

THE KEY TOPICS THIS MONTH ARE:

- International Women's Day 2014
- OPTUM and EAP Services Partnership
- What's Hot
- Relationships

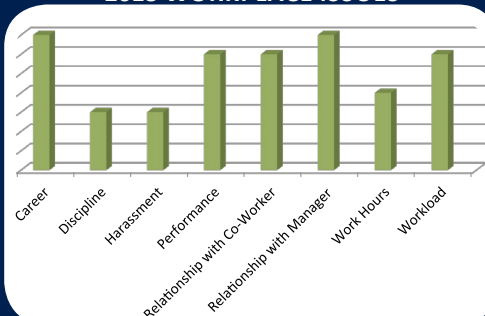
Last Christmas was the busiest time the EAP National Support Centre has ever had. The demand for our services was significantly higher and we felt it was important to identify and report back our findings. We are aware of the stress experienced building up to Christmas as there is so much more to organise at this time of year, not to mention the pressure of buying presents and meeting children's expectations. Our Christmas newsletter asked you all to think about the children and enjoy their Christmas along with your holiday. Our conclusion on why our Support Centre was busier than any other Christmas is that the new world order at work is "hard work" with greater performance demands. We all hear about doing more with less, well we think the transition from this work day pressure to a few weeks off where home structure is less prescribed and more intuitive, has lead to more people needing guidance. Please read our Feature article: *How to Strengthen your loving relationship*.

On the topic of Relationships it is not a surprise that our relationships at home can do with some help.

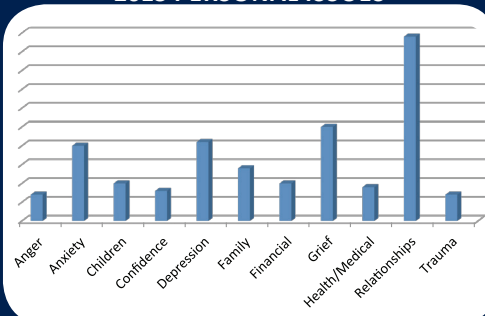
Looking at EAP Services Ltd statistics for 2013, relationships is the highest un-healthy stressor both personally and in the workplace.

One of our proactive Wellness courses called "Building Great Relationships" could be an ideal course for your company to run.

2013 WORKPLACE ISSUES



2013 PERSONAL ISSUES



INTERNATIONAL WOMEN'S DAY 2014

Each year International Women's Day (WD) is celebrated on March 8th. Across the world thousands of events are held to mark the economic political and social achievements of women.

The theme for 2014 is 'Inspiring Change' and encouraging advocacy for women's advancements everywhere in every way.

It calls for challenging the status quo for women's equality and vigilance inspiring positive change.

The day celebrates the social, political and economic achievements of women while focusing world attention on areas requiring further action.



WHAT'S HOT THIS MONTH

We are getting more requests for information about the changes coming to the Health and Safety Act in 2015.

We have developed a simple overview of what is changing and how managers and staff have a role ensuring an acceptable Duty of Care is provided to all employees and contractors.

Please feel free to ask your Account Manager to provide this overview including our Managers guide to EAP Services.



OPTUM™



Optum (formerly PPC Worldwide) has strengthened its offering and as part of the process has recently appointed EAP Services as its dedicated EAP provider in New Zealand. A partnership with Optum will ensure that our services delivery continues to be at the forefront of EAP's offering in New Zealand, the Pacific Islands, Australia and globally.

HOW DOES THIS AFFECT YOU?

EAP's commitment to service delivery remains our top priority and we can now seamlessly provide the same high level of service you have experienced in New Zealand to you in Australia and anywhere in the world.

Please contact us if you have any questions or if we can assist with supporting your organisation and your employees offshore.



HOW TO STRENGTHEN YOUR LOVING RELATIONSHIP



Everyone's relationship is unique, and people come together for many different reasons. But there are some things that good relationships have in common. Knowing the basic principles of healthy relationships helps keep them meaningful, fulfilling and exciting in both happy times and sad: What makes a healthy love relationship?

GETTING THROUGH CONFLICT

The key in a strong relationship, though, is not to be fearful of conflict. You need to be safe to express things that bother you without fear of retaliation, and be able to resolve conflict without humiliation, degradation or insisting on being right.

KEEPING RELATIONSHIPS AND INTERESTS ALIVE

No one person can meet all of our needs, and expecting too much from someone can put a lot of unhealthy pressure on a relationship. Having friends and outside interests not only strengthens your social network, but brings new insights and stimulation to the relationship, too.

COMMUNICATING

Honest, direct communication is a key part of any relationship. When both people feel comfortable expressing their needs, fears, and desires, trust and bonds are strengthened.

LEARNING HOW TO PLAY AGAIN

A little humour and playful interaction can go a long way in relieving tense situations and helping you see the brighter side.

NEVER STOP COMMUNICATING

Good communication is a fundamental part of a healthy relationship. When people stop communicating well, they stop relating well. As long as you are communicating, you can work through whatever problem you're facing.

DON'T MAKE "WINNING" YOUR GOAL

If you approach your partner with the attitude that things have to be your way or else, it will be difficult to reach a compromise. It's all right to have strong convictions about something, but your partner deserves to be heard as well.

LEARN HOW TO RESPECTFULLY RESOLVE CONFLICT

Conflict is inevitable in any relationship, but to keep a relationship strong, both people need to feel they've been heard. The goal is not to win but to resolve the conflict with respect and love.

SIMPLE WAYS TO CONNECT AS A COUPLE AND REKINDLE LOVE



Commit to spending quality time together on a regular basis. Even during very busy and stressful times, a few minutes of really sharing and connecting can help keep bonds strong.



Find something that you enjoy doing together, whether it is a shared hobby, dance class, daily walk, or sitting over a cup of coffee in the morning.



Try something new together. Doing new things together can be a fun way to connect and keep things interesting. It can be as simple as trying a new restaurant or going on a day trip to a place you've never been before.

FOCUS ON HAVING FUN TOGETHER



Think about playful ways to surprise your partner, like bringing flowers or a favorite movie home unexpectedly.



Learn from the "play experts" together. Playing with pets or small children can really help you reconnect with your playful side.



Make a habit of laughing together whenever you can. Most situations are not as bleak as they appear to be when you approach them with humour.

HOW DO I ACCESS EAP?

EAP appointments can be made simply by contacting EAP Services Limited anytime 24 hours 365 days by:



SCAN QR

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www.eapservices.co.nz/booking