

TEAMWORK

A publication of
TEAM
 Total Employee Assistance & Management, Inc.

A T.E.A.M. NEWSLETTER FROM YOUR EMPLOYEE ASSISTANCE PROGRAM

Relationships

Relationship violence does not only occur between a man and a woman. It can involve married or singled couples of any type of sexually oriented partnership. And it can occur between partners of any age including teenagers and elderly persons. In addition, relationship violence does not only refer to physical abuse. Most physically violent relationships begin with battering. Battering is a pattern of behavior used to establish power and control over another person through fear and intimidation. It may include emotional abuse (i.e. name-calling); economic abuse (i.e. controlling all the finances); sexual abuse; damaging beloved items or pets; and isolation from others. Battering typically escalates from behaviors like name calling, making threats and isolating to more physical behavior like pushing, slapping and kicking. Finally, it may become life threatening with serious behaviors like choking, breaking bones and the use of weapons.

Society often believes that once a person experiences battering and violence, it should be an easy decision to end the relationship. However, there may be barriers that make it difficult to get out of the relationship. There are three categories why a person generally stays in the relationship—

- ◆ a lack of resources or limited ability to support self or children,
- ◆ institutional responses (i.e. lack of response by law enforcement agencies; lack of laws prohibiting the violence, and
- ◆ pressure from clergy and secular counselors to maintain the relationship, (particularly a marriage)

Overcoming these barriers can be difficult, however, it is possible. Fortunately more people and institutions like law enforcement agencies are aware of relationship violence and recognize how serious a problem it is. Leaving a violent partner can be a particularly dangerous time so it is important to enlist the help of trained professionals. There are agencies and resources in nearly every community to help survivors of relationship violence. To find help near you, call the National Domestic Violence Hotline at 800.799.7233 or go to the website for the National Coalition Against Domestic Violence at www.ncadv.org.

The articles in this issue of *TEAMWORK* are on the subject of violence and how it impacts our lives. We hope to increase your awareness, educate you, and inform you of resources available on this subject.

As always, T.E.A.M. is available to provide confidential, caring help—Contact us at 800.448.8326. ☐

Life Issues

"It Won't Happen Here"

"6 DEAD IN MISSISSIPPI FACTORY SHOOTING "
 July 9 2005 – Meridian, Mississippi

"FIRED WORKER SLAIN AFTER SHOOTING 6 DEAD"
 August 27 2005 – Chicago

Each year nearly 1 million people are victims of violence while working. An average of 20 people are killed and over 18,000 are assaulted each week while at work.

Headlines like the ones above have become all too common. What makes this worse is that most of the time, there were signs that the perpetrator was capable of violence. People often report the person began "acting differently" and the "weird" behavior went unmentioned until it was too late.

So, what can you do to prevent a violent incident at work? Awareness is key, and having the courage to speak up to a supervisor or human resources person may save someone's life. Sometimes people act strange to see how others will react and as a way to practice for more unexpected behavior in the future. They want to see what they can get away with and develop more courage to take their aggression to the next level. Also, don't ignore the "bullies." No matter how minor the angry outburst or strange comment, you should be reporting it.

What are the Warning Signs?

85% of workplace violence incidents have clear warning signs.

- ✿ Alcohol and/or drug use
- ✿ Absenteeism
- ✿ Inattention to appearance and hygiene
- ✿ Depression and withdrawal
- ✿ Explosive outbursts
- ✿ Verbal abuse of coworkers and supervisors
- ✿ Comments implying suicidal thoughts
- ✿ Vague physical complaints
- ✿ Preoccupation with violence
- ✿ Paranoid thinking/comments
- ✿ Increased mood swings
- ✿ Has plan to "solve all problems"

- ✿ Comments regarding firearms/weapons or bringing guns to work
- ✿ Empathy toward violent individuals
- ✿ Repeated violations of company policy
- ✿ Domestic problems

Feel free to call T.E.A.M. for a consultation on any situation involving violence in the workplace, or if you or someone you love is having trouble controlling their anger. ☐

Family

The Affects of Family Violence on Children

Children do not have to be physically or verbally assaulted in order to be a victim of violence within the home. Children who hear or see violence between other family members may be deeply affected. Children who witness violence experience emotional disturbances that may include profound feelings of anger, fear, guilt, confusion, and helplessness. They may express these emotions as low self-esteem, withdrawal, or aggression. Children may display physical symptoms in reaction to witnessing violence such as bed-wetting, insomnia, colds, or diarrhea. Thus, although the physical or verbal abuse may be directed at an adult family member, children still suffer.

