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EMPLOYEE  
NEWSLETTER

**IMPACT**

July - September 2019



## 5 Ways to Talk with Your Kids So They Feel Loved

These warm, nurturing messages need repeating over and over again with our children.

“I don’t recognize you.” This was the first thought I had when my daughter was born. She didn’t look like me (at first), and I soon learned that she didn’t act like me, either.

I was a quiet and content baby, or so I’d been told; my daughter was anything but. On our first night home, she cried for hours while my husband and I tried everything we could to calm her, from rocking to singing to feeding to changing her. Eventually, she did soothe, but my daughter was letting us know, loudly and clearly, that she was her own person. We had to set aside our expectations for who we thought she would be to see who she actually was and would become.

Although we were too exhausted to think about it at the time, our daughter’s cries were helping us get to know her. The way we responded also helped her get to know us.

Whether an infant cries continually or hardly at all, it’s important to recognize that their cries (and their

smiles and coos, too) serve an important purpose—they are the tools a baby has to communicate. A cry might say: “I’m hungry,” “I’m uncomfortable and need to be changed,” “I want you to hold me,” or “I’m tired, but I can’t sleep.” A smile might say: “I’m full and content” or “I love it when you hold me.”

Starting when children are young, the way we interact with them helps shape how they respond to us and to other people in their lives. In my new book, *Creating Compassionate Kids: Essential Conversations to Have With Young Children*, I write about the importance of caring conversations that help kids grow into the compassionate, resilient people we hope they will be. By paying attention to their cues and responding, we let our children know they are loved for who they are, help them learn to trust the adults in their lives, teach them skills to manage big emotions and challenges, and encourage them to approach others with compassion.

*Continued on next page*

### IN THIS ISSUE

**5 Ways to Talk with Your Kids So They Feel Loved**  
[pages 1-3](#)

**Easy Ways to Get More Done Each Day**  
[page 4](#)

**Be Healthy and Safe in the Garden**  
[page 5](#)

### Be Happier

The Claremont Positivity Center is an online resource that incorporates Positive Psychology and mindfulness self-help techniques to improve employee well-being in the workplace and beyond.

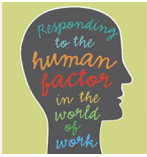
[Visit the Positivity Center](#)



**Positivity  
Center**

Claremont EAP distributes this newsletter to provide employees with general behavioral health information. If you have concerns about these or other behavioral health issues, you can call Claremont to arrange for assistance. You will be directed to an appropriate, experienced professional who can offer guidance in a variety of work and family matters.

**For confidential help, call:  
800-834-3773**  
or visit:  
[claremonteap.com](http://claremonteap.com)



Although how we talk with children and the topics we choose to talk about may change over time, there are certain conversations that are important to have again and again at any age. Here are five examples.

## **1** You are loved for who you are and who you will become

“I don’t like it when you hit your brother, but I still love you.”

“You used to love this song, but you don’t anymore. It’s fun to see how who you are and what you like changes as you get older!”

Letting the children in your life know that they are loved for who they are now and who they will become helps create a trusting relationship, also called a secure attachment. Build your relationship by spending dedicated time with your child doing something they choose, paying attention to their likes and interests. During these moments, put aside other distractions, including household chores and electronic devices. It can be tempting (and sometimes necessary) to multitask, but it is also important to show your child that you are focused on them.

Children who have secure attachments tend to have higher self-esteem and better self-control, stronger critical thinking skills, and better academic performance than children who don’t. They’re also more likely to have stronger social skills than their peers, as well as greater empathy and compassion.

## **2** Your feelings help your parents and caregivers know what you need

“I hear you crying and I wonder what you are asking for right now. I’m going to try holding you in a different way to see if that helps.”

“When I’m sleepy, I get pretty cranky. I’m wondering if you are feeling sleepy right now.”

Although you might prefer it when your child is in a good mood (when they are easy to get along with and fun to be around), children have unpleasant feelings like sadness, disappointment, frustration, anger, and fear, too. These

feelings are often expressed through crying, temper tantrums, and challenging behaviors. Our feelings serve a purpose and let us know when a child needs something. By paying attention to a child’s feelings, we show them that how they feel matters to us and that they can count on us to do our best to address their needs.

