

Go for it

Hustle

April 2019 Newsletter

Featured Article:
**Are you hustling
— or just
hassling?**

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Month: Some facts
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Are you constantly on the run between work and personal commitments? **Find some tips to help find balance in your life.**

Autism, or autism spectrum disorder (ASD), is a developmental condition that has many variations. **Learn some signs someone may have ASD.**

Do you ever feel like you're working hard but not making a lot of progress? **Find five simple tips to help you work smarter.**

Did you know that communication is more than just the words that you say? **Watch this video to learn how to use body language in your communication.**

Getting help

Confidential support, information and resource referrals are available for a variety of concerns — both work and personal. Call for assistance for you, your household members or your adult children under age 26, whether they live at home or not. Call or visit us online today!

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Are you hustling — or just hassling?



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Is your daily routine a series of must-dos and deadlines? Are you constantly on the run between work and personal commitments? You may wonder, “Whatever happened to ‘worklife balance’?”

Worklife balance is a tricky concept. For one thing, it suggests there’s such a thing as a perfect balance. Also, it suggests you “should” be able to find that balance if you try hard enough. Neither is true.

Ideal balance is unique to everyone

What feels like hustle for one person can feel like hassle for another. Everyone’s idea of balance is different. Your own ideal can even vary from week to week. So how do you strive for worklife stability these days?

Try for effectiveness, not balance

It may be better to think of your goal as worklife effectiveness rather than balance. In other words: How much work and how much personal time do you need to feel happy and achieve what you want? Here are some tips:

- **Make a formula.** Work and personal life rarely divide evenly into 50-50 time slots. So try to think of what formula or time allotments you prefer for work/family/personal life in order to feel more satisfied and less stressed.

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- **Have a definition of success.** How will you know when you’ve achieved worklife effectiveness? What will your life feel like when you “get there”? It might help to look back over each week. Write down accomplishments that made the week feel satisfying and obstacles that made it feel stressful.
- **Keep a sense of control.** Feeling out of control is one of the basic reasons for unhappiness. If you’re working too much, can you delegate more of your work? Can you flex your hours? Can you speak to your manager for help on this issue? Can you think of other actions you might take to get your life back under control?

Keep these tips in mind as you work on your version of worklife balance. As you make strides in managing job and personal obligations, you’ll feel happier and less pressured.

Autism Awareness Month: Some facts about ASD



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Autism, or autism spectrum disorder (ASD), is a developmental condition that has many variations. People with ASD may struggle with cognitive and behavioral challenges, social and communication problems and mental health issues.

They can be severely challenged and need ongoing support. Or they may be highly functional and independent. Or somewhere in between. ASD is viewed as a spectrum disorder for just these reasons. No two people with ASD are exactly alike. They can differ greatly in their symptoms, challenges and strengths.

Signs someone could have ASD

Here are some of the most common symptoms seen by age 2 or 3:

- Delayed speech
- Loss of social or language skills
- Avoiding eye contact
- Difficulty connecting with others
- Repeating of words or phrases
- Persistent behaviors like rocking, flapping or spinning
- Intense reactions to sounds, lights or changes in routine

Many children who don't have ASD may still have one or more of these signs. To get an accurate diagnosis, your child needs to see a doctor.

Early detection is a plus¹

While many parents are scared to think their child may have a problem, they may be holding the child back by keeping their fears secret. Why? Early diagnosis can lead to more options for treatment, improved outcomes and a more satisfying life.

Want to learn more about ASD? Talk to your doctor or pediatrician or [visit the Autism Speaks website](#).

¹What is autism? Autism Speaks. Accessed March 2019.

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Work **SMARTER,** Not **HARDER**

1

Do the tasks on your own:

you will get better results than when you divide your attention.



2

Delegate:

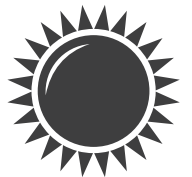
you cannot do everything. Ask for help.



3

Perform difficult tasks first:

many people feel more focused in the morning.



4

Take a break:

move away when you lose focus on your homework and come back refreshed.



5

Do a good job, not a perfect one:

trying to be perfect is not only impossible, it can also lead to postponement and give too much attention to unimportant details.



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