



TEAMWORK

VOLUME 2, ISSUE 3

SUMMER 2016

TEAM BY THE NUMBERS:

Number of EAP Sessions Q1 & Q2 2016: 1734

800,000 people commit suicide every year

20% of the world's children have mental disorders or problems

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From the desk of John Sanchelli...

I celebrated a significant birthday in June which always prompts reflection time. I founded T.E.A.M. in 1987, and as we approach our 30-year anniversary, I am proud of the business I built but am also honored and humbled every day by the work of our staff and dedicated counselors who share their skills and insights to help people solve their problems. T.E.A.M. will continue to deliver the same high-quality service and we look forward to assisting our clients to navigate an increasingly complicated and stressful world. Enjoy the sun and warm temperatures and know we are always here for you. Happy summer!

John

Summer Depression

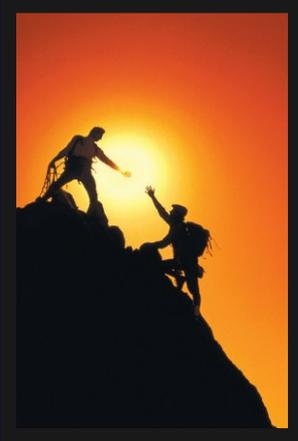
There is a lot of information and awareness about Seasonal Affect Disorder (SAD) that plagues people who live in the upper mid-west climates, where diminished daylight hours and cold winter temps can trigger depression. What is lesser known and discussed is the onset of summer depression symptoms. Approximately 10% of the people who get SAD may also get it in reverse. Symptoms include loss of appetite, sleeping difficulties, weight loss and anxiety.

The on-set of sweltering temperatures may trigger a depression response. Young children are out of school and may need a complicated web of daycare, babysitters and/or summer camps and sports schedules to manage their free time. College-aged young adults may return home after a nine month absence disrupting the usual flow of household activities. Vacations can be expensive and complicated to schedule and execute. Some people also struggle with body-image as they are expected to wear bathing suits and shorts. As the humidity rises,

people may limit their exercise routines and forgo cooking for take out meals rather than turn on the stove or stand over the grill.

Understand that these struggles are real and it is important to get help to manage these feelings and symptoms. Call T.E.A.M. at 651-642-0182 to schedule an appointment with one of our counselors who can suggest strategies.





“According to OSHA, over 2 million workers are affected by some form of workplace violence every year.”

NOTE: This newsletter is for informational purposes only and is not intended to take the place of professional advice or to direct medical treatment decisions. T.E.A.M. does not provide physical health care, direct legal or financial advising and cannot guarantee any results or outcomes. All patient care and related decisions are the sole responsibility of the treating provider.

TEAMWORK

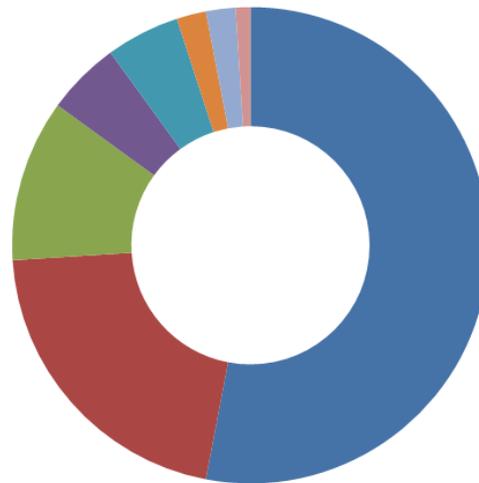
Welcome to T.E.A.M!

Maax USA

South Central Minnesota
Electrical Workers
IBEW Local #343



Presenting Issues - YTD 2016



- Emotional Issues
- Substance use / Addiction
- Family
- Work Related
- Legal
- Financial
- Other
- Work / Life Balance

Summer Golf Tournaments

T.E.A.M. continues to support the Building Trades through their charitable golf tournament events. Pictured: L to R Jack Penzi, Duluth Plumbers Local #11, Mary DesJarlais, TEAM, Vicki Sandberg, Sandberg Consulting, Rick Gale, Plumbers, Local 34.

