and feelings.

Find ways to channel your energy into positive things. Whether this is through exercise, journaling, meditation, work or spending time with people you care about, having positive and constructive things you can apply your

energy toward will help. Healthy activities can boost your self-esteem and make you feel like you are making progress in different ways. Find what works for you and stick to it.

Spend time with others. Being around people who care about you will provide a space for comfort, understanding and healing. Spend time with people who are willing to listen to you and offer a shoulder to lean on.

Be patient with yourself. Don't set time limits and assume you should feel better by now. Suicide is a complicated loss and there is no set amount of time for grieving.

When to Get Help

If you have lost a loved one to suicide and are struggling with coping, your EAP can help. The feelings surrounding suicide can be very confusing and hard to work through on your own. Call your BHS Care Coordinator at 800-245-1150 to get support for you or a loved one.



Positive Communication Styles for Managers

It's said that people quit managers, not companies. The effectiveness of a manager directly influences the morale of the staff working under them, which relates to employee retention and productivity. One of the most important aspects of successful management is communication. If a manager is ineffective as a communicator, their entire team will suffer.

Effective Listening

Communication is not only speaking tactfully to employees, but listening as well. Employees want to feel heard and valued. They are devoting their time and energy to the efforts of the company, and simply listening to them is a powerful morale booster. Practice listening to employees and try to gain understanding, which invites them to be relevant parts of the team.

When incidents occur, ask open-ended questions about the circumstances and allow the employee to share their side of the story. Remain open-minded and try not to interrupt or dominate the conversation.

Positive Engagement

There are positive ways to communicate with your staff, allowing you to be direct with your leadership but also a motivating manager who inspires your team to be productive and engaged.

Try these tips to encourage a better environment for your employees, increasing your effectiveness as a manager:

- ▶ **Speak clearly.** Be direct about goals and provide the necessary information for your team to succeed.
- ▶ **Speak positively.** Don't talk down to anyone or speak negatively about any employees.
- ▶ **Be calm.** Don't overreact or lose your cool when the going gets tough. You're a leader and can use the opportunity to direct and encourage.
- ▶ **Be respectful.** By being a leader rather than a dictator, inspiring rather than demanding, employees will be more effective and satisfied in the workplace.



Holiday Budgeting Tips

With holidays and shopping deals on the horizon, now is a good time to stay on top of your finances without letting the buzz of the season get to your wallet. Setting a budget and sticking to it when planning for seasonal expenses is a great place to start.

Try these tips to cut back on over-spending in order to maintain a good plan for the holidays:

- ▶ Make a list of everyone you need to buy for. Set a maximum amount you can spend for each person and be strict about going over that amount.
- ▶ If hosting a Thanksgiving meal, plan exactly what you will prepare and how much you can spend on each dish. Ask guests to bring dishes to ease the financial (and mental) burden.
- ▶ Don't use your credit card for any purchases. Save up in advance so that you aren't paying interest on top of what you paid in the store or online. You're less likely to overspend if you are paying cash or on your debit card.

Stick to this method and spend only the money you have now and not the money you expect to have later.

- ▶ Check online. Some stores offer discounts that only exist online. You may find yourself under budget if you work the deals, especially if free shipping and returns are offered.
- ▶ Gift cards are a great way to keep your budget in check with no room for flexibility.

HEALTHY RECIPE: SIMPLE BRUSSELS SPROUTS

1 teaspoon butter; 1 teaspoon olive oil; 12 Brussels sprouts, trimmed; 1 tablespoon lemon juice; salt and pepper to taste

Heat butter and olive oil in a skillet over high heat until butter is melted and begins to brown, 1 to 2 minutes. Stir Brussels sprouts and lemon juice into butter and oil; cook, stirring constantly, until sprouts are just heated through and starting to soften. Season with salt and pepper to taste.