Employee Assistance Program: ComPsych

5 Simple Ways to Improve Your Mood

Rough day, huh? Maybe it’s the gloomy weather or some disappointing news that has you down. Or perhaps it’s a disagreement with a family member or work colleague. Whatever has you feeling blue, there are at least five no-fail ways to brighten your day—and they don’t take much effort:

1. Give a little something back. You might not feel your best right now, but it’s been proven that moods can improve with random acts of kindness: helping someone with a chore, presenting a friend with a small gift or writing that note of appreciation you’ve been meaning to send.

2. Get moving. Whether it’s peddling around the neighborhood on your mountain bike, swimming a few laps at the local pool or training all-out for a marathon, exercising improves your physical and mental well-being.

3. Remove that frown. Even if you’re faking it, a smile can improve your mood, confidence and the way others see you.

4. Stay positive. Instead of dwelling on what’s wrong, or what you feel is wrong, get into the habit of positive self-talk. Remember, the way you think affects the way you feel.

5. Give yourself some credit. Just because you’re having a tough day or you’ve run into a string of bad luck doesn’t mean it has always been that way. List your achievements on a piece of paper, then take some time to be proud of what you’ve accomplished. The best option when all else fails? Talk to someone.

This information is brought to you by ComPsych GuidanceResources. This benefit offers confidential help and support 24 hours a day, 7 days per week, at no cost to you or your immediate family. GuidanceConsultants can assist you with your concerns.
SHRA Annual Appraisals Due

This is a reminder that the 2018-2019 SHRA Performance Cycle is ending on March 31, 2019. The annual appraisal process in which final evaluations are rated will open in ePerformance beginning March 1, 2019 and close on April 30, 2019. If you have questions or need help please submit a ticket via the Spartan Talent Problem Form or contact HR directly at 336-334-5009.

EHRA IT Conversion

Last year employees in IT positions exempt from the Federal Labor Standards Act (FLSA) had the opportunity to convert to EHRA from SHRA. We had a total of 23 employees who opted to convert. We will offer the same conversion option for 60 days this year starting September 1. We will be meeting with the managers of those employees to discuss the differences in EHRA and SHRA in terms of supervision, policies and procedures.

Upcoming Workshops

Civility in the Workplace
Wednesday, March 06, 2019
12:00 PM - 1:00 PM
Bryan 113
The prevalence and costs of incivility are on the rise in organizations. This session will help you understand why we act less civil today and give some suggestions for making sure you don’t exhibit behaviors that are uncivil.

SuperVISION Certificate - Cohort 17
Thursday afternoons, March 7 through May 16
Bryan 113
As a supervisor of EHRA non-faculty and SHRA employees, you play a vital role in UNCG’s transformation. As you move through your career here at UNCG, completing the SuperVISION Certificate will give you the knowledge, skills, and abilities to support you in developing your employees individually and as a team.

TSERS: Retirement Workshop
Wednesday, March 20, 2019
1:00 PM - 3:00 PM
Bryan 209
This workshop is designed for members of the Teachers’ and State Employees’ Retirement System (TSERS). All TSERS members are welcome to attend, but the topics will be most relevant to mid to late career employees.

FUNdamentals of Ergonomics in the Work Environment (and Beyond)!
Wednesday, March 27, 2019
12:00 PM - 1:00 PM
Bryan 113
This fun course is designed to help you evaluate your work positions to prevent injury and increase efficiency. There will be real-world demonstrations which will help you understand how important proper body position is to your daily activities.

The Key to Customer "Delight": The Journey to Excellence
Monday, April 01, 2019
9:00 AM - 12:00 PM
Bryan 113
This workshop will provide an understanding around enhancing customer satisfaction and creating "delight" for both internal and external customers on an on-going basis.