

## Back to School: Preventing Bullying at School



School starts this month. Many parents worry about bullying in school. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose. Early intervention and prevention are possible with proactive communication. Children may resist sharing their victimization, so it is important to help the child not be afraid to speak up. Resistance stems

from fear that the bully will retaliate, embarrassment or shame about being bullied, or fear that the parent might recommend some action that would add to the torment. Some children's desire for independence may drive them to remain silent and deal with the bullying on their own. Knowing these rationales for silence can help you understand and develop a plan to effectively help them.

The steps below may help a child build confidence to speak and develop resilience:

1. Spend more time talking to the child.
2. Provide consistent ongoing guidance and structure.
3. Be aware of the child's whereabouts and activities.
4. Give warm emotional support to the child.

Resource: [Stopbullying.gov](https://www.stopbullying.gov)

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## Stress Management Tip: Don't Wait to Enrich Your Life



Balance in your work life and personal life is important for creating joy and fulfillment. Have you said things like: "I would love to learn how to speak Italian?" "I would love to volunteer at the children's hospital." "Someday I will learn the piano." **Start now, don't wait!** Pursue activities you dream of rather than waiting for the perfect time someday. Enriching activities can give fulfillment and joy and directly enhance well-being, productivity, and help prevent burnout.

When you are happier and more content, your productivity increases because a positive mindset fosters creativity, better problem-solving skills, and improved focus. This results in you

being more engaged on the job as well. Start, if needed, in the smallest way possible and bring balance to your busy life.

Reference: [Joy Reduces Stress](#)

## Help to Manage Financial Stress



If you are under financial stress, you can reach out to your Employee Assistance Plan for help. The EAP will support your referral to the right source of help. Don't wait until you are completely overwhelmed. You will start to feel relief once you make a plan to take charge of your finances.

### Getting Started:

1. A budgeting tool online can illustrate your income and expenses and help you identify where you may have some changes that need to be made.
2. Evaluate your budget each month and make changes as necessary. If you are spending more than you make you need to reevaluate your needs vs. wants. Be sure to include projected future and unexpected expenses and build them into your budget.

### Beginning Steps to Creating a Budget

1. Calculate annual income from all sources of work you do. This is your dollar asset. This amount should be your monthly take-home pay after taxes and other deductions.
2. Add up your expenses. These items are your rent, fuel, phone bill, food etc.
3. Subtract your expenses from your income. You should expect the income to be larger. If it is not you need to make some changes.
4. The next step is to identify the unknowns such as car repairs, seasonal expenses, job loss emergency fund etc. These items need to be built into your overall budget to be prepared for the unknown.

Resources: [Budget Apps](#) [Budgeting Strategies](#)

## Small Habits with Big Benefits



There is power in performing small, routine behaviors that organize our lives and help maintain our mental health. Something as simple as making your bed each morning can be a component of preventive mental health practices. Surprisingly, only 38% of adults make their bed daily. Making your bed each morning sets a positive tone for the day. This activity gives you a quick win and the chance to experience some approving, positive self-talk. The task clears mental clutter and gives you a sense of order and control. This routine can carry over as a model to other tasks and goals in your life.

Other daily habits you can follow for mental health are:

1. Create a morning ritual (including making your bed!)
2. Single task rather than multitask. You may find your productivity may actually get better and you will feel less pressured.

3. Appreciate and be grateful daily for the many things that are positive throughout the day. Be mindful that even little things are a win. (Got that great parking spot at the store!)
4. Seek out daily positive people or convey a positive attitude to influence another person.
5. End your workday on a positive note and leave the day behind as you enter your personal life.

There are many more routines you can create for self-care. See the resources below for ideas!

Resource: [Habits towards health](#), [Powerful Habits For a Life of Well-Being](#)



## Counseling for Stress Management?

You may want to consider seeking support when you experience persistent, overwhelming stress that you feel interferes with your daily functioning. Physical symptoms of stress such as headaches, gastrointestinal issues, or consistent sleep problems are also indicators that it is time to seek support. When stress is unmanageable, it will also negatively affect your relationships with your family, friends, and colleagues.

Based on the signs mentioned above, it may be beneficial to reach out to the Employee Assistance Program (EAP) or seek additional support and resources. Doing so can provide you with the necessary help and tools, including lifelong skills, to better manage stress both now and in the future.

Resource: [UR Medicine EAP](#)