



FRONTLINE EMPLOYEE

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DO YOU HAVE "SMILING DEPRESSION?"

Symptoms of depression may include, among others, sleep disturbances, appetite changes, crying, low energy, sadness, and difficulty feeling pleasure or participating in hobbies or activities that were once valued. Like other health problems that can affect behavior and are obvious to others, those with depression may mask their symptoms at work in order to appear engaged, in control, and happy. On the surface some depressed people may appear fine, but denial and fear of being seen and identified by others as being depressed are covered up because of fear of the repercussions on their employment. Embarrassment may also cause some people with depression to mask their true experience. Some medical professionals have referred to this as "smiling depression." Are you showing a smile on the outside while feeling miserable on the inside and keeping depression a secret? Speak to your Assistance Program or a mental health professional and get the real happiness back.

IS ABSENTEEISM A SYMPTOM?

Some absences from work are unavoidable, such as those due to a sudden illness or a crisis at home. Intentional absenteeism, on the other hand, is often a symptom of solvable personal problems. Have you intentionally missed been absent after conflicts at work the day before; for feeling disengaged and needing a mental health day; after an emotionally upsetting incident with a customer, a bad performance review, or not feeling appreciated or being acknowledged for one's work; or after being bullied or harassed in the workplace? Intentional absenteeism might feel like a short-term fix to manage problems or frustrations, but it usually postpones important interventions and decisions while problems grow worse. Absenteeism cost well over \$17 billion to Canadian companies and over \$250 billion in the U.S. Your Assistance Program can help, as can the services of a professional counselor.

Source: www.blog.tracksmart.com/why-it-matters-the-direct-and-indirect-costs-of-absenteeism/

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BE A SELF-STARTER TO ATTRACT MORE OPPORTUNITY

When you are sufficiently motivated and show a strong desire and determination to succeed, you are demonstrating the traits of a self-starter. Self-starters are obviously desired workers because of their ability to get things done. However, just as valued is how much easier they make life for their supervisors: self-starters free up a supervisor to feel less anxious about the need to follow up and micromanage. Also, when anxiety levels are reduced, fewer conflicts are likely between the manager and employee. Consequently, self-starters may have faster paths to promotion or recognition. To become a self-starter, meet with your boss once per year for an “overview meeting.” Discuss goals that both of you agree are rewarding but that will also advance the organization. Then meet with your boss for a few minutes four times a year to discuss your progress. This will also allow you to showcase (promote) your accomplishments. Avoid the mistake of engaging in exciting goals and spending most of your time on those while overlooking or falling behind on the essential functions of your position. Your initiative may be overshadowed by your lack of success doing what counts most.



STOP PROCRASTINATING WITH THE FIVE-SECOND RULE

The “five-second rule” is a mental tactic conceived of by attorney and author Mel Robbins. Its purpose is to stop procrastination in its tracks and help you accomplish more. The science of the approach is sound. Here are the steps: When you become aware of a need to take some action, count down “5-4-3-2-1” and immediately, physically, move to action before the desire to procrastinate takes hold. Don’t wait for an excuse to delay action. The left side of the brain controls logic, direction, and math. This technique allows this side of your brain to take control before the right side jumps in to undermine you. Learn more: “The 5-Second Rule” by Mel Robbins.



YOUR FIRST BACK TO WORK TEAM MEETING

It is coming someday: a genuine in-person meeting at work with your team. Perhaps a year has gone by without all team members being in the same place.

To reinforce or reestablish team cohesion, have a “remote working lessons learned” discussion. What did you learn about each other’s work style? What positive and constructive feedback can you give each other? What new communication issues became obvious among the group? How can you leverage your experiences for greater productivity going forward? During the meeting, share what each person felt was the upside to the adversity. Hint: Commit to group confidentiality with meetings of this type. The result will be a heartfelt and bonding experience. **[search “up all night survey”]**

