



Lakeview Beacon

*Helping People Find Solutions
Fall 2007 Edition*

Lakeview Counseling
1844 Oak Hollow Drive, Suite B

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Greetings Local Social Workers!

As most of you know
The National
Association of Social
Workers (NASW) has
recently delegated
Northwestern Lower
Michigan it's own
region, giving us a
renewed opportunity to
make connections and
work together with
local social workers to
address common
goals! Lakeview
Counseling therapists
are NASW members
and we are excited
about the chance to
meet other local social
workers!

**Please join us at
Lakeview
Counseling
for
Region 2 NASW
Networking Night
Thursday,
November 15th
5:30-7:00pm**

Congratulations to Carol Murray for being selected as a recipient of the "Salute To Woman In Business" sponsored by Grand Traverse Auto and Marigold Productions! Carol was recognized for her leadership and dedication as founder of Lakeview Counseling, which is celebrating it's 11th year of providing services.

WHAT DOES EAP MEAN? By Carol Murray, LMSW

EAP stands for Employee Assistance Program, a service offered by corporations and/or employers for employees who are experiencing personal or work place problems. Consider this statistic: stress costs American businesses more than \$300 billion annually (or \$7,500 per worker per year) in terms of reduced productivity, absenteeism, turnover and worker's compensation benefits. The U. S. Department of Labor estimates that for every \$1 spent on an Employee Assistance Program, an employer saves \$5 to \$16. Usually these services are free to the employee, short term, and can be accessed by self-referral or the request of the supervisor or employer.

Statistics indicate that personal problems impact job performance. Work-related stress can also show up as symptoms at home. Businesses are willing to pay for these services because they save money and jobs by decreasing work-related accidents, lessening absenteeism and turnover, improving employee morale and increasing productivity.

EAP services also include Critical Incident Stress Management which means a trained clinical professional is on site at a workplace immediately after a traumatic event, such as a work-related accident or death. Businesses can also request on site training on such topics as stress management, employee relations, and conflict-resolution from EAP providers. Therapists at Lakeview Counseling provide EAP services for a number of insurance companies and businesses. As with any other counseling service, EAP services are confidential.

Thank You to Jayne and Mary Jo Sleder, owners of Grand Traverse Auto and Mary Rogers of Marigold for their sponsorship of the program "Salute to Women in Business". I can not adequately describe the excitement, pride and joy this salute has brought to me. I wish to send out another thank you to everyone along the way who has made my vision a reality. I am truly blessed to have a career that I love and a community of support! Carol

Enhancing Emotional Health in the Workplace

By Beth Boshoven, ACSW



As a result of increasing difficulties at work, many people are turning to therapy to improve performance in the workplace. Personal issues can impede an individual's ability to work to the best of their ability, including feelings of overwhelming fear, anger, low self-esteem and anxiety. Worker personal and relational issues can interfere with overall productivity and create distress for an entire work environment. When a member of a work team is not emotionally healthy, the entire team is affected. Many employers are turning to professional therapists to address issues in the workplace and to support the employer in finding the source of the issue. Therapists are also asked to improve ways to support employees, such as those returning to work after medical treatment or personal loss.

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Seeking professional support to improve personal performance at work is an approach many are finding helpful.

Seeking professional support to improve personal performance at work is an approach many are finding helpful. One treatment that is gaining in popularity is EMDR, Eye Movement Desensitization and Reprocessing. EMDR allows dysfunctionally stored information to be moved to a part of the brain that can properly process and store painful information. It is a therapeutic approach that can allow individuals freedom from symptoms that interfere with work performance. EMDR and other types of therapy can offer an individual the opportunity to enhance their emotional health in both their personal and professional life.

EMDR is often used to treat phobias, performance anxiety, grief, job loss, chronic pain and other issues, although it is primarily used to treat individual who have had a traumatic experience. It allows the individual, with the help of the trained therapist, to identify negative cognitions that are interfering with day-to-day life. For more information about EMDR, feel free to contact Beth at our office at extension 106. Information is also available at emdria.org.

The Leukemia & Lymphoma Society will be offering free CEUs!!

On Thursday, November 8, 2007 at 4:00PM

“Facilitating the return to school for children with cancer”

Please call (231) 929-2951 for more information.

ADULT CHILDREN OF ALCOHOLICS IN THE WORKPLACE **By Laura Slaughter, ACSW**

In many ways the workplace can be seen as a home away from home. The strengths and weaknesses of our personality styles, as well as our ability to form relationships will be evident in our work environment, as they are in our private lives. Adults who were raised in alcoholic, or otherwise dysfunctional homes are particularly prone to replicate both their strengths and their struggles in the workplace. It can be beneficial for businesses to recognize some of the issues that can arise with these generally high functioning employees, and develop protocols for recommending supportive services and treatment when necessary.

Adult children of alcoholics (ACAS) are generally extremely hard workers and very conscientious, often putting in excessively long hours and appearing to be very competent at whatever they do. They are often perfectionists, and always willing to “go the extra mile” to get the job done. These qualities generally get them noticed in the work environment, which positively feeds their need for recognition and approval. These apparent strengths however, can mask the fact that these employees seldom feel as confident as they appear to others. They often feel insecure or inadequate, feeling like “frauds” who are terrified to be “found out”. Because they work so hard, have difficulty setting limits, and are reluctant to ask for help, they can be vulnerable to “burnout”, sometimes resulting in absences, depression and anxiety, or impulsive job changes.

It is in the best interests of the workplace to recognize and respond to the struggles of any employee as quickly as possible. Research demonstrates that adult children of alcoholic or other dysfunctional backgrounds generally respond quickly and positively to treatment (“Home Away From Home” by Janet G. Woititz). Therapeutic programs that help employees develop insight into how their family backgrounds have both helped and hindered them in the workplace are advantageous to both employee and employer. Therapy can also help these individuals learn to increase their ability to manage stress, develop healthy coping skills and increase both job satisfaction and performance.

**Call Laura at
Ext. 103 for
information
on
Eating
Disorder
Therapy
Groups
beginning in
December.**



***Therapy can
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learn to
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Lakeview Counseling

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ON THE WEB!
WWW.LAKEVIEWTC.COM



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Finally! Our Website is completed!!

Yes, it took us a couple years and many trial and error attempts! We are very pleased with the results and hope that it will be a valuable resource for clients and referral sources. At our website you can meet the therapists and gather information about our education and specialties, learn about what to expect in counseling, get directions to our office and more. Check it out!

www.lakeviewtc.com

Open Invitation to all Northwestern Lower Michigan Social Workers!

On **Thursday, November 15th** 5:30 to 7:00pm, Lakeview Counseling will be sponsoring Networking Night at our office. This coincides with the redistricting of Michigan's local NASW chapters. This will be a chance to informally meet and interact with other social workers from our area (Region II). If you are not an NASW member we will have information on joining. We will also talk about possibilities for future social or professional activities. Hope to see you there! No RSVP necessary. Please call for more information.

****If you have questions or comments regarding our newsletter please contact our editor,
Jill Kimball, ACSW at 929-0300, ext. 105***

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