The Association of Apprenticeship Coordinators of Minnesota (ACAM) raise funds to support apprentices that have been ill or injured and are unable to work.



Work Place Violence

Even though violent crime is at a 25 year low, the incidence of public mass shootings is on the rise.

According to the Harvard School of Public Health, between 1982 and late 2011, mass shootings occurred every 200 days. After September 2011, the rate of mass shootings increased to once every 64 days. According to OSHA, over 2 million workers are affected by some form of workplace violence every year.

While workplace violence is difficult to predict, some risk factors rise if the business works directly with the public, provided care or services and /or serves a high-risk population. Other variables include working in inspections, enforcement or compliance or have workers in high-crime areas.

Be aware of indicators of potential

violence such as increased or unexplained absenteeism, unstable responses, increased drug or alcohol use, explosive outburst and mentions of suicide or death. Refer employees that exhibit these behaviors to T.E.A.M. for evaluation and counseling assistance.

Direct costs to a business if a violent incident occurs include medical bills, lost time, rehiring and loss of talent and experience. There are also hidden costs to your business such as PTSD, loss of morale and the backlash of bad press and social media.

Is your business prepared? Does your staff have a formal procedure to report threats of violence? Consider creating strategies for escape routes, securing hiding places, or as a last resort,

committing to a plan for action to fight back. Employees should know what to do and what not to do, including leaving belongings behind, silencing phones and refraining from pulling the fire alarm to alert others.

Under OSHA’s General Duty Clause, employers are required to provide their employees with a place of employment that “is free from recognizable hazards that are causing or likely to cause death or serious harm to employees.” For assistance creating a workplace violence prevention program, consider utilizing a consulting service. Locally, Hilmerson Safety Services, Inc. is able to assist your business in creating a plan. Email Isaac.monson@hilmersonservices.com.

From the Counselor’s Desk...

Peggy Thao Lao, LICSW

Peggy Thao Lao, LICSW, is clinical social worker at T.E.A.M. She has experience working in the schools, community and hospital settings. With the variety of experiences she is honored to assist individuals who are experiencing ‘bumps’ along their journey to return to a balanced life. Peggy sees adolescents and adults with general concerns. It is her practice to ensure clients receive the best care for their needs whether it is referring to the appropriate resources or coordinating with other professionals.

“You are capable of amazing things”





T.E.A.M. Presentations

Make sure all of your employees and apprentices are aware of T.E.A.M. services and how to access free and confidential counseling for any personal problems for themselves or family members. Employee Assistance programs help decrease absenteeism, improve employee retention and increase productivity. T.E.A.M. staff are available to present at benefits meetings, safety orientations or any other gatherings.

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Newest Lunch and Learn Sessions

Simplify Your Life
Suicide Awareness for Managers

Is there a topic in your work-place that needs addressing? It's possible we can custom design a presentation for you. Call or email Mary Desjarlais at 651-204-4011 or mdejarlais@team-mn.com

Staff Reading Recommendations

The Feeling Good Handbook by David Burns

"A clear, useful explanation of the benefits and techniques of cognitive therapy, with self-help instruction for depression, low self-esteem, anxiety, fears, phobias, communication problems and more."

How to Talk So Kids Will Listen and Listen So Kids Will Talk by Adele Faber

"Helps busy parents raise capable, cooperative, emotionally stable children. Based on the work of Dr. Haim Ginott - full of helpful cartoons, bulleted summaries and effective exercises."

Spark by John Ratey

"An intelligent presentation of new research on the vital link between brain health and physical movement."

The Anxiety and Phobia Workbook by Edmund Bourne

"Good information about the causes of anxiety, treatment options, and strategies to address it."

