



EMPLOYEE ASSISTANCE NEWSLETTER

SUMMER 2022

PROVIDED BY SAINT ALPHONSUS EMPLOYEE ASSISTANCE PROGRAM



BUILDING A FOUNDATION IN FAMILIES

In the last article for the newsletter, I summarized some reflections and tools for managing a blended family that I wished I had while raising my blended family. In this article, I want to focus on how to build a strong foundation for all families.

Most successful businesses don't just exist without a mission and homes are not built without a foundation. If you would like a connected and solid family, it might be helpful to develop your couple and family mission.

There are numerous family structures, and no family is immune from crises and conflict. Without a solid foundation, the family can crumble. Missions remind us how to navigate and get through the various struggles as strong, if not stronger, as when the difficulty started.

The following is a list of questions for couples and questions for your family that I recommend be answered through a family meeting or at a time when the couple or entire family can sit down together.

Couple Mission Statement Questions

- What kind of partners do we want to be?
- How do we want to treat each other?
- How do we want to resolve our differences?
- How do we want to handle our finances?
- What kind of parents do we want to be?
- How do we want our children to see us?
- What kind of values do we want our children to see?
- What principles do we want to teach our children to help them prepare for adulthood and lead responsible, caring lives?
- How can we develop the talent of each child?
- What roles (earning, financial, household...) will each of us have?
- How can we best relate to each other's families?
- What traditions do we bring with us from the families in which we were raised?
- What traditions do we want to keep and create?
- What intergenerational traits or tendencies are we happy or unhappy with, and how do we make changes?
- How do we want to give back?

Family Mission Statement Questions

- What is the purpose of our family?
- What kind of family do we really want to be?
- What kind of things do we want to do as a family?
- What kind of feeling do we want to have in our home?
- How do we want to treat one another and speak to each other?
- What things are truly important to us as a family?
- What are our family's highest priority goals?
- What are the unique talents, gifts and abilities of each family member?
- What are the principles, guidelines, and values we want our family to follow?
- How can we contribute to society as a family and become more service oriented?
- What kind of home do we want to invite our friends to?

Traditions, routine, and structure lead to security and family unity. A family mission is your roadmap to achieving this. You can involve young children and adult children in your family mission. I recommend you put your family mission in writing, create a project of it and frame it for all to see.

THE GIFT OF LISTENING DEEPLY

Often, as a Counselor, I cannot fundamentally or even minimally change my client's life circumstances. What I can do is listen and listen to them deeply. It may seem like a simple and "given" thing that we listen to each other. However, there are many obstacles to listening deeply to one another which can include being busy, rushed, anxious, defensive, uninterested, and unaware. Communication is offered to us on many different levels such as verbally, physically, emotionally, and intuitively. All are important to receive, and if we do so, the other person's and our lives can be transformed, just through truly listening.

The benefits to listening deeply to one another include: Truly getting to know someone, offering a safe place to share more intimate details of our lives, affirms the value of what someone has to share and places confidence in our ability to receive vital information about that person, and we can learn new things about someone else and ourselves. At the heart of all healthy relationships is the ability to take in those around you, and understand their impact on and importance to us, through in-depth listening.

Three key principles and practices of deep listening include

- Listen to learn
- Listen for understanding rather than agreement
- Ask powerful and informed questions

“Answers have a short shelf life because they are particular to a specific place and time, but good questions—ones that carry the power of insight and growth—are useful now, in this place, as well as in the future”

– Glenda Eoyang, *Coping with Chaos*

Powerful and informed questions come from staying attuned to the speaker, noting their body language, awareness of what you know of them and their life experiences, the cadence and tone of their voice, silences, if they share something vulnerable or if they pull back, and noticing what you are feeling. Powerful questions can be quite simple, but well timed and informed questions can elicit a greater understanding of the person.

Listening deeply requires us to stay in the present moment, suspend judgement, not formulate a response, and stay open and observant to the other person's 'cues' that they are offering us, allowing us and them to move deeper into themselves, ourselves, and the relationship.

A simple exercise to try when listening is to write down what the speaker has said to you. Request that the speaker keep it to a short description of what they would like to share. You then read back what you have written to clarify that you have understood correctly. You then ask if the speaker would like to share more, and continue writing. Once complete, inquire about what they are needing from you regarding what they have shared. For example: Just listen, help me fix it, or offer feedback and observations if requested. And do only that. Then switch roles.

Of course, there are many more exercises to help us become better listeners. Here at the EAP we welcome the opportunity to listen deeply to our clients and help accompany them through the many challenges life can often bring us. We look forward to seeing you.

MEDITERRANEAN GRILLED CHICKEN + DILL GREEK YOGURT SAUCE

INGREDIENTS

FOR THE DILL GREEK YOGURT SAUCE:

- 1 garlic clove, minced
- 1 cup chopped fresh dill, stems removed
- 1 1/4 cup Greek yogurt
- 1 tbsp olive oil
- Juice of 1/2 lemon or lime
- Pinch cayenne pepper, optional
- Salt, if needed

FOR THE GRILLED CHICKEN:

- 10 garlic cloves, minced
- 1/2 tsp paprika
- 1/2 tsp allspice
- 1/2 tsp ground nutmeg
- 1/4 tsp ground green cardamom
- Salt and pepper
- 5 tbsp olive oil, divided
- 8 boneless, skinless chicken thighs
- 1 medium size red onion, sliced
- Juice of 1-2 lemons



INSTRUCTIONS

1. First make the dill Greek yogurt sauce. Combine the minced garlic, fresh dill, yogurt, olive oil, lemon juice and cayenne pepper in a food processor. Run the food processor until all the ingredients are well blended and a smooth thick sauce or dip develops. Test and add salt if needed. Transfer to a small bowl or container, cover and refrigerate.
2. In a small bowl, mix together the minced garlic, spices and 3 tablespoon olive oil. Pat

the chicken thighs dry and rub each with the garlic-spice mixture.

