



# TheLexLine

A newsletter from The **Lexington** Group, Inc.  
Employee Assistance Program

**SPRING 2018**

## For Your Information

### REDUCE STRESS

Recognize the things that upset you. If something is increasing your stress, ask yourself, "Is there anything I can do to change the situation?" If there is, figure out what you can do. If not, find ways to accept this lack of control. Important: Be sure to identify what really is the problem. For example, you may feel that the problem is work overload, but perhaps the real problem is your inability to say "no."

### COUPLE CARE

Ask for support. Your partner is not a "mind reader." Let your partner know how you want to be supported.



### BETTER SLEEP TIPS

- Try to relax before bedtime. Take a walk, read a book, or take a warm bath.
- Unwind early in the evening. Try to deal with worries and distractions several hours before bedtime. Do work-related activities early in the evening.
- Develop a sleep ritual. Doing the same things each night just before bed signals your body to settle down for the night.

## RELATIONSHIP IMPROVEMENT

### Signs of a Codependent Relationship



- Do you have difficulty developing or sustaining healthy and satisfying relationships?
- Do you become obsessed with fixing and rescuing needy people?
- Do you find yourself in relationships where you do all of the giving and the other person does all of the taking?
- Are you trying to control someone? Is someone trying to control you?
- Would you do anything, or tolerate almost anything, to hold on to a relationship? Do you fear being abandoned?

The questions above represent some of the signs of codependency. Codependency is an emotional and behavioral condition that affects a person's ability to have healthy, mutually-satisfying relationships. Also known as "relationship addiction," codependents often form or maintain relationships that are grounded in control and neediness rather than love and respect.

### Takers and caretakers

Codependent relationships are made up of "takers" and "caretakers." Takers have an excessive need to control the people around them, including their spouse, children and co-workers. The taker attempts to control getting love, attention, approval or sex from others with anger, blame, violence, criticism, irritation, righteousness, neediness, invasive touch, incessant talking and/or emotional drama.

Caretakers, on the other hand, give up their own needs and wants to satisfy the needs and wants of others. They live for and through others, not for the sake of giving itself, but because they want validation and love in return. Because it is nearly impossible for caretakers to say "no" to people, they may find themselves the victims in physically and emotionally abusive relationships. They believe that if they can be good enough, or loving enough, they can change the other person's behavior.

### Repressed emotions

Social scientists explain that codependent behavior is frequently caused by growing up in a dysfunctional family. A dysfunctional family is one in which the family members suffer from fear, anger, pain, or shame that is ignored or denied. The underlying problems may include alcohol or substance abuse, chronic mental illness, physical abuse, sexual abuse, emotional abuse, divorce, or a hypercritical or non-loving

## Codependent Relationship...

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environment. Dysfunctional families do not acknowledge that problems exist. They don't talk about them or confront them. As a result, family members learn to repress emotions and disregard their own needs. The codependent's obsessive need to control or "help" others – their fixation on others – is the codependent's learned way to avoid or "not feel" the emotional pain, emptiness or low self-esteem they have from childhood.

### Unsatisfying relationships

As adults, codependent people have a greater tendency to get involved in relationships with people who are unreliable, emotionally unavailable, controlling and needy. Looking to receive the love and validation they want from others who are themselves controlling or needy, codependent people often create relationships that leave them feeling angry, resentful, trapped, unappreciated, lonely, helpless, victimized or unloved.

### What to do

If you identify with several of the characteristics above or are dissatisfied with yourself or your relationships, begin by learning more about codependency. The more you understand codependency the better you can cope with its effects. Consider seeking the help of a professional counselor experienced in helping people with codependency. A professional counselor can help you learn how to take responsibility for your own feelings and well-being, help you become aware of non-helpful behaviors, help you develop new and healthier ways of coping, and help you create healthier and more satisfying relationships. Self-help groups for codependency can also be an invaluable source of learning and support.

### Your EAP is here to help

For help and support with issues related to codependency, contact your Employee Assistance Program (EAP) for confidential counseling, referrals or information. We're here to help you.

## PARENTING

# Raising a Resilient Child

Resilient people have the ability to deal more effectively with stress and pressure, cope with everyday challenges and bounce back from disappointments, adversity or trauma. Many parenting experts believe that resiliency is the most important quality you can instill in your child. How can you foster resiliency in your child? While there are many factors, parenting experts recommend the following:



- 1. Show unconditional love.** Love is the most powerful protective factor that parents can give their child. Kids feel loved when they know their parents enjoy being with them. Schedule one-on-one time with your child daily and give them your undivided attention. This feeling of specialness is integral to their self-esteem.
- 2. Be empathetic.** Empathy is feeling from someone else's perspective and a critical component of all satisfying relationships. By parenting with empathy, you not only foster the healthy, emotional development of your child, but also help your child develop empathy for others. Listen to your child and acknowledge his/her feelings. When your child responds with fear, anger, disappointment or sadness, help them identify the emotions they are feeling. Let them know you understand their feelings. By acknowledging your child's feelings you help your child accept his/her own feelings, which in turn allows your child to resolve them.
- 3. Treat mistakes as learning experiences.** Show your child that it's okay to make mistakes, that they are expected, and that mistakes can be a part of the learning process. When a mistake is made, instead of chastising your child or telling him/her what they did wrong, engage your child in a discussion concerning what they think went wrong and how they think they could avoid a similar mistake from happening in the future. By doing so in a positive and encouraging way, your child will learn that making a mistake doesn't automatically mean that they have failed and that they can use mistakes as a way of learning to find better ways to be successful.
- 4. Focus on strengths.** Every child possesses areas of strength and it is important for you as the parent to identify and reinforce these, rather than focus on weaknesses. Help your child discover their strengths and build confidence by helping him/her set and work toward reasonable goals. Moving toward a goal and receiving praise along the way will help your child focus on what they can accomplish rather than on failures. Each time your child achieves a goal or successfully solves a problem on their own, it gives them the confidence and skill to persevere the next time they face a challenge.

# The Lexington Group

## EMPLOYEE ASSISTANCE PROGRAM

Caring and individualized help for personal and family concerns is only a phone call away.

For confidential help 24 hours a day, call The Lexington Group, an international Employee Assistance Program provider at:

United States	1-800-676-HELP (4357)	Marshall Islands	1-800-676-4357
Canada	1-800-567-4343	Mexico	001-888-819-7162
England	0-800-169-6706	Puerto Rico	1-800-676-4357
Cayman Islands	1-855-328-1185	TTY	1-800-955-8339
Ireland	1-800-812-411		