



A Healthy Outlook!

301-279-3197 • FAX 301-279-3756 • www.mcps.k12.md.us/departments/EAP Vol.1, No.2

Meet the Staff

The MCPS Employee Assistance Program is staffed by three experienced mental health professionals.

Debbie Tipton started working in the EAP in 1988. She is a licensed clinical social worker (LCSW-C) and certified EAP professional (CEAP).

Robyn Rosenbauer, also an LCSW-C, started at the EAP as a graduate intern, prior to obtaining her position in 1996.

Jeff Becker, LCSW-C and CEAP, is the newest member of the EAP staff, having worked most recently as EAP manager at the American Red Cross headquarters. *



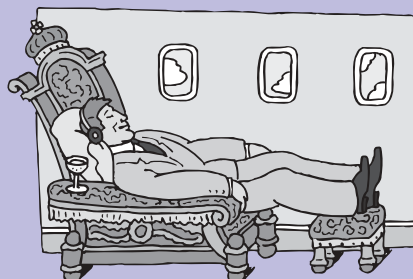
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Fear of Flying

In light of the events of 9/11, anxiety about flying has certainly been heightened. An oft-cited Boeing Aircraft study, conducted prior to 9/11, estimates that 25 million Americans are afraid to fly. Certainly, this number has increase. Aviophobia, or the fear of flying, can severely limit opportunities throughout one's life. If you think that a fear of flying is interfering with your life, you should know that help is

available. Check out the following Web sites for an abundance of information about the disorder and what to do about it:



<http://www.fearofflying.com/faq.html#q25>
–Questions and answers on fear of flying.

<http://www.fearofflying.com/boeing.html>
–Boeing report on fear of flying.

<http://www.nimh.nih.gov/anxiety/index.htm>
–General information on anxiety disorders in English and Spanish.

For more information, contact the EAP at 301-279-3197. *

Remembering September 11: Tips for Employees

As we approach the first anniversary of the terrorist attacks, we know that you may have strong thoughts and feelings about the events of September 11, 2001. It is not unusual to re-experience the anxiety, fear, anger, and grief that we felt a year ago. We each will be at a different point on the reaction continuum and will recall the events in our own private way. It will be a time, once again, to acknowledge our loss and keep searching for hope.

The following suggestions may help you cope with this difficult time:

- ★ Respect your needs. Create a healing ritual or, if you need to, distract yourself from thoughts of the event with other activities.
- ★ Utilize your support systems at home and at work. Talk about your feelings with friends and family.
- ★ Build new memories and meanings for the time frame. You will eventually get to choose which memories you wish to savor and which you'd prefer not to remember constantly.
- ★ Take good care of yourself. Anxiety only gets worse if you are sleep-deprived or hungry. Exercise soothes the nervous system.
- ★ Monitor or limit your exposure to the media if you find it causes you distress.

Remember that this anniversary may trigger feelings about other traumas or losses you have experienced, which may compound your grief and loss reaction. If you are wondering whether you or a loved one needs professional help, consider the following questions:

- ★ Are you re-experiencing the events of September 11, or other traumatic events, through bad dreams, flashbacks, or recollections?
- ★ Do you find yourself avoiding thoughts, activities, and places that remind you of the terrorist attacks?
- ★ Are you substantially less interested in participating in activities that were previously significant to you?
- ★ Do you feel estranged from other people?
- ★ Do you have a sense of a foreshortened future (e.g., do you not expect to live a normal life span)?

If you answered yes to any of these questions, or if you would like to talk about your feelings with a counselor, you may call the MCPS Employee Assistance Program (EAP) at 301-279-3197. The EAP is a free, confidential service, staffed by licensed clinical social workers, available to you and your family members. ✨

We encourage you to take care of yourself and your loved ones as you remember the events of September 11, 2001.

Collaboratively developed by the Department of Student Services and the Employee Assistance Program.

Ask the EAP

Q. If I meet with an EAP staff member for counseling, will that information be kept confidential?

A. The MCPS EAP is obligated to keep all visits with the EAP confidential in accordance with confidentiality laws (both state and federal) and MCPS EAP policy. We can only divulge information about an employee's involvement with the EAP with written consent from the employee. The only exceptions to this are very serious circumstances such as homicide, suicide, and child or elder abuse. The EAP also has a legal obligation to protect the community if a school bus operator, truck driver, or anyone who services these vehicles reveals that he/she has a drug or alcohol problem.

Do you have a question for the EAP? Send us your questions via FirstClass, or the pony, to Jeffrey Becker.

Problem Gambling

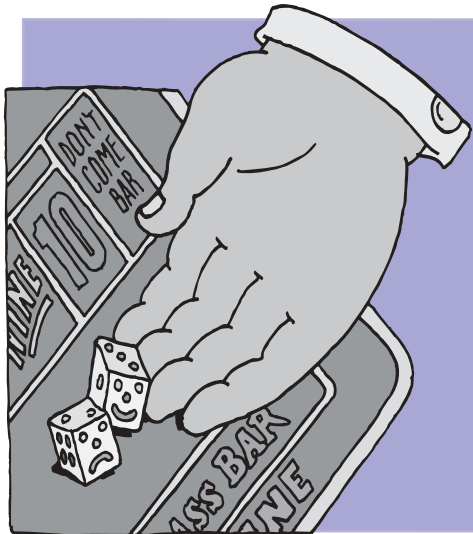
According to the National Council on Problem Gambling, if you answer yes to any of the following 10 questions, you should consider seeking assistance from a professional regarding this gambling behavior.

