



## Summer, Milwaukee, and Booze

Summer in Milwaukee means festivals, block parties, cookouts, tailgating, graduations, picnics and enjoying the outdoors. Milwaukee comes out of hibernation and ready for fun in the sun.

Milwaukeeans know that our warm weather is short-lived and pack in as much as possible over the 2-3 warm months of the year.

For this reason, summer festivities may be a tricky time for those managing sobriety. Alcohol related risks are not just not limited to those in recovery, however. Summer may be a risky time for folks who are typically moderate or social drinkers most of the year. The propensity to over indulge sky rockets in the Summer months, so too does drinking and driving.

A study by the Insurance Institute for Highway Safety (IIHS) of the “100 Deadliest Days” on the road, the Fourth of July holiday topped the list. The IIHS studied deaths resulting from auto accidents from 2005 to 2009 and ranked the **July 4 as the deadliest day of the year**, with 144 driving-related fatalities on average.

Whether in recovery or drinking in moderation, it pays to plan ahead:

1. **Create alcohol alternatives.** Whip up some fantastic tasting refreshing non-alcoholic drinks for that day on the beach, block party or tailgate.
2. **Plan to get home safe.** Know how you will get home from a party or celebration. Having a designated driver is great. Having a back-up to this plan is even better. Smart phones make it easy to look up taxi companies. Many transportation services offer quick and easy apps for iPhone and Android users. It has never been easier to get a taxi to your exact location.
3. **Set boundaries.** If in recovery, family and friends are relying on you to tell them what you need and feel comfortable with. You may not feel comfortable having others drink in front of you or attend a particular function where folks will be impaired. Ask for time, space, and support when needed and feel proud in doing so! **Be smart, be safe and enjoy Milwaukee this Summer.**

### IN THIS ISSUE:

- **Summer, Milwaukee, and Booze**
- **Talking to Your Parent About Long Term Care**
- **Three Ways to Keep Depression at Bay**
- **Psychological Contract and Work Satisfaction**
- **Kindness is Contagious**
- **Tips for Renters**
- **Events and Reminders**

Employee Assistance Program



City of Milwaukee EAP

## Talking to Your Parent about Long Term Care

Early in my career, I was a social worker on a sub-acute/progressive care unit of a hospital. It operated as a short-term nursing home unit where patients not quite ready to return home would stay for therapy intended to boost their strength.

About 90% of the patients were seniors recovering from a stroke, hip replacement or broken bone(s) as a result of a fall. Some of the patients recovered well and returned home, while others did not and were subsequently unsafe to return home independently. Inevitably, the decision of choosing a nursing home facility fell upon the patient and their family.

In crisis and under tremendous pressure, the patient and family were left to address the issue of long term care for the first time. This often left the patient feeling confused, upset and the children struggling with feeling of guilt and sometimes conflict with one another...chaos.

### Regular Conversations

I can't underscore enough the value of having regular conversations with your parent about the future. It may not be easy since we often avoid things that make us nervous. However, avoidance will only lead to ill prepared decision making while in a crisis.

### Avoid Absolute Directives

You will likely make your parent(s) defensive if you take the "you have to do this" approach. Instead, make it your problem over theirs. "I'm concerned about you...it worries me to see you like this..." Most parents don't want to be a burden or worry their children so they are more likely to hear you out when using this type of honest com-

munication. Parents sometimes hide things from their adult children because they don't want to scare them. Yet, if you show them that you are trying to be their advocate, and that you are genuinely concerned about their wellbeing, it can make all the difference.

### Managing Resistance

If you get a strong "NO", back off a bit and look for another opportunity to bring it up in the future. Practice "nudging" by offering less risky choices first; getting agreement to visit a facility or sitting down to look over their brochures for example.

### Self-determination

Remember, your parent(s) have the right to be involved in as much decision making as possible. A statement like, "I can't make decisions about how you should run your life. It would make me feel better, though, if we could go together to look at some possible assisted living facilities so that you're better informed about what choices are available. Would you be willing to humor me in that way?" is an example of a strategy to engage your parent in an honest but respectful way.

### Family Dynamics and Guilt

A family crisis has the potential to stir up tons of unresolved issues between siblings. Keep focus on your parents and avoid bringing in old baggage. Above all, remind yourself that admitting a parent into a nursing home is a loving act. It has the potential to improve their quality of life. Nursing homes are not all bad but do research. Surprisingly, many residents come to thrive in them.

## Three Ways to Keep Depression at Bay

Whether you have a history of depression, currently being treated or just feel yourself sliding down a slippery slope, there are simple daily activities you can do to keep depression at bay.

**1. Exercise.** The science is out on aerobic exercise being "good medicine." Even 20 minutes of aerobic exercise releases endorphins, serotonin and other feel good chemicals that combats stress hormones, like cortisol. Moreover, aerobic exercise that incorporates repetitive motion, like swimming, biking, running, and walking has a meditative quality. When on a brisk walk, we are aligning our breathing and body mechanics, alternating breathing and stepping in a repetitive pattern, is a form of walking meditation.

**2. Record joys and accomplishments when they happen.** When feeling depressed, it is hard to think of anything positive and the future seems bleak. Having a notebook of positives helps keep things in perspective and forces us to remember that the bad doesn't last forever.

**3. Eat right.** Take vitamins and avoid processed sugars as much as possible. Remember what you eat not only feeds your body but your brain as well, so give it the best you can.

