|  |  |  |  |
| --- | --- | --- | --- |
| **UBA** | **Wellness**WorksS | **Your Logo Here** | |
| December 2019 | | | |
| **What is Emotional Agility, and How Can You Manage Your Emotions in the Workplace?**  It’s a buzzword we hear all the time: emotional agility. So you may be asking, what exactly IS emotional agility? It’s defined as one’s ability to deal with stressors and discomfort in work and life. People are preprogrammed to deal with situations in certain ways, but these types of reactions don’t always allow room for emotional growth.  “Between stimulus and response there is a space,” [explains Dr. Susan David](https://www.virginpulse.com/blog-post/dr-susan-david-explains-the-secret-to-managing-emotions-at-work/), an award-winning Harvard Medical School psychologist. “This space is born out of emotional agility. In that space is our power to choose. And it’s in that choice that lies our growth and freedom.”  When people are emotionally agile, that space gives them the opportunity to deal with difficult and stressful situations and become resilient. Dr. David elaborates: “Emotional agility is being sensitive to the context and responding to the world right now—and that allows us to move into a space where we are managing our lives more in accord with our values.”  **Stop Managing Emotions at Work, and Start Experiencing Them**  “Firstly, it’s normal, healthy and good to experience the full range of emotions,” Dr. David continued. It’s unrealistic to try to focus on being happy and positive all the time. This hyper-focus lessens one’s adaptability and agility.  The workplace demands a lot of employees. No matter how stressful or taxing, employees are expected to hide their emotions at work and only portray positive emotions. However, research shows that experiencing difficult emotions helps people successfully navigate complex situations at work and at home. | | | **Quick Takes**  **QuickTakes**  Real-world time management  The smartphone era hasn't made time move any faster. But it can sure feel that way sometimes. Technology can make things easier but it can also suck up our time and increase stress. Set some ground rules for yourself.   * Log the number of minutes you spend on social media. * Put away your phone while driving, at meals, and when trying to sleep. * Set aside time to get active. You'll be paid back with more energy!   This month's newsletter takes a look at strategies to help you make the most of your time.  **QuickTakes**  Real-world time management  The smartphone era hasn't made time move any faster. But it can sure feel that way sometimes. Technology can make things easier but it can also suck up our time and increase stress. Set some ground rules for yourself.   * Log the number of minutes you spend on social media. * Put away your phone while driving, at meals, and when trying to sleep. * Set aside time to get active. You'll be paid back with more energy!   This month's newsletter takes a look at strategies to help you make the most of your time.  **QuickTakes**  Real-world time management  The smartphone era hasn't made time move any faster. But it can sure feel that way sometimes. Technology can make things easier but it can also suck up our time and increase stress. Set some ground rules for yourself.   * Log the number of minutes you spend on social media. * Put away your phone while driving, at meals, and when trying to sleep. * Set aside time to get active. You'll be paid back with more energy!   This month's newsletter takes a look at strategies to help you make the most of your time.  **QuickTakes** |
| **Develop a Support Network**  Sometimes corporate life (or any job, really) can feel like an emotional rollercoaster. Tight deadlines combined with high-stress projects can equal pent up stress that sometimes manifests in negative ways.    It’s helpful to remember that everyone is going through this with you! A little kindness goes a long way when you know your team is under pressure. Go ahead and have an open and honest dialogue about what's going well, and how your team can support each other. The key is stress management and emotional agility. There are always going to be ups and downs; how we handle them is what matters!  Read on in this newsletter to uncover ways to identify and eliminate unreasonable workplace expectations, and to help cultivate healthier attitudes for you and your coworkers. |
| **United Benefit Advisors |** 20 N. Wacker Drive, Suite 500 Chicago, IL 60606 | [*www.ubabenefits.com*](http://www.ubabenefits.com/) | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | | | **Wellness**WorksS    **UBA** | |
