



## UR Medicine EAP

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## Mastering Family Get-Together Stress

Don't let family get-togethers plunge into stressful discussions. Try these three artful conversational skills. First, plainly decide your comfort zone for specific topics. Decide they will be off limits for you and avoid initiating comments or conversations regarding them. Second, communicate your boundaries and do so with assertiveness and respect, and while maintaining a harmonious atmosphere, simply saying: "I'd appreciate steering our conversation away from [topic] for a more pleasant interaction for all." And finally, use the "redirect." Gently guide discussions away from sensitive subjects, shifting the focus toward neutral or positive topics. This tactful redirection effectively diffuses tension, fostering a more harmonious and enjoyable gathering for all participants. Hint: Before your next get-together, hone these skills. See if they help create more joyful memories.

## Volunteerism: The Perfect Pick-me-up

The positive effects of volunteering to help others have been demonstrated in many research studies. These include improved feelings of well-being and positive effects on a person's mood and general happiness. Along with helping others, these personal benefits are powerful motivators for some people affected by sadness, depression, and stress during the holidays to reach out. Research has also shown that volunteering can have positive effects on physical health, including lowered blood pressure, reduced risk of heart disease, and increased longevity. Could you use some of the good things that flow from volunteering? To find thousands of opportunities, try Idealist <https://www.idealist.org/en> or Volunteermatch <https://www.volunteermatch.org/>

## Adult Child Independence and Failure to Launch

The term “failure to launch” describes young adults who are still living at home with their parents and are not taking on the responsibilities of adulthood. This can be distressing for parents, and it can create marital conflict over how to intervene and a cycle of enabling if they are fearful that the adult child cannot successfully grasp the responsibilities of adulthood. Although there are steps along with many parenting resources for helping resolve failure-to-launch syndrome, a professional counselor can be of enormous benefit if the crisis has existed long term without resolution after many intervention attempts. Although mental health issues like anxiety and depression can make it difficult to transition into adulthood, often parental overprotection (doing too much for too long) can make it difficult for some adult children to learn the skills they need in order to become independent. Your path to resolving failure-to-launch syndrome will include challenges like setting clear expectations and responsibilities, requiring that chores be managed, creating new rules regarding financial support that encourage independence, and working through the natural resistance to change that can be expected, all without returning to a cycle of enabling. You are not alone in this struggle, and with patience, understanding, and support, you can help your child overcome the challenge of becoming an independent adult.

## Could a Sleep Tracker App Help?

Many people have experimented with sleep-tracking tools—wearable devices or mobile apps—that can offer insights into the quality of sleep. A 2023 survey found that more than 75% of those who have tried these devices found them beneficial. Talk to your doctor about your sleep quality and follow what is recommended, but here are a few sleep app tips: 1) Don't rely entirely on sleep trackers for assessing sleep quality. They might create undue stress or anxiety if the data suggests poor sleep. This could reduce sleep quality further. 2) Don't check sleep data in the middle of the night, for those same reasons. 3) Don't rely solely on the data—it could overlook other factors affecting your sleep, including stress, diet, or health issues. 4) Use a sleep tracker as a supportive tool, not the last word on diagnosing a condition. For a complete picture, talk with your doctor and/or a sleep medicine physician to whom you might be referred. Learn more at from the American Academy of Sleep Medicine. <https://aasm.org/one-in-three-americans-have-used-electronic-sleep-trackers-leading-to-changed-behavior-for-many/>

# EAP

Employee Assistance Program