



EMPLOYEE ASSISTANCE OF THE PACIFIC, LLC

Holidaze

Holidays are here. Whoopie! Right? And of course, so is Covid-19. So how can you do holidays this year and keep you and your loved ones safe?

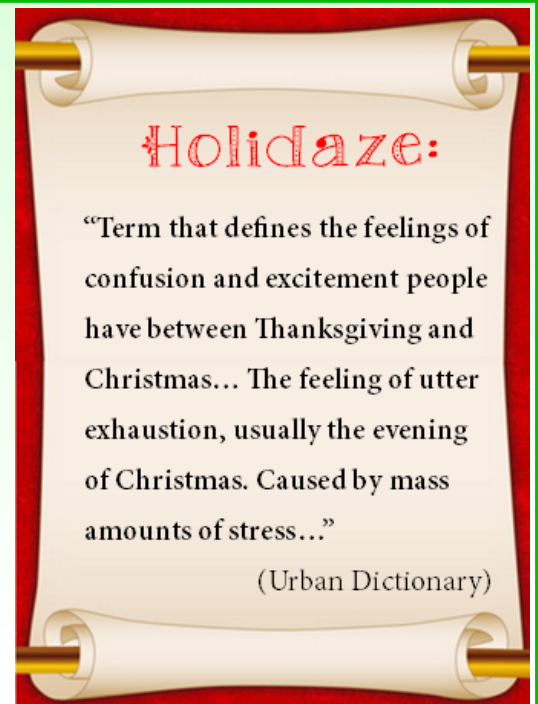
First, follow the guidelines of the CDC and Health Officials, who will let you know what the current recommendations are on a regular basis. You know the drill already: masks, safe distancing, don't share food, small gatherings (if any gatherings), etc.

There may be new stresses this year on top of the regular stress of holidays. Here are some ideas that might help you navigate Holiday Season 2020.

- **Remember and keep acknowledging that this season will be different than most.**
- **Own your feelings.** Your feelings matter, if only to you, they count.
- **Know what really matters.** What you value will last beyond December.
- **Let go of what you cannot control.** Manage what you can and let the other stuff go.
- **Take time for yourself.** Self-care is job #1 anyway, so keep it up. Take some earned time off even if you are not traveling.
- **Reach out for support.** You do not need to do it alone, and you can always call EAP for support.
- **Set realistic expectations.** Make magical memories, but do not live in a fantasy world.
- **Avoid conflict.** You can probably postpone some issues until after the holidays.
- **Stick to your budget.** Times are tight, so create a manageable plan for gifts and food.
- **Plan, Plan, Plan ahead.** Make a list now of what you need to do before January 1.
- **Create boundaries.** Saying no can be difficult, but if you say it quietly and firmly more than once, it will stick.
- **Watch your health.** Do not overindulge or under indulge. Seek balance. Be smart. Stay safe.
- **Take a break.** Rest can do wonders to relieve stress. Even a five-minute break can be a miracle.

Call for support. Once again, you can call EAP and arrange for someone to just talk story with to get you through the holidays. You don't need a crisis to call and talk with someone outside work or family.

Holidays can be tricky. We are here for you now and will be after the holidays.



Holidaze:

“Term that defines the feelings of confusion and excitement people have between Thanksgiving and Christmas... The feeling of utter exhaustion, usually the evening of Christmas. Caused by mass amounts of stress...”

(Urban Dictionary)



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Counselors are available across Hawaii.

Legal, Financial, and Eldercare Consultation is also available.

EMPLOYEE ASSISTANCE OF THE PACIFIC, LLC



Physician Assistance Program

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Conflict Management

Conflict, arguments, disagreements, and challenging changes are a natural part of life. Conflict is a natural part of every family and every organization. But a conflict does not necessarily mean a “fight.” Think about all the positive conflict around us – NFL football, little league, debate clubs, contests, video games. And although some things can never be resolved, much can be if you make use of some important skills. So, take a deep breath, slow down, and start here:

First start with some basic ideas:

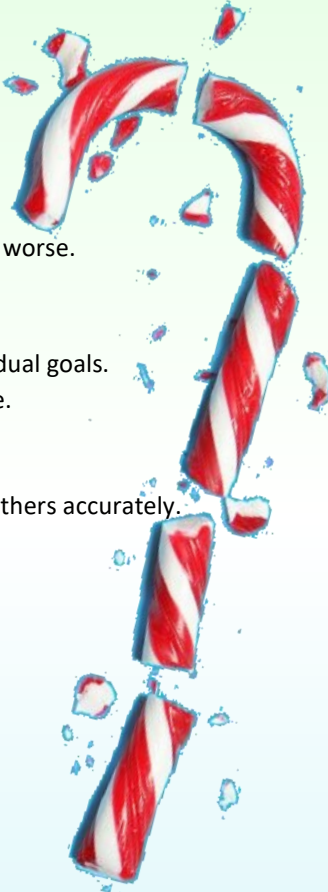
- Conflict is inevitable.
- Conflict can be resolvable.
- Conflict is an equal opportunity situation.
- There does not have to be a winner and a loser.
- Conflict can change relationships for the better or the worse.

Now add a few skills:

- Always do your best to begin and end with respect.
- Attempt to pursue a common goal rather than individual goals.
- Openly and honestly communicate with other people.
- Do not manipulate others.
- Do not use threats or bluffs to achieve goals.
- Try to understand personal needs and the needs of others accurately.
- Evaluate ideas and suggestions on their own merits.
- Ask good questions.
- Do your best with the available information.
- Find an appropriate third party if necessary.
- Remember to take breaks, remain calm.
- Discover if the issue is a need or a preference.
- Pick a safe setting.
- Set ground rules.
- Clarify.
- Find common goals.
- Determine barriers to the goal.
- Agree on the best way to begin.
- Always do your best to begin and end with respect.

Remember, most people want to avoid conflict, or seek to resolve quickly. Don't avoid the process just because it is difficult. Sometimes the absolute best ideas come from an initial difference in perspective. If you are not feeling respected or safe, seek some guidance from your policies, your manager/supervisor/HR, or call your EAP for confidential support. If you believe you are unsafe, use your company's emergency security protocols or call 911. You do not have to manage conflict alone.

Coming next month: More about our new **Mediation** benefit!



Articles On Our Website

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



MANAGING HOLIDAY STRESS

Although it's easy to envision a marvelous, relaxed holiday season full of pageantry, positivity, and perfect pies, this is not...

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ELEVEN HOLIDAY STRESS TIPS

Let's face it—This hasn't been a fun year for many people.

[Read More](#)



MANAGING STRESS FOR HOLIDAY FAMILY GET-TOGETHERS

Holiday family get-togethers can be stressful. All of those old childhood wounds can get reopened, and, in some families, new...

[Read More](#)



ALONE FOR THE HOLIDAYS

Holidays can be a lonely time for some. If you end up by yourself, there are a lot of creative...

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SAFE SHOPPING

Personal safety on the job as well as off the job is a concern for all employers. This time of...

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(If this is a pdf you may be able to click the links to each article above!)

Check out your EAP's website at

www.EAPacific.com

Or your PAP website at www.HawaiiPAP.com

Happy Holidays from all of us!

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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