# “Psychological Contract” and Work Satisfaction

The term “Psychological Contract” first emerged in the 1960’s from the work of behavioral theorists Chris Argyris and Edgar Schein. In short, the term *Psychological Contract* refers to unspoken and assumed responsibilities, duties, rights, and rewards between an employer and employee. Unlike a traditional formal written contract that carefully spells out expectations, a psychological contract is less tangible. However, just because it isn’t written out doesn’t mean that it doesn’t exist.

For example, we can all agree that we work for financial gain. If I work 8 hours, I will expect to get paid for 8 hours. That is a clear example of what is expected of me as an employee (input) and what I expect back (reward). However, I may hold other, perhaps unspoken expectations for my employer. I may expect to be offered promotional opportunities, encouragement of my work ideas, benefits, sound work equipment, courteous treatment etc. On the other end,

my employer may expect other unspoken inputs from me such as flexibility, loyalty, drive, leadership, and initiative, all in addition to getting work done.

I’ll offer another example. Discount shopping stores aim to offer the most competitive prices on products...I expect that by shopping there. At the same time, I may hold other expectations other than cheap prices on flip-flops. I may want more from my input (spending money at said department store). I may expect the aisles to be free from hazards, items clearly marked, friendly customer service, cleanliness etc. Even though those rewards for shopping there are not explicitly stated, I expect them nonetheless. In addition, I’d be dissatisfied if those expectations were not met.

The “iceberg” figure below illustrates the psychological contract model. What is above the water line are explicit/concrete expectations...work = pay. What is under

the waterline are expectations of what is not always visible but still very real. Why is understanding work “psychological contracts” important? Because it leads to greater job satisfaction.

If you are struggling with job satisfaction, there’s a good chance one of your “psychological contract” rewards is not being met. Identifying and discussing these unsaid expectations with your supervisor/manager would be a good place to begin getting on the same page with them so both of you know **what you want** and what is **wanted from you**.

Because psychological contracts change over time and vary from person to person. The unspoken expected rewards important to you today may not be so important five years from now.

Additionally, we are all different and what is important to you as a reward may not be important to someone else. As a supervisor/manager, it would be important to know what the unspoken expectations of you are, as well as the assumed rewards an employee has of their employer as a whole.

This is critical in addressing overall workplace moral and job satisfaction. Doing so would help how to reward employees, other than with a paycheck. We may learn that our direct reports expect recognition, ownership, respect, flexibility, and security for their work reward, which may be nearly as important as a paycheck.





## Kindness is Contagious

“A single act of kindness breeds a dozen more.” Many of us have seen the commercial where one act of kindness leads to several others in a chain-like reaction. Perhaps, some of us viewing it felt a little uplifted, a little warm inside. But does kindness really spread as the commercial portrayed?

Researchers have begun to tackle this question. One such research project involved a game in which some participants received a reward (a denomination of money) when the game didn’t call for it. Oddly enough, these same partici-

pants ended up more likely to donate a reward to other participants who were losing. A domino effect occurred where recipients of kindness (in this case generosity) were more likely to donate to others in future games, and those individuals also ended up donating.

Research concluded that kindness does have a cascading effect. Having received kindness, in turn made one more likely to give it. So remember, your acts of kindness do have long lasting positive consequences as kindness is in fact contagious.

## EAP Mission Statement

**It is the mission of the Employee Assistance Program (EAP) to assist employees who develop behavioral/emotional problems that may directly affect their work performance, and to provide Key Personnel with policy and procedural guidelines for the management of these problems.**

## City of Milwaukee Events and Reminders

- **Stressed or have wellness questions?** Visit the *Wellness Center* every Monday 10:00a.m. and 2:00p.m. in the ZMB inside the Market/Kilbourn entrance. Call 414-777-3510 for information or to schedule an appointment.
- **Get on Board - Go Purple.** June is Alzheimer’s & Brain Awareness Month . During the month of June, the Alzheimer’s Association® asks people around the world to wear Purple and use their brains to fight Alzheimer’s disease.
- **Phase II of Health Rewards ends June 30, 2015.** Be sure to submit your points by June 30th deadline.
- **Walk 100 Miles in 100 Days Challenge.** Sign up online at [www.milwaukee.gov/walk100](http://www.milwaukee.gov/walk100).
- **Milwaukee Running Festival.** Starts Friday, October 30 through November 1st. The Festival celebrates fitness and wellness by offering a 1 mile run/walk, 5k run, half marathon and marathon. Visit: [www.milwaukeeerunningfestival.com](http://www.milwaukeeerunningfestival.com) Contact the EAP Coordinator for registration discount code.

## Tips for Tenants

1. **Bring your paperwork.** Come prepared with a completed rental application, written references and a current copy of your credit report.
2. **Review the lease (carefully).** Check for any restrictions, such as for restrictions on guests, pets, design alterations, or running a home business.
3. **Everything in Writing.** Avoid assumptions and miscommunication by getting it in writing. Keep copies of correspondence and if an oral agreement is met, follow-up with a letter outlining the agreement.
4. **Purchase renters insurance.** Renters’ insurance typically costs \$350 a year for a \$50,000 policy. A smart move that covers losses due to theft or damage.
5. **Protect your Security Deposit.** Before moving in, do a walk through with the landlord and make note of existing damages. Ensure your lease addresses the deposit and outlines any deductions that may occur upon moving.

## City of Milwaukee EAP

200 E. Wells St. #706  
Milwaukee, WI.  
53202

**Phone:** 414.286.3145 **Website:**  
[www.milwaukee.gov/der/eap](http://www.milwaukee.gov/der/eap)

**EAP Coordinator:** Cris Zamora



**Scan Me!**