



NuVantage[®]

Employee Resource

Your free and confidential resource for work-life wellness

News from NuVantage

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Workplace Relationships

There is a strong correlation between people who love their job and people who report having co-workers they trust. Whether you are an accountant or a construction worker, it's seldom the work itself that makes or breaks your experience. It's your coworkers. While we generally don't choose our coworkers like we do our friends, there are ways we can nurture supportive and genuine workplace relationships.

- **Assume your coworkers have no desire to make your life difficult.** They are plagued with the same deadlines and frustrations that you are.
- **Identify what you do like about someone** instead of what you don't.
- **Practice the skill of listening.** Envision that your life depends upon your understanding of a coworker's explanation of events and/or requests of you. Tell yourself that if you understand them, you **know** they'll understand you.
- **Assume that you are a work in progress** and willing to learn new communication skills. "What can I learn from my coworkers that will benefit me today?"

If you have a hard time forming good working relationships, or just want to learn to communicate with coworkers better, consider contacting a NuVantage Counselor. They will help you identify a plan to build stronger workplace relationships.



Are you a Manager? It can be lonely at the top. An outside perspective can help.

Call NuVantage to consult about difficult employee situations.

24 hours a day, 7 days a week

800.577.4727

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Online wellness portal password: wellness



**Lutheran
Social Service**
of Minnesota

Provides NuVantage Employee Resources as a service

Have More with Less

Research indicates that while meeting basic needs is necessary for happiness, our whirlwind consumer culture has not improved peoples' sense of well-being. The cycle of spending money and then finding out that your new purchase hasn't produced the happiness desired can increase a sense of despair. There are hundreds of suggestions for simplifying, spending less and living a more enriching life. Here are just a few:

- If you go out to eat, split an entrée with someone. Most restaurant portions are larger than we need.
- Try purchasing used items like furniture, clothing, books or tools.
- Cancel cable TV. Read a book, go for a walk or call a friend instead.

To begin living a more enriching and less consumer-oriented lifestyle, identify three or four things that you want to do and stick to your plan. Do not try to do everything at once. As your new lifestyle becomes habit, you can add new frugal initiatives. People who intentionally choose to live a frugal life, report that they don't feel like they are missing anything. Instead, they report having greater peace-of-mind.

If you're living paycheck to paycheck or having a hard time making ends meet, it may be a good time to consider talking with one of our financial counselors. They can help you develop a plan for how you can live more with less.



Anonymous Question?

Your free and confidential resource
available 24 hours a day, 7 days a week.

800.577.4727

"Chat with Us!"
www.NuVantage.org