



BHS A.S.S.I.S.T. Spotlight

December 2023

Your EAP is a free and confidential service, which provides assessment and short-term counseling for a variety of mental health, substance abuse and work/life related issues. To learn more about your available benefits, contact your BHS Care Coordinator at 800.245.1150.



Preparing for the Holiday Season at Work as a Leader

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Preparing for the Holiday Season at Work as a Leader

The last month of the year can be an incredibly busy and trying time for employees. As you are gearing up for the last stretch of the year, we wanted to share a few ways to prepare for the holiday season at work.

Share End-Of-The-Year Priorities With Your Team

It's time to get down to business if you want to end the year on a strong note. You should check in on your yearly goals to make sure you are on target to hit or exceed projections. It's essential to do this at the start of your holiday season so you have time to course-correct if things are not looking as they should.

Balance The Workload

Now that you know what your end of the year priorities are, try your best to balance the workload amongst team members and seasonal workers. A select number of team members shouldn't suffer because you are trying to reach your end of the year goals. Instead, work on creating a fair schedule where everyone steps in to make company priorities happen.

Communicate Vacation Times

When it comes to the Holiday Season, many people take time off to spend with family or to travel. Try your best to ensure there is enough staff on hand to handle the work.

Ensure the Team Realizes They are Valued

Make sure your team feels valued. If you've been working in your company for a while, you may have noticed a spike in turnover after the New Year. Increased turnover is typical for businesses, but it doesn't have to be. One of the best ways to prevent a high New Year turnover rate is by showing your employees how much you appreciate and value them. Taking the time to show employees how much you care has many benefits. It will impact how much they care about the work they do, and it will give them a reason to stay after the holidays are over.

The holiday season at the office can be challenging for everyone, especially leaders. You are trying to make sure yearly goals are accomplished while creating an environment your team can thrive in. Hopefully, these tips provided food for thought as you prepare for the holidays this year.

If you would like additional guidance, don't hesitate to seek advice from BHS. Your Employee Assistance Program (EAP) provides free and confidential counseling services and management support. Call your designated BHS Care Coordinator today at 800-245-1150 or visit the website at www.behavioralhealthsystems.com to get started.



Tips for Enjoying the Holidays

Each year, December brings a month filled with holidays and celebrations, complete with a variety of gift-giving traditions. Check out this list of holiday tips to keep you and your family safe and healthy this holiday season.

Buy safe toys

If you plan to buy toys for the kids in your life, choose age-appropriate toys and look for labels with safety advice. For young children, avoid toys with small parts, sharp edges and electric toys that can heat up. Always purchase safety gear in addition to sports-related gifts or ride-on toys, such as bicycles or skateboards.

Get through the holiday blues

The holidays aren't always joyous for everyone. This time of year can bring stress and feelings of loneliness. Getting exercise, focusing on positive relationships and doing things that you find rewarding can help fight off depression symptoms.

Reduce holiday waste

The holiday season includes many opportunities to reduce waste, recycle and reuse items. Consider buying rechargeable batteries (and a charger) for electronic gifts. After the holidays, look for ways to recycle your tree instead of sending it to a landfill. If you plan to send greeting cards, consider purchasing ones that are made of recycled paper or sending electronic greetings.

Celebrate on a budget

The holidays can be expensive, but you don't have to break the bank to celebrate. Take a few minutes to decide how much you can afford to spend on gifts, travel, parties, decorations and other holiday expenses. Once you've created a spending plan, keep track of your purchases. Shopping online can help you stick to a budget, as you'll avoid the temptation of store displays and may be able to use coupons and promotion codes. Before you buy, look for free shipping offers, check ordering deadlines to ensure that your gifts will arrive on time and read the return policy.

Keep food safe

Holiday buffets are convenient ways to entertain a crowd, but leaving food out for long periods of time can invite bacteria that cause food-borne illness. To keep your holiday foods safe, cook them thoroughly; use shallow containers; never leave them sitting out for more than two hours and keep them at the appropriate temperature.

Your Employee Assistance Program (EAP) through BHS provides access to a mental health professional 24/7/365. Contact your designated BHS Care Coordinator by calling 800-245-1150 to learn more about your benefits today!



Helping Children Overcome Social Anxiety

Social anxiety is one of the most common problems that prevents children from adopting a growth mindset. It is one of the main reasons kids are afraid to fail or make mistakes. They may be afraid to let others down, or they'll be embarrassed in front of others.

One of the bigger consequences of social anxiety, though, is that it prevents children from trying new things and taking risks, both necessary to reach their full potential.

This holiday season may be overwhelming for them. You can use the P.A.C.E. model to engage with your children and help them feel safe. These four methods of interaction help to release some of the anxiety associated with a situation by letting them know that you are calm, relaxed and able to understand and help them.

• Playfulness

Using playfulness shows your child that you, as the person who keeps them safe, are feeling relaxed and open, allowing them to begin to feel more relaxed.

• Acceptance

Showing acceptance of your child's feelings is especially important when your child has anxiety, because so often anxiety can be brushed off as irrational. If your child learns that they can come to you with their anxiety and feel heard, they feel safer now and with future anxieties.

• Curiosity

Introducing a curiosity about your child's feelings is a start to help tease out what they are feeling. Sometimes, you're spot on, and they feel understood immediately. If you're incorrect, though, your child may tell you what they're actually concerned about. Or you can keep using curiosity until you uncover the source of your child's anxiety.

• Empathy

Showing empathy about your child's feelings helps them to feel connected to you, knowing that you understand HOW they are feeling, not just what they are saying.

RECIPE: Zippy Praline Bacon • 12 pieces • 20 minutes cook time

Ingredients • 1 lb. bacon strips • 3 Tbsp. brown sugar • 1 1/2 tsp. chili powder • 1/4 cup finely chopped pecans

Instructions • Heat oven to 425 • Arrange bacon in a single layer on a foil-lined pan(s) • Bake for 10 minutes • Carefully pour off drippings • Mix brown sugar and chili powder, then sprinkle over bacon • Sprinkle over pecans • Bake for another 10 minutes

