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A Message From the President Rick Kronberg, LCSW, CSADC, CEAP



Wishing you all a Happy, Healthy and successful New Year for 2015!

At our October Chapter meeting, I took the "Oath of Investiture" to serve as your Chapter President for the next 2 years. This past year has been a very exciting and rewarding time for me professionally, as I was also selected as "Member of the Year" at the annual conference in June. Thank you, to all the members who have shown me this tremendous support. I promise to do my best to lead this great association and fulfill the responsibilities you have entrusted to me. NIEAPA has continued to grow and change. We are now at just under 200 members with a very active volunteer Board and well-functioning committees that are the core of the services we provide to the membership. I implore you all to become or continue to be involved in one of the many activities offered by our Chapter. An immediate opportunity would be to participate on the Conference planning committee which has several sub-committees currently being formed and meeting to work on our 2015 Annual Conference, to be held on June 2. You can contact the Chapter office or Linda Lewaniak, LCSW, this year's Conference Chair, for more information.

Another highlight for 2014 was the EAPA World Conference held in early October in Orlando, FL. I was able to attend along with a number of NIEAPA members, including Andrea Landsman, LCSW, who was finishing her term as Director at Large on the EAPA Board of Directors, Steven Haught, CEAP, who completed his term as President and will now serve as Immediate Past President and Chet Taranowski, PhD, CEAP who presented "Trust & Justice in the Workplace: The EAP's Influence". Chet will be presenting at our next Chapter meeting on 2/13/15, hosted by IIARC located at Ingalls Hospital. The keynote address presentations, that began each of the 3 days of the conference, were excellent, as always covering areas titled, "Work, Love & EAP in the 21st Century", "From Imagination to Implementation: Bringing a National Paradigm Shift into Being", and "The Power of Imagining". I also attended a Two-Hour Super Session, "Up In Smoke: Medical Marijuana at Work" by Tamara Cagney, a thought provoking seminar about the changing laws legalizing marijuana and the impact this is having on the workplace, drug free workforce policies and practices and the role and responsibilities that EAP's must now handle. I have always found this conference to be an excellent educational and networking event.

At the October 2014 meeting, we also recognized 2 Board members who completed their terms on the Executive Committee. Many thanks to Katie Anderson for serving as our Secretary and to Chris Drake, who has spent most of the past decade serving NIEAPA, most recently completing his term as Ex-officio, a truly remarkable demonstration of the spirit of volunteerism!

Register Now for 2015 NIEAPA Chapter Meetings:

February 13 [Register Here](#) (More information on Page 4)

April 10 [Register Here](#)

June 2 [\(Conference\)](#)

August 14 [Register Here](#)

October 16 [Register Here](#)

December 4 [Register Here](#)

**A Message From the Vice President
Charley Galassini, LCPC, CSADC, CEAP, IBEW Local 701**

Thinking About Goals for The Next Year

Many people start out the new year with the words Happy New Year! Many people then start out by making those new year's resolutions and then a week or two later or maybe even a month later, they already have stopped doing whatever they had promised to do differently.



As professionals I think each year we may want to do a little self-evaluation and make some personal and professional goals, not those resolutions that a few people actually follow through with, but ones that we can actually accomplish.

How about thinking about self-care. It may be a good time to make sure we are eating properly. Good nutrition is so important to taking care of ourselves. We all know about eating vegetables, fruits, and watching how much red meat we consume. Some of us who may not eat as good as we should may want to talk to our doctor about vitamins. Oh maybe we need to schedule that physical with our doctor as part of taking care of ourselves. We probably ask our client's about the last time they had a physical and we too need to be thinking about our physical health also.

How much sleep are we getting? We all have busy lives and we need to get the proper amount of sleep. Many of us ask our client's about their sleep habits, but are we asking ourselves the same question? We now know that seven to eight hours should be our goal and this may be a time to evaluate our rest. Given the nature of our jobs, being properly recharged is very important and necessary.

Another part of good self-care would include fun time. I think it is very important to get that incorporated into our lives. I think that it is easy to let that slip away and then it is hard to get it back into our schedules. I think it is important to take the time to incorporate whatever hobbies, interests, or activities that put a little fun into your life into our schedules. If we do not make the time for fun soon we will increase the chance of burnout.

I think the new year is an excellent time to look at our professional development needs. Each year we should take some time to evaluate ourselves and areas of needed growth as a professional. We should use the start of the new year to figure out what seminars and workshops we may want to attend. Our profession is ever changing and we need to look to ways to improve our skills, learn something new that could allow us to help our clients better, and re-look at areas we already feel pretty competent with our level of understanding. NIEAPA offers some great professional development opportunities. Each of the even months of the year we have chapter meetings, with June

Thinking About Goals for The Next Year (Continued)

being our annual conference. These meetings offer us a chance to learn some new things and obtain those professional development hours and continuing education hours we need to keep our professional credentials up to date. If you are a member the chapter meetings are free.

One other area for consideration as we look to set some goals for the new year is networking. Many people find it very enjoyable to touch base with colleagues and other professionals. I know for a great many of us these individuals have become friends over the years and touching base from time to time is important. Looking at schedules and getting a lunch together is a great way to catch up and find out what's happening in their life. It sure can be fun to touch base with friends we have had for many years. Networking also allows us to stay current with possible referral sources which we all need plus staying in touch is so valuable as these contacts come in handy when we look to get help for our client's.

Just some final thoughts about goal setting, make them something you can commit to doing, the goals are reasonable to do, and something that as you look back at the start of next year you will be able to evaluate your accomplishments. Remember it is important to have goals.