Children who grew up in homes where physical or verbal abuse was present are more likely to be abusive as adults if they are male, and more passive and
more →

Welcome to the Team

Total Employee Assistance and Management, Inc. continues to grow. We would like to welcome the following organizations that have recently become part of our team.

Magna Drivetrain –
 an additional 375 employees

Welcome aboard! We look forward to working with you. Thank you for joining T.E.A.M.

withdrawn if they are female. These behaviors that have been taught and reinforced throughout childhood or adolescence can be easily transmitted from one generation to the next. Healthy environments teach alternatives to violence, demonstrate nurturing interactions, and provide a safe and comfortable environment. If you feel that your family needs assistance in developing a healthier environment, or if you and your children are recovering from witnessing violence in the home, please contact T.E.A.M. to arrange counseling services. ☐

Our Emotions

The expectation of being a man.

In today's society we have the expectation that men are supposed to be able to experience the full range of emotions and still be considered "manly". The unfortunate reality is that men are still not permitted by our employers, spouses, or children to have that full range of emotions. Recently, a football coach cried at having to let go an assistant coach he had worked with for many years. This coach has been criticized for his emotional "outburst" and more importantly been made fun of on national TV shows by both men and women. It seems that men continue to be expected to show only those qualities of decisiveness, steadiness, firmness, assertiveness, and if necessary, aggression. It seems again that anger is the one emotion that for men is still considered to be OK, and this remains reinforced by our media. Yet we know that men are subject to a full range of emotions including disappointment, sadness, and being scared. As a group it is important that men begin to realize that expressing a full range of emotions is healthy in both a physical and emotional sense. Suppressing or stuffing these feelings can lead to an explosion of anger, which then causes other problems or concerns in employment, relationships, or with our children. It is important for men to begin to identify the feelings they are having and to allow others help to resolve those feelings. ☐

It's Been Studied!

TV and Violence

The results of one of the most extensive studies ever done on the subject of violence and TV were released in 2005.

Researchers followed 329 subjects over 15 years. They found that those who as children were exposed to violent TV shows were much more likely to later be convicted of crime. Researchers said that, "Media violence can affect any child from any family," regardless of social class or parenting.



Your T.E.A.M. EAP benefit is a counseling, coaching and referral service provided by your employer to you and the members of your family. That makes you a part of our team. This is a free benefit, and it is strictly confidential!

Neither your employer nor your coworkers will have any knowledge of your use of the EAP.

We have offices conveniently located to serve you. No matter how big or small the reason is for calling us, give us a try and let us help. We assist people every day with a wide variety of personal problems. Examples include marital difficulties, financial or legal concerns, emotional problems, family difficulties, grief, loss, death and personal or work crisis.

If you have a problem with which you need help, please give us a call.

We are only a phone call or mouse click away!

1-800-448-TEAM
www.team-eap.com

~QUARTERLY QUOTE~

"People who fly into a rage always make a bad landing."

~ Will Rogers

Health

How Violence can affect health

There is no such thing as healthy violence. Just because our society displays violent situations in movies, and in other mass media, does not mean that we are immune to its effects. Violence does indeed create a negative impact on our physical health, as well as our emotional health, from sleep disturbances, anxiety, depression and isolation, to broken bones.

If you are a victim of violence, what should you do? The first thing is to develop a Safety Plan. The following are recommended to be part of that plan:

- ➔ Gather important documents, such as social security card, any credit card bills in your name, checkbook, and any legal document, such as copies of mortgage, marital license, and legal information of any minor children.
- ➔ Pack a suitcase with several days clothing for yourself and your children.
- ➔ Tell at least one close friend what is going on, and give them a safety word so that if you ever call them, you can give them that agreed upon word, so that they can help you activate your Safety Plan. It is also advisable that this friend keeps all your legal documents and other items so that they will not be "discovered" by the abuser.

Have the phone number of a shelter available, so that you can utilize them if you need to leave your residence. It is also recommended that you call them ahead of time when you are developing your safety plan so that you are familiar with their services and intake process. This will help you avoid trying to locate those services at the time of the crisis, which often times is hard to do.

No one ever deserves to be in a violent situation of any kind. Being mindful of the warning signs, and the resources available will help those persons whom are in that kind of situation to get assistance.

Help is just a phone call away. Call T.E.A.M. Employee Assistance at 1-800-448-8326. ☐

Girls who watched more than an average amount of violence tended to throw things at their husbands. Boys who grew up watching violent TV shows were more likely to be violent with their wives.

Researchers concluded in *Developmental Psychology* (2003, Vol. 39, No. 2, 201-221) that, "every violent TV show increases a little-bit the likelihood of a child growing up to behave more aggressively." ☐