When your child’s feelings challenge you, ask yourself:

- Are the expectations I have for my child reasonable and realistic?
- Have I taught my child what to do and not just what not to do? If not, what skills need more practice?
- How are my child’s feelings affecting them right now? Even if I think they should know this skill, is my child too upset or tired to think clearly?
- How are my feelings affecting the way I respond to my child?

## **3** There are different ways to express your feelings

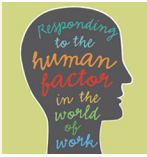
“It’s okay to feel frustrated, but I don’t like it when you scream like that. You can use words and say, ‘I’m frustrated!’ You can show your feelings by stomping your feet over here or squeezing this pillow instead.”

“Sometimes when I’m sad, I like to tell someone how I feel and have a hug. Other times I want to sit quietly by myself for a while. What do you think would help you right now?”

It’s helpful for an infant to cry and scream when they are hurt or upset, but as children get older, we don’t want them to express their feelings in this way anymore. As children’s brains mature and their vocabulary grows, they play a more active role in choosing how to express their feelings.

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Talk with your child about your family's emotion rules. How do you want the children and adults in your family to show different emotions when they arise? You can also use storybooks to help your child see that everyone has feelings. Reading together offers a chance to talk about the challenging feelings that different characters have and to practice problem solving outside of emotionally charged moments. Teaching children how to express their emotions in new ways takes time, practice, role modeling, and lots of repetition.

#### **4** Everyone is a learner and making mistakes is part of learning

"You tied your shoe! It was really hard at first, but you kept working on it and now you learned to do it all by yourself!"

"Sometimes I get frustrated when I can't do something on the first try. I have to remind myself that learning something new takes practice. Have you ever had to practice something to learn how to do it?"

Through conversations, parents impact how children learn as well as what children learn. When children struggle to do something, this can feel frustrating, which may lead to them trying harder or giving up. Parents can help children turn challenging moments into learning opportunities by highlighting their effort and sharing the message that learning something new takes time, problem solving, perseverance, and patience. Children with this mindset tend to outperform those who believe that their abilities must come naturally (i.e., either they have it or they don't).

Claremont EAP can help with  
all of these choices!

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#### **5** Your parents and caregivers are trying to be the best parents they can be

"I'm not sure what to do right now, but I'm trying my best to listen and figure out what you need."

"I'm sorry that I yelled at you earlier. I shouldn't have done that. Maybe we could talk together about what we could do differently tomorrow to help our morning go more smoothly."

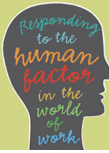
Imagine your child as a teenager coming to you and saying, "I was thinking about last night. When I got mad and yelled, I shouldn't have done that. I'm really sorry. I was so upset when you wouldn't let me take the car that I just lost it." Teenagers (or children) don't become comfortable sharing and reflecting on their words and behaviors overnight, but role modeling from the important adults in their lives can help them learn.

We all have moments that we feel are parenting successes and others that we feel are parenting failures. It's important to remember that the struggles you have as a parent may be the same kind of struggles that your child has, too. Learning from you that making mistakes is okay and then seeing you work on learning and growing as a person will show your child how to do the same.

If you talk with your children about what you are working on, why it is hard, and what you are doing to improve, you can give your children ideas for strategies that they can use themselves. No matter how you feel about yourself as a role model, you are one of the most important role models in your child's eyes.

As I found with my own daughter, parents and caregivers have the opportunity to learn from children as they learn from us. We can use compassionate conversations to show them that we recognize and love them for who they are as we also get to know and recognize who we are as parents.

