



## Festivals, BBQ's and Booze

Outside of December, alcohol consumption spikes during the summer months. The largest peaks occur around the summer holidays like the Fourth of July, Memorial Day, and Labor Day as leisure time is often spent socializing with friends and family.

When is drinking more than a couple of beers at a friend's BBQ? The C.A.G.E. questionnaire is a self-reported tool that helps identify problem drinking and substance use. While it should not take the place of an assessment by a professional, it

does provide feedback on one's use. A full alcohol assessment is strongly advised if you answer "yes" to two or more questions.

### Driving Under the Influence.

Milwaukee is known as the "City of Festivals." It only takes a summer weekend in the City to understand why. Nearly every week there are small block parties, ethnic festivals, and large scale events like *Summerfest* and the *Wisconsin State Fair*. Over indulging at these festive events places you at risk for a DUI arrest.

What constitutes drunk driving? In Wisconsin, a blood alcohol count (BAC) of 0.08% or greater is considered operating while intoxicated. However, you may be arrested below 0.08% if a police officer deems you "noticeably impaired." According to the National Highway Traffic Safety Administration, **one out of every 121 licensed drivers are arrested for drunk driving in a given year.**

Have fun this summer but do so safely and responsibly. For more information on alcohol/drug misuse, visit the City of Milwaukee EAP resource library at:

<http://city.milwaukee.gov/der/EAP>.

Employee Assistance Program



City of Milwaukee EAP

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	Yes	No
Have you ever felt that you ought to <b>cut down</b> on your drinking or drug use?		
Have people <b>annoyed</b> you by criticizing your drinking or drug use?		
Have you ever felt bad or <b>guilty</b> about your drinking or drug use?		
Have you ever had a drink or used drugs as an " <b>eye-opener</b> " to steady your nerves or to get rid of a hangover?		

## Key Traits for Successful Work Teams

Not all work groups are created equal. A *work group* is defined as individual members with a common goal (e.g. providing a utility, service or keeping residents safe). Work groups become work teams by their ability to cooperate and communicate effectively.

Work team members approach tasks interdependently, have a sense of ownership, collaborate, are encouraged to express ideas and have a high level of trust. Who is on the team matters less than how members interact, structure their work, and view their contributions. **Successful work teams have five key traits:**

1. **Psychological safety.** Members can risk offering a view,

sharing a thought or making a mistake without feeling insecure, threatened or embarrassed.

2. **Dependability.** Teammates have confidence in each other to do high quality work on time.

3. **Structure and clarity.** Goals, roles and execution plans (procedures) are clear and readily available to everyone.

4. **Meaning of work.** Members are reminded of and view their work as personally rewarding.

5. **Impact of work.** Members have concrete evidence that the actual work being done matters and is being accomplished.

## Tough Topic

Whether with a spouse, boss or friend, broaching a tough topic is difficult. Preparing ahead of time may help that conversation go a little easier.

**Write it out.** List no more than three major bullet points to discuss. Keep it simple.

**Pick a good time.** Eliminate distractions and give the conversation plenty of time.

**Pre-emptive strike.** If you're feeling anxious, nervous or awkward, it is better to acknowledge it right away, "*This is awkward for me to say and I imagine it may be just as awkward for you to hear, at the same time I need to say...*"

**Avoid defensiveness.** Paraphrase what you hear and be prepared to acknowledge how the other person feels and perceives the situation.

**Don't generalize.** Avoid words like, "you", "always", "never", and "should." These words shut down open conversation.

**Speak for your self.** Don't expect others to know your thoughts or read between the lines. Use "I" statements to clearly state your needs, wants or ideal outcome.

## 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

- **Not feeling well?** Visit the [Workplace Clinic](#) (841 N. Broadway, Milwaukee, WI 53202 (Zeidler Municipal Building) for **FREE** onsite health care services. [Call 414-777-3413](#) for information or to schedule an appointment.
- **Free screening, consultation, and education services to prevent and treat potential musculoskeletal injuries.** Schedule an appointment with a physical therapist at the [Injury Prevention Clinic](#). Call 414-777-3413 to schedule an appointment.
- **Health4Me™** is a UnitedHealthcare (UHC) mobile app that provides instant access to your family's critical health information, anytime/anywhere. Find a physician, check the status of a claim or speak directly with a healthcare professional.