

EAP & PAP Newsletter

August 2022



Back To School: *Juggling Kids & Work*

It is challenging at times being a working parent. It can be complex, busy, emotional, and sometimes a struggle. And starting a new school year can add a new level of chaos. Transitions can be difficult for some. Take your time and help your kids do the same. It will smooth out soon enough if you are calm. Or at least “look calm.” Calm and enthusiastic. You know...like you do at work every day, no matter how you are feeling. Sometimes it is the performance that saves the day.

The adjustments made when school starts may feel overwhelming. You may feel loss, or annoyance, exhaustion, anger, frustration, relief, anxiety, or more. Remember that you set the tone for your kids. Know that you cannot possibly manage all the challenges all of the time every day. You'll get there. Be flexible, plan, think, revise, and re-manage and re-imagine your parenting techniques. Set your priorities the best you can, and continue taking the next steps to organize and implement your best practices both as a parent of a child in school and an employee. Keep your supervisor in the loop and communicate to your keiki that everyone will find it easier as the days move forward. They will be in a “learning mode” daily... and so will you. Invite them into your learning process. Give yourself a good grade too! Your parenting GPA can improve every day!

Some Back-To-School Tips:

1. During the first few weeks of school, do your best to remain flexible. If you find yourself overwhelmed, running late, or having to adjust your schedule, contact your supervisor or HR to keep them informed.
2. Talk to other parents. You are not alone.
3. Try to budget your finances. Supplies are expensive. Then there will be lunches and photos and clothes. Stretch things out over time. Make a calendar in advance so you won't be surprised. Check the school calendar to keep in touch. Post it on the refrigerator or your computer.
4. Delegate household tasks again. Summer was fun and now it's done. Back to work. Kids have regular tasks in their classes. They can have these at home too. Start small and simple.
5. Take care of yourself. Eat healthy, take some deep breaths often, and slow down, stay hydrated.
6. Move around at work if you can. Stand up, stretch, walk during breaks.
7. Routine. Routine. Routine. Kids (and grown-ups) like to know what is going on. It helps with anxiety to know what's next.
8. Celebrate every achievement of yours along with the ones your children have. Parenting and Working is a team sport. And if you need support, your EAP is here for you.



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5 Things to KNOW and DO to Support Your Child's Health & Emotional Well-Being

From the CDC (Source: https://www.cdc.gov/healthyschools/families_tip_sheet.htm)

KNOW: Parent engagement is an important part of the Whole School, Whole Community, Whole Child (WSCC) model, CDC's framework for school health. The WSCC model supports collaboration between schools, families, and the community to improve children and adolescents' health through cognitive, physical, social, and emotional development.

KNOW: Schools can use a variety of strategies to promote the health and emotional well-being of children and adolescents including:

- Setting goals with parents for building strong relationships with peers and adults.
- Providing education and opportunities to help families become actively involved in their children's academic and school life.
- Using effective classroom management and teaching methods to foster a positive learning environment.
- Providing access to counseling, psychological, and social services.

DO: Get involved in the health decisions at school. Ask to be involved in parent organizations – such as the Parent Teacher Association (PTA) or Parent Teacher Organization (PTO), school health councils, or school health action teams – to help improve the health and emotional well-being of children and adolescents.

DO: Make communication with school a two-way street. Read school newsletters and attend parent-teacher-student conferences to learn what is going on at school. Ask the school to provide educational opportunities for parents. Communicate regularly through emails, phone calls, or meetings to discuss your child's grades, behavior, and accomplishments. Ask how the school is supporting health and emotional well-being and what you can do at home to support their efforts.

DO: Implement simple strategies at home such as:

- Take time to talk to your child and be an active listener.
- Acknowledge and ask about your child's feelings to model empathy.
- Focus on your child's strengths before talking about things they can do to improve their confidence.
- Children learn what they see. Model positive coping skills to identify and manage stressful situations. For example, going for a walk or practicing deep breathing exercises can help.

Articles On Our Website

Did you know about all the resources available to you from your EAP's website? Here are a few examples:



5 TIPS FOR WORKING FROM HOME STRESS-FREE (PARENT'S EDITION)

This is an article written by James E. Porter, CEO of StressStop.com and is used by permission. When I started...

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Making the workplace an inclusive and affirming place for employees who are transgender, non-binary, and/or gender nonconforming...

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MEDITATION FOR WELLNESS

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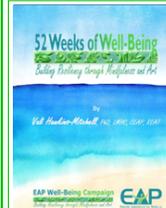
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If dealing with irate customers makes you want to drive home, jump back into bed, and hide under the covers.....

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You can sign up to receive weekly emailed tips for a year that help you build your resiliency. Written by our own Dr. Vali Hawkins-Mitchell...

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EAP and PAP provide short-term confidential counseling and work/life services, provided to you by your employer, that can assist in identifying and resolving issues that may be interfering with your job or personal life. Access to our experienced counselors and work/life services is available across the Islands and can be contacted by phoning or emailing our Honolulu office.



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