JOB POSTINGS ON NIEAPA WEBSITE

NIEAPA is offering members and others within professional organizations the opportunity to post EAP and EAP-related job openings.

Companies wishing to post, please download the form on www.NIEAPA.org and follow the instructions.

**Is your organization interested in hosting
and/or
sponsoring a NIEAPA Chapter Meeting?**

If so, please contact Bill Heffernan,
wheffernan@ers-eap.com
or Laura Adams,
ladams@insightillinois.com
or Maureen McLeod,
mmcleod@presencehealth.org

A Message From the Labor Committee
Louie Trevino, EAP Coordinator American Airlines
Labor Committee Member

Workplace Bullying

"The Workplace Bullying Institute definition is as stated: Workplace Bullying is repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators that takes one or more of the following forms: verbal abuse, offensive conduct/behaviors (including nonverbal) which are threatening, humiliating, or intimidating and work interference — sabotage — which prevents work from getting done."

A fairly simple way to determine if there's bullying involved is that the target (the person getting bullied) isn't amused by comments and/or actions. Sometimes we need to know when to stop, when a joke has gone too far. Everybody loves a good laugh although it shouldn't be at someone's expense. Fun at work can be healthy as long as it doesn't undermine getting the job done. Frequently the target will blame themselves for being bullied therefore will not say anything about it. If you are getting bullied it doesn't mean that you are friendless or are weak. Some bullies might even find you threatening in some way. Studies have shown from thousands of conversations with targets that they appear to be the veteran and most skilled persons in the work group. Even when the target tries to stick up for themselves the bully will try to elevate their aggressiveness to instill fear for a sense of control. Remember only you can control the way you feel, no one else does. That doesn't mean antagonistic behavior is acceptable though. Everybody deserves to be treated and spoken to with respect no matter their position in the company. Familiarizing yourself with the rules and regulations of the workplace prevents conflicting situations.

So what can one do when confronted with a bullying situation? Definitely speak to someone you can trust or contact an EAP counselor. We all spend a great deal of our time at work, away from our loved ones. Some of us probably see our fellow employees more than our own families and friends. We share the common bond of our workplace so we need to get along as best as we can. We have our different personalities and viewpoints. When difficulties arise there's absolutely no shame in asking for help. Our words and actions can have a major impact on the comfort level in the workplace. So please utilize the many aspects of the Employee Assistance Program.

ADVERTISE IN THE NIEAPA E-NEWS

For more information, visit
www.nieapa.com/newsletter.htm
or call Kerry VanDis at 312-756-7756

Post Your Event on the NIEAPA Calendar!

NIEAPA offers professional organizations the opportunity to post events on the NIEAPA Website [CALENDAR OF EVENTS](#).

Events must be related to EAP, Behavioral Health, Work/Life, Health, and/or Home Health. The Calendar is free to both NIEAPA members and non-members.

Companies wishing to post can [submit requests here](#).

Please be sure it includes all of the information requested on the NIEAPA form. Postings will be subject to review and approval process.

For additional information, please contact NIEAPA@CorpEvent.com by email or call us 312-756-7756.

Save the date! - 2015 NIEAPA Conference

Please join us at the 37th Annual NIEAPA Conference, on Tuesday, June 2, 2015 at the Drury Lane in Oakbrook Terrace.

- **Exhibitors** - for more information and to register please [Click Here](#).
- **Attendees** - registration will open soon!

Register Now!

NIEAPA General Chapter Meeting

Friday February 13, 2015 8:30 a.m. to Noon
Ingalls Memorial Hospital
1 Ingalls Drive
Harvey, IL 60426

8:30-9:00 am Networking
9:00-9:45 am Business Meeting
9:45-10:00 am 15 Minute Break
10:00-12:00 pm Program
12:00 PM - Optional Lunch—[Balagio Restaurant](#)

CEU Certificates given out upon completion of the program

More Information on next page —>

NIEAPA February 13 Chapter Meeting *"Flourishing: A Brief Update on the Science of Happiness"* **at Ingalls Memorial Hospital (1 Ingalls Drive Harvey, IL)**

How far has the science of well-being progressed in the last ten years? What are some of the current conclusions and controversies about happiness and engagement in the workplace? Should people be happy all of the time? This program will provide a brief overview of the latest research on happiness and offer suggestions as to how the material can be used in the workplace.



Chester J. Taranowski Ph.D. CEAP

Dr. Taranowski was formerly Employee Assistance Manager at Aon Corporation for over 23 years. He received his Ph.D. from the University of Illinois at Chicago. He is the Past President of the Northern Illinois Employee Assistance Professionals Association and was the recipient of the Northern Illinois Employee Assistance Professional of the year award for 2009. He also received the 2009 International Employee Assistance Professional of the Year Award, presented by the International Employee Assistance Professionals Association. He is currently a member of the EACC and is on the editorial board of the Journal of Workplace Behavioral Health. He lives in Oak Park with his wife, 11 year old son, 2 small parrots and a poodle.

Thank you to our Breakfast Co-Sponsors: Presence Behavioral Health Addiction Services and Dominion Diagnostic!

[Click Here](#) to register for the event!

Helpful Event Notes:

Event will be held in the following room: **EAST MEETING ROOMS A B & C** in the Main Building (*NOT THE PROFESSIONAL OFFICE BUILDING*).

Please note: The Professional Office Building is right across the street from the Visitor's Parking Garage. That building also has meeting rooms. To that end, it often gets mistaken for the actual meeting place. The meeting place is just a little further south in the Main Building : Meeting Rooms A B & C.

Parking option: There is a Visitor's Parking Garage just south of the Main Entrance. For those utilizing the parking garage, your ticket can be validated by the venue at no cost.