1. Have you often gambled longer than you had planned?
2. Have you often gambled until your last dollar was gone?
3. Have thoughts of gambling caused you to lose sleep?
4. Have you used your income or savings to gamble while letting your bills go unpaid?
5. Have you made repeated, unsuccessful attempts to stop gambling?
6. Have you broken the law or considered breaking the law to finance your gambling?
7. Have you borrowed money to finance your gambling?
8. Have you felt depressed or suicidal because of your gambling losses?

9. Have you gambled to get money to meet your financial obligations?

10. Have you been remorseful after gambling?

For further assistance, contact the National Council on Gambling 24-hour help line at 1-800-522-4700. Further information about getting help for a gambling problem is available at www.gamblersanonymous.org. *



Raising a Healthy Marriage

According to Harville Hendrix, author of *Giving the Love You Want: A Guide for Parents* and founder of Institute for Imago Relationship Therapy, the best way to raise a healthy family is by working on a healthy marriage. He suggests the following as points to consider in order to accomplish this goal:

- **Prioritize your relationship with your partner.** This gives your children a secure environment and a healthy model of marriage.
- **Praise, hug, and appreciate each other in front of your children.** They will learn relationship skills.
- **Comfort each other in times of stress.** Let your children see you giving solace and let them comfort you, too.
- **Give each other gifts that you have chosen with care.** Take your children with you to pick them out. Also, accept gifts from your children. They will learn to give and receive.
- **Show your full range of feelings, and let your children see how you work them out.** It's important for your children to learn that all feelings are okay—that anger, especially, can be handled constructively.
- **When you're arguing or simply talking, reflect back to each other what you hear.** Do the same with your children. They will learn good communication skills.
- **Solve problems with each other, and let your children in on the process.** They will learn the art of resolution and an understanding that problems can be solved.
- **Do not do anything with or to each other that you do not want your children to learn.** They will model your behavior in the future.
- **Remember, your relationship is passed on to your children.** *

Web Resources for Financial Problems

Having financial problems? Here are some good online resources you may want to check out:

<http://www.ccsintl.org/>

Consumer Credit Counseling Services information, including online and telephone counseling and budgeting information—in English and Spanish (from the Houston-area CCCS). This site includes links to related sites.

<http://www.debtfreeforme.com/help/locate.htm>

Information from the Washington-area Consumer Credit Counseling Services.

www.nfcc.org

Nonprofit Debt Counseling Services (or call them at 800-388-2227)

www.napfa.org

National Association of Personal Financial Advisors. Information on how to choose a financial planner (or call them at 888-333-6659) *

Exercise and Mental Health

According to the October 2001 issue of *Professional Psychology Research and Practice*, a review of recent research reveals that exercise may be beneficial for a variety of mental health problems. Long recognized as having benefits for those experiencing mild-to-moderate depression, exercise may also have benefits related to the treatment of anxiety. ✨

The EAP is now offering relapse prevention for employees in recovery. If you are interested, contact Robyn Rosenbauer LCSW-C at 301-279-3197. ✨

Tips for New Teachers

It is imperative that new teachers build relationships with veteran teachers, according to Amy DePaul of the U.S. Department of Education. She suggests that new teachers do the following:

- Ask to visit colleagues' classrooms so you can learn about different approaches to teaching and find one you admire.
- Seek the help of a mentor who has skills and knowledge you would like to develop.
- If your assigned mentor is not helpful, seek out an informal mentor relationship that provides more support.
- Look to your team teachers for help
- Don't reinvent the wheel—before you begin developing a curriculum unit, find out if any veteran teachers have materials or insights that would jumpstart your efforts.
- Be willing to admit you have much to learn from experienced teachers.

The full text of Ms. DePaul's article offering a range of ideas for new teachers can be found at <http://www.rcdaschools.org/newteach.htm>. ✨



Upcoming Events

SEPTEMBER

National Alcohol & Drug Addiction Recovery Month

For more information, go to <http://www.health.org/recoverymonth/> or call SAMHSA at 301-443-8956.

Prostate Cancer Awareness Month

For more information, go to <http://www.cancer.org/>. The nearest American Cancer Society office is in Silver Spring. Contact them at 301-933-9350.

OCTOBER

National Breast Cancer Awareness Month

For more information, call the Cancer Information Service at 800/4-CANCER.

National Depression Screening Day (October 10)

For more information, go to <http://www.mentalhealthscreening.org/>

NOVEMBER

Great American Smokeout

For more information, go to <http://www.cancer.org/>

The Art of Negotiation

According to Roger Fisher and William Ury in *Getting to Yes* (1991), negotiating frequently goes wrong because people get locked in their positions. As an alternative, they suggest the following considerations for principled negotiation:

- Be principled—participants are problem solvers; the goal is a wise outcome reached efficiently and amicably.
- Separate the people from the problem—be soft on the people, hard on the problem.
- Focus on interests, not positions—avoid having a bottom line
- Invent options for mutual gain—have multiple options to choose from. Decide later.
- Use objective criteria—reach a result based on standards, independent of will.

These same principles can readily be applied to any conflict situation where you feel stuck. Try it! ✨



A Healthy Outlook!

To help employees with troubling issues before they become overwhelming.



EMPLOYEE ASSISTANCE

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Important Notice: Information in *A Healthy Outlook!* is for general information purposes only and is not intended to replace the counsel or advice of a qualified health professional. For further questions or help with specific problems or personal concerns contact your employee assistance professional. You may contact us or send your questions and comments to Debra_Tipton@fc.mcps.k12.md.us. Please note that e-mail is not necessarily confidential.

www.mcps.k12.md.us/departments/EAP