

## Your First Back to Work Team Meeting



It is coming someday: a genuine in-person meeting at work with your team. Perhaps a year has gone by without all team members being in the same place. To reinforce or reestablish team cohesion, have a “remote working lessons learned” discussion. What did you learn about each other’s work style? What positive and constructive feedback can you give each other? What new

communication issues became obvious among the group? How can you leverage your experiences for greater productivity going forward? During the meeting, share what each person felt was the upside to the adversity. Hint: Commit to group confidentiality with meetings of this type. The result will be a heartfelt and bonding experience.

## Stop Procrastinating with the Five-Second Rule

The “five-second rule” is a mental tactic conceived of by attorney and author Mel Robbins. Its purpose is to stop procrastination in its tracks and help you accomplish more. The science of the approach is sound. Here are the steps: When you become aware of a need to take some action, count down “5-4-3-2-1” and immediately, *physically*, move to action before the desire to procrastinate takes hold. Don’t wait for an excuse to delay action. The left side of the brain controls logic, direction, and math. This technique allows this side of your brain to take control before the right side jumps in to undermine you. Learn more: “The 5-Second Rule” by Mel Robbins.

## Do You Have “Smiling Depression?”

Symptoms of depression may include, among others, sleep disturbances, appetite changes, crying, low energy, sadness, and difficulty feeling pleasure or participating in hobbies or activities that were once valued. Like other health problems that can affect behavior and are obvious to others, those with depression may mask their symptoms at work in order to appear engaged, in control, and happy. On the surface some depressed people may appear fine, but denial and fear of being seen and identified by others as being depressed are covered up because of fear of the repercussions on their employment. Embarrassment may also cause some persons with depression to mask their true experience. Some medical professionals have referred to this as “smiling depression.” Are you showing a smile on the outside while feeling miserable on the inside and keeping depression a secret? Speak to your EAP or a mental health professional and get the real happiness back.

## Not Enough Feedback?

Not getting enough feedback from one’s supervisor is a common complaint. One solution is to ask for it. Set a time for a feedback meeting in an environment without distractions. Come with two or three observations about your work that you judge as positive and also a couple that focus on areas where you need improvement. Discuss the items, and ask whether your supervisor has anything to add. This exercise will achieve maximum engagement, and you’ll feel closer to your supervisor, feel less stressed, and feel better about your job. Be proactive with communication at work. It can be its own stress reliever.

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