In response to the growing Information and news around Vaping and e-cigarettes, Nysmokefree.com includes Expanded resources particularly geared toward teens and young adults and their parents. If you are concerned at all with your vaping device or products or just want more information, contact vaping.inquiries@health.ny.gov. For coaching and help with nicotine addiction, call the New York State Smokers’ Quitline at 1-866-NY-Quits (1-866-697-8487) or request a call by filling out the online form.

Information in FrontLine Employee is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional. For further help, questions, or referral to community resources for specific problems or personal concerns, contact a qualified professional. Add “http://” to source links to follow. Link titles are always case sensitive. The views and opinions expressed herein are solely attributable to DFA publishing. None of the views or opinions expressed in this publication reflect the views or opinions of the NYS EAP or the NYS Governor’s Office of Employee Relations.
Patience is a learned skill, but unlearning patience can happen in our quick-to-deliver technological world. A study from the United Kingdom found that most people demonstrate a short fuse at 25 seconds for a red light, 16 seconds for a web page to load, and 28 seconds for a cup of tea to boil. Recapturing your sense of patience starts with awareness of how impatience increases stress and how undesirable experiencing anger can be. Don’t get mad at technology or lose yourself to a fast-paced, hurry-up society. Instead, practice patience by challenging yourself when the opportunity appears. From red traffic lights to checkout lines, you will have plenty of opportunities to react as usual or rebel. Choose the slower line at a drive-in, the longer line at the checkout counter, or learn how to use waiting time to complete a to-do list or another cerebral task. While waiting, notice the world around you and enjoy escaping the pressure as you take back control over the push to be impatient. Celebrate taking charge, getting your life back, and having more resilience to withstand everyday life events we all find stressful. If pressure builds, breathe in slowly, hold it a few seconds, and exhale slowly to reinforce a relaxed feeling.

Organizational Change & Adapting to Change at Work

If you have a work history where change came slowly, today’s organizational change can be a shocker. It is often sudden and disruptive. If you’re feeling overwhelmed, stay positive. Avoid cynicism. Let your employer know what will help you be more productive and contribute more. Avoid isolation, remain engaged, and keep a close circle of workers you can turn to for clarification on change and its impact on your work unit. If you’re thinking, “Wow, I have never seen things this bad,” turn to the EAP for support to process fears of uncertainty and loss, and allow the program to talk you through your next move, life step, finding more meaning in your current job, examining opportunities, and making the best of where you are right now. Such conversations fall under EAP confidentiality.

Are You Addicted to Your Smartphone?

Smartphone addiction is not a recognized mental disorder, but it gets a lot of attention in the news. One in three people can’t get through a meal without looking at their phones, according to one study. Signs of problematic phone use may include feeling anxious without your phone, constantly checking your phone without a reason, reaching for your phone when bored, losing track of time while using your phone, being distracted while with friends or watching TV because you are on your phone, and texting while driving—especially after attempts to stop the practice following a near accident or close call. Compulsive behaviors are actions people engage in repeatedly even though they wish they could stop. Smartphone addiction can be one of them. Don’t stay frustrated, feeling out of control. Talk with a counselor or your EAP (800-822-0244).

Improve Communication with Your Boss

A top stressor for many employees is relationship conflict with the boss. But delve deeper and what often appears is irregular or unclear communication. A quiet supervisor one day or an abrupt short answer to a question the next might leave you distracted and wondering about the status of your relationship. “Is everything all right with my work?” “Is the boss upset with me?” “What’s on his (her) mind?” Avoid these stressful guessing games. Early on or starting now in your relationship, get clarity with three “traditions:” ask your boss how he or she likes to communicate and how much; ask about the perceived acceptability of your work periodically; and be personable (i.e., “How was your weekend?”). Small civil exchanges make it easier to engage and increase the likelihood you’ll team up earlier, more often, and more effectively when the going gets tough.