| Dr. David believes all emotions are necessary for employees to succeed in their careers: “There is no collaboration … without potential conflict. There is no innovation … without the potential of failure. And if there’s no openness to the emotions, the disappointment and the loss that comes with failure, well then you’re not going to get real innovation.”  **Becoming Emotionally Agile**  Even with the best intentions, things don’t always pan out like we plan. Unexpected or non-ideal outcomes in the workplace can elicit rigid or preprogrammed reactions to emotions, like ignoring them, bottling them up, placing blame, or replaying situations over and over in one’s head.  “Rigidity in the face of complexity is toxic,” Dr. David said. In order to become emotionally agile, people need to acknowledge and understand their emotional responses but not take them as fact. For example, if a person is feeling a stress response, it doesn’t mean everything about their life has to be stressful. By understanding these emotions, one can learn from them and ultimately move forward.  Dr. David elaborates: “The radical acceptance of our emotions — even the difficult ones, even the messy ones — is the cornerstone to resilience, to effectiveness, to success, to relationships, and to truly thriving.”  **Bonus: Tips & Tricks to** [**Cope With**](https://www.healthxchange.sg/men/health-work/managing-emotions-work) **Stressful Workdays**  **1. Compartmentalization (when negative emotions from home affect your work).** Try your best to leave personal matters and issues at home. When you commute to work, use that time to tell your mind to let go. You can also compartmentalize work-related stressors so that your emotions at work don’t spill over into your personal life too.  **2. Deep breathing & relaxation techniques.** This will help with emotions like anxiety, worry, frustration, and anger. Take deep breaths, inhaling and exhaling slowly until you calm down. Slowly count to 10. You can take a walk to cool down and listen to some relaxing music. Talk to someone who can help you calm down.  **3. The 10-second rule.** This is especially helpful if you are feeling angry, frustrated or even irate. If you feel your temper rising, try and count to 10 to recompose yourself. If possible, excuse yourself from the situation to get some distance, but remember to reassure the other party that you will return to deal with the matter.  Sources:  *Virgin Pulse. Managing emotions at work.* [*https://www.virginpulse.com/blog-post/dr-susan-david-explains-the-secret-to-managing-emotions-at-work/*](https://www.virginpulse.com/blog-post/dr-susan-david-explains-the-secret-to-managing-emotions-at-work/) *(Accessed 10/21/19)*  *Health Exchange. Coping with Emotions at Work.* [*https://www.healthxchange.sg/men/health-work/managing-emotions-work*](https://www.healthxchange.sg/men/health-work/managing-emotions-work) *(Accessed 10/21/19)* | | | | | | | |
| **Crispy Rosemary Butter-Roasted Potatoes** Makes 6 servings | | | | |
| Made simply with Yukon gold potatoes, butter, rosemary, garlic, plenty of flaky sea salt and black pepper. Each bite is perfect and so delicious!  **INGREDIENTS**  3 lb. small Yukon gold potatoes  6 tablespoons salted butter, melted  1 tablespoon chopped fresh rosemary, plus 3 rosemary sprigs  4-6 cloves garlic, smashed  kosher salt and black pepper  flaky sea salt for serving  **DIRECTIONS**   1. Preheat oven to 450° F 2. Slice potatoes into thin slices, leaving 1/8” at the bottom, be careful not to slice all the way through the potato. Place in a large roasting pan, toss with butter, chopped rosemary, salt, and pepper. Add garlic and rosemary sprigs. Arrange potatoes cut side down in the roasting pan. 3. Transfer to oven and roast for 20-25 minutes. Flip and spoon the butter over the potatoes, allowing it to drip down between the slices. Return to the oven and roast another 20-25 minutes, until potatoes are golden and crisp. Serve warm, drizzled with the butter in the pan and sprinkled with the fried rosemary and sea salt. | | **NUTRITIONAL INFORMATION**  115 Calories  37.3 g Carbohydrate  3.3 g Protein  6.3 g Fiber  11.6 g Fat  7.3 g Saturated fat  245 mg Sodium | |
| This newsletter contains general health information and is not a substitute for your doctor’s care. You should consult an appropriate health care professional for your specific needs. Some treatments mentioned in this newsletter may not be covered by your health plan. Please refer to your benefit plan documents for information about coverage. | | | | |