



Holiday Family Dynamics In The Time of Covid-19



Because of social distancing, many holiday family gatherings will be virtual this year. But even if your celebrations take place over Zoom rather than the dining room table, family dynamics can kick in. For many, spending time with loved ones can be a happy, loving time, but family interactions can also kick up rivalries, slights, and unresolved hurts. Remember that we have no control over other people and their behavior - we only have the power to control our own reactions and behavior.

Here are a few survival tips: Have realistic expectations. Set your own boundaries and limits in advance. Listen more than you talk. Don't expect to change people or solve other people's problems. Be generous and give the benefit of the doubt. Remember, holidays are the perfect time to free yourself from the burden of old resentments and grudges. Forgiveness is liberating and a gift to both the forgiver and the forgiven. Remember, if the holidays get tough, your EAP is here for you. **Log in to your Member site for tips and tools or call to talk to a counselor!**

E-Learning Popular Picks

Check out a few great self-improvement themes this month from our 8,000+ E-Learning courses and trainings. Simply login at www.theEAP.com/Higher-Education-EAP, click the "Training Center" icon and choose the "New & Improved Trainings" icon.

- **Having Great Conversation Series** – Four (4) short videos that teach you how to converse in an effective and confident manner.
- **The Art of Presentational Speaking Series** - Looking to get better at presenting to your colleagues or your professional peers? Check out the more than two dozen trainings ranging from 3 to 28 minutes on public speaking skills, presentation materials, and overcoming nerves.

Don't be S.A.D.!

In the winter, many people fall into a seasonal funk and this year, it could be intensified by all the indoor time we spend due to the pandemic. Psychologists call this Seasonal Affective Disorder, or S.A.D. for short. Generally, S.A.D. is related to changes in your body chemistry, specifically your serotonin and melatonin levels. With treatment, S.A.D. can be managed. Experts suggest adding light to your environment, exercising outdoors when you can, and boosting your Vitamin D intake. If symptoms persist, reach out for help.



Tools for Tough Times

If you're experiencing financial hardship related to Covid-19 or any other reason, we have tools that can help.

- **Coronavirus Crisis: Tools for Tough Times** - Information on coronavirus relief as well as financial tools to help avoid eviction or foreclosure, find assistance for utilities, or save money at the grocery store.
- **Certified Financial Coaching** - One-to-one help with budgeting, credit, debt, money management, and stress related to financial problems. The benefit has three core components: Telephonic Financial Coaching, Financial Assessments and Financial Education, which includes 200+ online Personal Finance and Investing courses.