

EAP & PAP Newsletter

July 2022

Civility In The Workplace: *Suck it up, Buttercup!*

"May you live in interesting times" is a common expression claimed, erroneously, to be a traditional Chinese curse. While ironic and sounding like a blessing, is in fact a suggestion that infers more chaos and trouble.

These seem to be beyond "interesting times" and more like a Marvel movie – catastrophic upheavals, good-guys versus bad-guys, power and control agendas, drama, danger, theatrical mayhem, broken hearts and devastation. And where is the "happy ending?"

And here we are. At home. At work. Trying to have a life.

When things we believe in, to the depths of our hearts and souls, are challenged beyond what we thought possible, it may feel beyond our capacity to just accept this and it seems impossible to just do a day's work. Every day now, for years it seems, we must field and navigate some sort of heinous cataclysmic news event. It has been widely reported that many people are now changing their life behaviors; keeping children out of school, avoiding theaters and supermarkets, looking at exits when they go anywhere, and believing, "it is no longer if, but when something horrid will happen." Extreme changes in our society have initiated profound, decades-long shifts creating significant collateral damage to people and the earth.

And here we are. At home. At work. Trying to have a life.

How do we cope?

How do we stand up and speak for what we believe without becoming a target?

How do we hold our tongues when we have to work with someone whose opinions are as far from ours as we can even imagine?

How do we keep our jobs and families safe and functioning when chaos reigns?

Because here we are. At home. At work. Trying to have a life.



Two Suggestions:

1. We can suck it up, buttercup: Use your free time to work for the changes you want. You know what you believe to be right. So, persist in speaking your truth, advocating your beliefs, donating to your causes, and making your voices heard, your votes counted, and MOVE FORWARD knowing that history is long and our part of it is NOW. And everyone who knows anything knows that (eventually) the good guys win. Evil is not sustainable over time. (Just read a history book to know that is true.)

2. We can act with civility: Civil disobedience starts with the word civil. Workplaces are not conducive to behavior that does not maintain civility. Workplace disruptions due to personality or opinion conflicts are unacceptable. They add to the chaos and potentially add more mayhem in your personal life by risking your employment. Civility is not acquiescence. It is true power.

Think: Gandhi, Martin Luther King Jr., Rosa Parks, Greta Thunberg... The list will become longer as these "interesting times" continue. Be your best self.

(Continued)



Guest Author:

Dr. Vali Hawkins-Mitchell,

PhD, MS, MA, CEAP



EMPLOYEE ASSISTANCE OF THE PACIFIC, LLC

(808) 597-8222

Toll-Free (877) 597-8222

www.EAPacific.com

EMPLOYEE ASSISTANCE OF THE PACIFIC, LLC

1221 Kapiolani Blvd., Suite 730

Honolulu, HI 96814

Counselors are available across Hawaii.

Legal/Financial/Eldercare/ID Theft/Mediation Consultation is also available.



EMPLOYEE ASSISTANCE OF THE PACIFIC, LLC

(808) 597-8229

Toll-Free (877) 597-8222

www.HawaiiPAP.com

WORKPLACE CIVILITY TIPS

Civility and respect are present in a work environment where workers are respectful and considerate with one another, as well as with customers, clients, and the public, with consideration and dignity.

- Acknowledge others.
- Say please and thank you.
- Treat each other equally and with respect, no matter the conditions.
- Acknowledge the impact of our behavior on others.
- Welcome feedback from each other.
- Be approachable.
- Be direct, sensitive, and honest.
- Acknowledge the contributions of others.
- Respect each other's time commitments.
- Address incivility.
- Read more about this topic:
 - ◆ <https://hbr.org/2018/01/make-civility-the-norm-on-your-team>
 - ◆ <https://www.tmaworld.com/2019/06/03/8-ways-improve-civility-work/>

SUCK IT UP TIPS

"Suck it up" is a saying that acknowledges sometimes we have to accept a difficult or unpleasant situation even if we do not want to, to endure a period of mental, physical, or emotional hardship without complaining.

- Understand why you're unhappy.
- Do some research.
- Talk to your peers.
- Evaluate your options.
- Don't burn bridges.
- Check your gratitude attitude.
- Read more about this topic:
 - ◆ <https://www.cherieray.com/suck-it-up-or-quit-but-what-if-theres-another-way/>
 - ◆ <https://fistfuloftalent.com/2017/12/hate-job-welcome-camp-suck.html>
 - ◆ https://www.huffpost.com/entry/quit-or-suck-it-up-coping_b_3280702

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...

[Read More](#)



SUPPORTING TRANSGENDER, NON-BINARY, AND/OR GENDER NONCONFORMING EMPLOYEES

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

[Read More](#)



8 SIMPLE WAYS TO CREATE A MENTALLY HEALTHY WORKPLACE

Many business leaders assume an employee's mental health is none of their business. But...

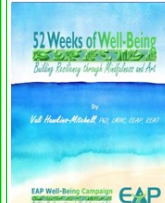
[Read More](#)



DEALING WITH ANGRY CUSTOMERS

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

[Read More](#)



SIGN UP FOR 52 WEEKS OF WELL-BEING

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...

[Read More](#)

(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

Please note that work/life services (legal, financial, eldercare, ID theft, mediation) are available to most, but not all, EAP customers. Call us if you have a question.

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.



EMPLOYEE ASSISTANCE OF THE PACIFIC, LLC

EAP: (808) 597-8222 PAP: (808) 597-8229 Toll-Free (877) 597-8222 info@eapacific.com

1221 Kapiolani Blvd., Ste. 730
Honolulu, HI 96814