



HELPING HANDS



Time To Act

Bullying, Part II

Time To Act is a website dedicated to helping parents and teens talk about drugs. The Partnership at DRUGFREE.ORG sponsors the website. **Time To Act!** is an online resource for parents and caregivers of teens and young adults who are concerned that their child is experimenting or has a problem with alcohol or drugs. Research shows that parents who intervene have a better chance of keeping their kids from developing problems with drugs and alcohol.

Excerpts from the website: timetoact.drugfree.org:

Don't panic. You can do this.

If you suspect or know your child is using drugs or alcohol, it is important to take action right away. You have already taken an important step by visiting this website to learn more. So don't give up. We're here to help. Let's get started.

[Teen Drug and Alcohol Intervention](#): A step-by-step guide for parents who suspect or know their teens are drinking or using drugs.



[Connect With Other Parents](#)

[Scientific Partner: Treatment Research Institute](#)
[Drugfree.org About](#)

© 2011 Partnership for a Drug-Free America/Purdue Pharma L.P. National Contributing Sponsor

Through the use of video, interactive segments, scenario-based role-playing experiences, and practical advice from drug intervention experts, Time To Act offers help with identifying the signs of substance abuse. Time to Act teaches parents about:

- >risk and protective factors
- >why teens use alcohol and other drugs
- >how to talk to your child about his/her drinking or drug use
- >identifying signs of drug use
- >how to set limits and monitor your child's whereabouts
- >the importance of getting a professional assessment.

You can't force a bully to change. You can change yourself. If you work on changing how you deal with bullying, you'll improve your chances of effectively dealing with a bullying situation. Follow these tips:

1. Don't fight on the bully's level

Maintain a calm demeanor when the bully tries to escalate things. Remember that the situation is not about the bully; it's about your own behavior. If the bully can't engage you, the fight is not going to go anywhere. You can deescalate the situation by asking what can be done to improve things. Focus on the issue at hand - don't allow other topics to be brought into your conversation until you have finished discussing the subject at the moment. Remember that you're in a professional situation and that losing your temper or responding in an unprofessional matter will simply help the bully make his case that you are the problem. Let the bully dig his own grave. If you must confront, put the confrontation in the context of how you feel rather than what the bully should be doing. "I have a problem with this because...", not, "Your behavior is a problem because...."

2. Don't shut down

If you want to deescalate the situation you need to stay engaged and focused. You can be the catalyst that keeps everyone focused instead of turning things into a mudslinging session. Don't hold grudges or bring up past bad behaviors, either. You want a change in behavior; the bully won't be able to change when the focus is on things that can't be changed such as old grudges. Problem solving and staying committed to a positive outcome need to be your focus.

3. Don't give in; plan ahead

If you know that the bully is likely to try to start a conflict, plan ahead and deescalate the situation. By doing so, you'll be prepared as the situation develops and you will react coolly and appropriately. Don't buy into any drama, stay professional. If you get to a point where your patience is short, recap the discussion and excuse yourself, saying that it you'll get back to him. Exit gracefully, congratulating yourself because you didn't give in and respond on his level.

It's perhaps most important to remember that you're likely to experience resistance as you change your behavior. Behave consistently and the bullying will stop because the bullying behavior is not being reinforced.

Wellness: What Is It?

(Excerpts from definitionofwellness.com).

What is the definition of wellness? We hear this word in the news, see it on billboards, hear it in our conversations with others at work. Interestingly, there is no universally-accepted definition of wellness. There is, however, a set of common characteristics that define wellness. Wellness can be thought of as a "state of well-being," or a "state of acceptance or satisfaction with our present condition."



Wellness is a tough word to define. Charles B. Corbin of Arizona State University defines it in this manner: "Wellness is a multidimensional state of being describing the existence of positive health in an individual as exemplified by quality of life and a sense of well-being."

Wellness is an active process of becoming aware of and making choices toward a more successful existence.

Improvement is always possible. Awareness means that we are continuously seeking more information about how we can improve. Making good choices involves reviewing a variety of options and selecting those in our best interest.

Success is determined and defined by each individual.

IAM Peer Employee Assistance



The heart and soul of the District 141 Employee Assistance Program is the local lodge EAP peer coordinators. These dedicated men and women volunteer their personal time to assist other union members and their families who are experiencing personal difficulties. EAP coordinators do not make clinical diagnoses or clinical evaluations. However, they are trained to make a basic assessment of your situation and refer you to an appropriate resource for a more detailed evaluation. EAP coordinators will follow up to ensure you have been able to access services that addressed the difficulty you were experiencing.



CALENDAR

October 18

Rocky Mountain Region
EAP Training
Denver

October 19

Midwest Region EAP
Training
Chicago

October 24-30

Employee Assistance Program
Association Conference Denver,
Colorado

November 13-18

EAP I
Placid Harbor, Md.
William P. Winpisinger Center