

## Reimagine Your Coworker Conflicts



Workplace conflicts are normal and even a healthy part of any organization. It can spark creativity and improve productivity. But conflict left unresolved, can disrupt workflows and increase stress. UR Medicine EAP is available to offer support for employees having difficulties in their work life. EAP can support you to:

- Problem-solve issues with supervisors, coworkers, or workflow changes
- Providing a safe and confidential space for emotional support
- Create effective coping skills
- Navigate situations with a supervisor consult
- Respond to critical incident responses (CIR). CIRs are designed to support a team or department after any type of disruptive event.

### UR Medicine EAP

179 Sully's Trail  
Suite 200  
Rochester NY 14534

(585) 276-9110

### Email:

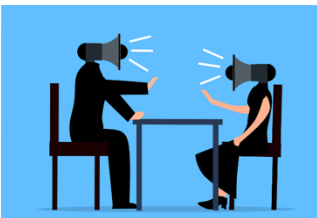
[EAP@urmc.rochester.edu](mailto:EAP@urmc.rochester.edu)

### Website:

[urmc.rochester.edu/EAP](http://urmc.rochester.edu/EAP)

EAP can provide you with tools to handle future challenges or strategies you can share with others. If you're questioning whether it's time to get a third party involved, consider EAP if conflict is affecting your concentration, causing stress, or affecting team dynamics.

## The Calm Socializer: How to Avoid Conflict and Enjoy Yourself



Navigating conversations at social gatherings can be as rewarding as they are tricky, but practical strategies exist to maintain peace and harmony. You can stay calm, set boundaries, and choose to focus on connection rather than conflict to preserve the joy in your social life. Here are tips to keep in mind to get you through your next social gathering:

- Guide conversations toward common interests or neutral topics to avoid conflict.
- Focus on your mental well-being and the overall harmony of the group
- Remember not every comment needs a response. Sometimes the best way to keep the peace is to let an offhand comment go.
- Before you respond, ask yourself if engaging in a debate will be productive or create more tension.

With a bit of mindfulness and focus on creating a positive, peaceful social experience, you can enjoy interactions filled with understanding and joy all year long.

## Parenting Tips to Help Teens Avoid Sexual Assault



If your kids have started dating, have you had a conversation with them about staying safe and reducing the risk of sexual assault? Don't assume they will come to you after facing a situation they're unprepared to handle. Even with a close and trusting relationship, your child may feel uncomfortable sharing their experience due to feelings of guilt or embarrassment, fear of upsetting or angering the assailant, concern about losing friends, or wanting to protect you from worry. Proactive communication is key to helping your child navigate dating safely and recognize potentially dangerous situations. Many advocacy organizations offer parental education and teen guidance for safe dating.

[Explore Centers for Disease Control and Prevention \(CDC\) Preventing Teen Dating Violence](#)

## Health Habits for Him: Men's Health Edition



Men face unique health challenges, and societal expectations often make it harder for them to prioritize their well-being. Studies show men are less likely to visit a doctor regularly or seek preventive care. Risky behaviors such as smoking, excessive alcohol consumption, and ignoring mental health struggles can add fuel to the fire.

It's important to recognize how societal norms pressure men to "be strong," discouraging them from seeking help or admitting vulnerabilities. Fortunately, true strength lies in taking control of your health—for yourself and those who care about you.

Here are practical tips to help you focus on your health:

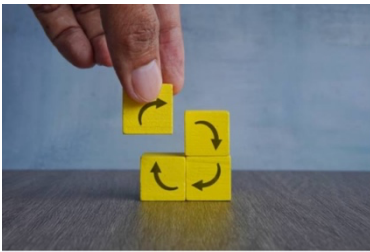
- 1) **Redefine “strength”** as taking control of your well-being. Well-being refers to the state of being happy, healthy, or prosperous in physical, mental, and moral sense.
- 2) Recognize that **detecting and treating health conditions early** will help avoid fear, worry, and expensive medical treatment.
- 3) **Avoid downplaying and denying your mental health issues** like depression, stress, and anxiety even if they don't seem like “physical” concerns.
- 4) Let go of this myth: “Feeling fine means I don't need to see a doctor.” Many **serious conditions can show no noticeable symptoms** until they reach the middle or late stages when treatment becomes more challenging and may no longer be effective.

5) **Make tracking your health needs or appointment scheduling a non-negotiable** part of your life routine, just like car maintenance.

6) **Choose a medical doctor you feel comfortable with**, so you won't hesitate to ask questions about your health, even questions that feel sensitive or embarrassing.

[Read more on Men: Take Charge of Your Health](#)

## Get Unstuck from a Rut



Many employees feel secure in their jobs yet struggle with feeling stuck and unable to move up. The sense of feeling stagnate can be emotionally draining, reduce productivity, and impact your life outside of work. It's important to address these feelings as staying in this state can lead to long-term dissatisfaction and even health challenges.

Take charge of your happiness by setting meaningful goals for yourself regardless of your current job status. Identify which part of your job you enjoy most then focus on building your expertise by enrolling in courses, exploring volunteer opportunities, and seeking mentorship.

Building connections with coworkers you have good chemistry with can help make your job feel more rewarding.

Outside of work, consider pursuing hobbies, side projects, or community activities that spark joy and provide you with a sense of achievement. If you are feeling stuck and need support to break free from your rut, UR Medicine EAP is here to help.

**Source:** [2025 Work-life Trends](#)