By Shauna Tominey | Greater Good Magazine | March 18, 2019



## Easy Ways to Get More Done Each Day

### TIME MATTERS

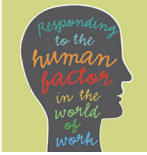
- **Try to accomplish as much as you can in the shortest amount of time.** “Work expands to fill the time available for its completion,” says Mr. Corsini. “So instead of setting aside a day to write a report, give yourself a morning or afternoon. Chances are you’ll knock it out in the time you allow.”
- **Prioritize.** You only have enough time in your day to do the important things. “A day consists of three kinds of activities: Have to do, need to do and nice to do,” says Mr. Corsini. “Forget the nice to dos. Start with the have to dos and work your way down. Spend your first hour at work on your most important activity for the day, then pick the next most important and so on.”
- **Focus on outcomes, not activities.** “Nobody cares how hard you’re working,” says Mr. Corsini. “They only care about what you’re accomplishing.”
- **Be a planner.** Set aside the last 15 minutes of each business day to evaluate what you have done that day and plan to do the next. Establish and prioritize your objectives, to dos and appointments for the coming day. “Avoid the ‘planning paradox’ of failing to plan because it takes time,” says Mr. Corsini. “And be sure to focus on short- and long-term planning.”
- **Plan a weekly vacation.** “Most people are the most productive right before they go on a vacation. They have a sense of urgency. They delegate. They focus. They work on the most important projects and forget the other stuff,” says Mr. Corsini. “Pick one day a week and act like you’re about to go on vacation for a month. You’ll be surprised how much you’ll accomplish.”
- **Minimize phone tag.** To do so, focus on making calls when you’re most likely to reach people. Develop additional contacts within an organization. Get to know your contacts’ assistants. Leave careful, creative messages defining exactly what you need and your time frame. Establish regular “in-office” hours so people know when they can reach you.
- **Make appointments with yourself.** When you have an important project you need to finish, schedule time on your calendar to complete it.
- **Leave an hour early.** “Having less time to get things done forces you to work only on the really important tasks,” says Mr. Corsini. “By reducing the amount of time you have, you force yourself to focus on results.”
- **Look out for time robbers.** People can -- and do -- rob you of your time. “Robbers include co-workers, friends, vendors and some customers,” says Mr. Corsini. “Avoid, neglect and manage those who rob you of your time when you’re at work.”
- **Give yourself some slack.** Schedule slack time in your day so you can handle unexpected activities and issues.
- **Develop a sense of priority.** “The best cure for procrastination is to develop a strong sense of urgency,” says Mr. Corsini.

If you’ve ever worked for most of a morning or afternoon and not gotten much accomplished, you may have wondered where the time went.

“But an effective manager knows exactly where his or her time goes,” says Marc Corsini, president of the Corsini Consulting Group in Birmingham, AL. “And anyone can become more effective at managing time. It’s a matter of pinpointing how you spend your day, overcoming time-wasting hurdles and concentrating on making the most of the time you have.”

Mr. Corsini offers these suggestions about how to get more done each day.





# Be Healthy and Safe in the Garden

Enjoy the benefits of gardening, and stay safe.

Whether you are a beginner or expert gardener heading out to your garden, vegetable plot, or grassy lawn, health and safety are important. Gardening can be a great way to get physical activity, beautify the community, and go green. However, it also can expose you to potentially harmful elements, such as the sun, insects, lawn and garden equipment, and chemicals.

Below are some health and safety tips for gardeners to follow while enjoying the beauty and bounty gardening can bring:



- **DRESS TO PROTECT.**

Prevent exposure to chemicals, insects, and the sun.

- **PUT SAFETY FIRST.**

Limit distractions, use chemicals and equipment properly, and be aware of possible hazards to lower your risk for injury.

- **WATCH OUT FOR HEAT-RELATED ILLNESS.**

Even being out in short periods of time in high temperatures can cause serious health problems. Monitor your activities and time in the sun to lower your risk for heat-related illness.

- **KNOW YOUR LIMITS.**

Talk to your health care provider if you have concerns that may impair your ability to work in the garden safely.

- **ENJOY THE BENEFITS OF PHYSICAL ACTIVITY.**

Gardening is an excellent way to get physical activity. Active people are less likely than inactive people to be obese or have high blood pressure, type 2 diabetes, osteoporosis, coronary artery disease, stroke, depression, colon cancer, and premature death.

- **GET VACCINATED.**

Vaccinations can prevent many diseases and save lives. All adults should get a tetanus vaccination every 10 years.

- **GO GREEN.**

Conserve water, reuse containers, recycle, and share your bounty.

*Centers for Disease Control and Prevention (CDC) ©2019*