



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

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Understanding Workplace Diversity

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Understanding Workplace Diversity

The workplace brings together people of different backgrounds, ethnicities, races, genders, orientations and ages. Organizational success depends on motivating this diverse workforce to collaborate toward shared goals. Employees and managers succeed by learning from one another, valuing differences and bringing out the best in each person. Age differences are part of this diversity, and while generational groupings can help, they should never be used to stereotype coworkers.

The Theory of Generational Differences

Researchers suggest that formative experiences - such as historical events, economic shifts and changes in technology—shape the each generation. Over time, studies reveal tendencies in how different generations think, act and relate to work. These insights can provide context, but they represent patterns, not rules, about individuals.

The Risk of Stereotypes

Generational tendencies must be used with caution. They don't reveal how any single person communicates, works or thinks. Applying stereotypes can obscure colleagues' strengths and talents. Being stereotyped can be harmful, undermining confidence or leading you to act inauthentically. It's important to distinguish generational traits from those tied to life stage, such as career ambitions or family responsibilities.

The Generations at Work

Today's workplace includes five generations, from the Silent Generation through Generation Z. Each group has been shaped by different experiences, from the Great Depression to the rise of smartphones. While characteristics are often attributed to each generation, their real value comes in providing context for workplace dynamics. Regardless of age, most employees want to be respected, valued and given opportunities to learn, grow and balance their work with personal lives.

Creating Synergy Across Generations

To reduce conflict and build collaboration, focus on what unites people. All generations value respect, family and learning opportunities. Ask rather than assume what motivates someone, and take time to know colleagues personally. Establish team norms for communication and assign work without favoritism or stereotypes. Acknowledge life-stage priorities and allow flexibility. Finally, learn from one another - mentorship can go both ways, with each generation bringing skills and perspectives that strengthen the workplace.

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Guiding Children to Recognize Their Emotions

Children have a lot to learn as they grow. They need to develop skills like walking, running, riding a bike, sleeping well, eating healthy, brushing their teeth and being kind to others. Equally important is learning to recognize and manage “big” emotions like anger, sadness, fear and frustration. Helping children understand these feelings is a key part of healthy development that can last a lifetime.

Helping Toddlers Recognize Emotions

Toddlers begin to understand that feelings are connected to experiences. Emotions like anger, sadness, fear, happiness, anxiety and shame become a regular part of their lives. Parents and caregivers can help by naming emotions as they occur. For example, when a child is crying on the playground, you can explain, “That little boy is sad because he doesn’t want to go home yet.”

Using Stories to Teach Emotions

Books and stories offer opportunities to explore emotions. While reading, pause to name characters’ feelings. You could say, “That puppy is happy because a butterfly is overhead,” or “That little girl is sad because she can’t reach the swing on her own.” These small moments help children connect words with feelings and begin to understand their own emotional experiences.

Helping Older Children Discuss Feelings

As children grow, they become more capable of discussing emotions. Encourage regular conversations about feelings and experiences without judgment, fostering open communication, trust and a sense of safety. These interactions help children recognize, label and reflect on their own emotions while becoming more aware of the feelings of others. Over time, consistent dialogue helps children develop empathy, emotional vocabulary and stronger coping skills.

Modeling Healthy Emotional Expression

Parents can model emotional awareness in daily life. Avoid dismissing a child’s feelings and create safe, calm spaces for conversation. Share your own emotions honestly, such as saying, “I’m sad my friend is moving,” or “I’m happy my sister called.” Apologize when you lose your temper to show that it is okay to make mistakes and repair relationships. Modeling these positive behaviors helps children learn how to express emotions in healthy and constructive ways.

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Maintaining Healthy Relationships at Work and in Life

Having supportive people in your life can make tough times easier. Friends, family, a spouse, or a significant other can be a lifeline. Recognizing the value of these relationships is important, and there are several strategies to help maintain them.

Benefits of Healthy Relationships

Healthy relationships provide a strong emotional foundation. Loved ones can see your potential more clearly than you do, offering encouragement to grow. Committed relationships help you recover from stress, boost enthusiasm for life, and support your goals during challenges.

Practical Tips for Maintaining Relationships

Be realistic about expectations and build trust by being reliable. Encourage positive interactions, maintain independence, and understand how others feel loved or supported. In romantic relationships, knowing your partner's love language can deepen connection.

Effective Communication

Use active listening and reflect back what you hear. Ask questions rather than make assumptions. Use I-statements to share thoughts and concerns without creating defensiveness. Learning and practicing conflict resolution helps resolve disagreements calmly and respectfully. Regularly checking in with others can prevent misunderstandings from escalating. Being aware of tone, body language, and timing can make communication even more effective and supportive.

Sustaining Long-Term Connections

Strong relationships often require effort and intentionality. Be accountable for your mistakes, stick to the topic during conflicts, and recognize when it's okay to agree to disagree. With consistent attention and care, supportive relationships can thrive over time. Celebrating achievements and expressing appreciation also strengthens bonds.

RECIPE: Easy Homemade Chili • 10 Minute Prep Time • 20 Minute Cook Time • Makes 6 servings

Ingredients • 1lb ground beef • 1 onion, chopped • 1 (15 oz) can tomato sauce • 1 (15 oz) can kidney beans • 1 (14.5 oz) can stewed tomatoes • 1 teaspoon chili powder, or more to taste • 1 pinch garlic powder • salt and pepper to taste • Add water for a thinner consistency

Instructions • Place ground beef and onion in a large saucepan on medium heat; cook until meat is browned and onion is tender, about 5 to 7 min • Stir in tomato sauce, kidney beans, and stewed tomatoes with juice. Season with chili powder, garlic powder, salt, and black pepper. Bring to a boil, reduce heat, cover and let simmer for 15 minutes.