3. Place the spiced chicken thighs in a large dish on a bed of sliced red onions with lemon juice and the remaining 2 tablespoon olive oil. Cover and refrigerate for 2-4 hours or overnight.

4. When ready, heat a gas grill to medium-high. Place the chicken thighs on the grill. Cover for 5-6 minutes, then turn the chicken over and grill for another 5-6 minutes covered.

5. Serve with a side of the dill Greek yogurt dip you prepared earlier!

6. To complete this light meal, add Greek potatoes or pita bread and a salad like Fattoush Salad.

PREP	COOK	SERVES
10 m	12 m	8

HOW TO RECOGNIZE MORAL DISTRESS AND INJURY

Moral distress and injury can often happen to those who work in the helping professions, which includes professions in healthcare and education.

For the purpose of this article, moral distress will be defined as:

When one knows the ethically appropriate action to take but feels powerless to do so. Moral distress may be triggered by inadequate or inappropriate staffing, conflicts in morals or values within the workplace, challenging or unresolved team dynamics, concerns related to safety, or when engaging in end-of-life care. Moral injury occurs when there is repeated or unresolved moral distress.

For the purpose of this article, moral injury will be defined as:

An unusually stressful or traumatic situation in which someone may cause harm, fail to prevent harm, or witness events that contradict personal moral beliefs which leads to distressing and harmful psychological, behavioral, social, or spiritual responses for the individual.

The biggest difference between moral distress and moral injury is that moral distress refers to a problem due to the circumstances an individual finds themselves in, while the moral injury represents a personal response to the problem which can cause serious harm to the individual. When a moral injury occurs, a person may feel shame or guilt and then internalize a negative belief about themselves such as "I am a bad person because I...". In addition, a person may experience feelings of disgust and anger about themselves related to their inability to act according to personal moral code or anger toward the person requiring such acts to be committed.

People who struggle with moral injury often find it difficult to forgive themselves and those defining the "rules", which can lead to self-destructive



behaviors, such as addiction, sabotaging relationships, insubordination at work, and self-harm. It is not uncommon for people who experience a moral injury to struggle with their spiritual belief system following the moral injury. One may find themselves questioning their entire belief system or their relationship with a Higher Power because of the event(s) that led to their moral injury.

Moral injury is not uncommon for those in the healthcare field but researchers have seen a spike in moral injuries over the course of the pandemic. During the pandemic, various levels of medical staff and health care providers were put in positions to make difficult decisions regarding life and death matters, triaging care and resources, and potentially witness what they may perceive as inappropriate responses or policies, which may have led to feelings of anger and betrayal by the institutions or states in which they work. Health care providers may also experience feelings of guilt or shame related to surviving when others did not or from unintentionally spreading infection to others

with whom they had been in contact with, both at work and in their personal lives.

For educators, moral injury may have occurred at various levels whether it was enforcing the rules of districts, mandates by the local government, following requirements, or in navigating the community and parental response to such mandates and rules. Those working in educational institutions may have been required to respond in ways that violated their moral code or in ways they feel may have caused harm to others either directly or indirectly or risk losing their jobs.

In summary, anyone working in the helping professions may experience moral distress and a moral injury. It is important to know that you are not alone and there is help available to you. The Saint Alphonsus EAP team is here to help if needed.

Resources:

- The Shay Moral Injury Center:
<https://www.voa.org/moralinjury-resources>
- A Guide to Moral Injury:
<https://www.moralinjuryguide.ca/>

Saint Alphonsus Employee Assistance Program (EAP)

Regular Appointment Hours:

8:30 a.m. - 6:30 p.m., Monday-Friday
(special appointment hours by request)

Phone: (208) 367-3300

Locations:

6140 W. Emerald St., Boise, ID 83704
3025 W. Cherry Ln, Ste 205
Meridian, ID 83642

Counselors:

Jared Belsher, MA, LCPC, NCC
Jenny Lee Doty, MSW, LCSW
Stephanie Hadley, MSW, LCSW
Melissa Young, MSW, LCSW



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Jared Belsher – Supervisor
MA, LCPC, NCC

Jared is a licensed clinical professional counselor (LCPC) and national certified counselor (NCC) who has worked in outpatient mental health clinics and in private

practice since 2007. He received a bachelor's Degree in Political Science and a master's Degree in Community Counseling from Northern Arizona University. His approach to counseling is strength-based, which means that rather than dwelling on

things that are wrong, he focuses on the strength individuals have, and how they can use those strengths to overcome their obstacles. He uses a person-centered approach and additional counseling techniques such as cognitive-behavioral

therapy (CBT) to help clients discover healthier ways to cope and think about a problem.

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HELP YOUR RELATIONSHIP THRIVE BY MEETING EACH OTHER'S NEEDS

When there are problems in a relationship it's often because some of one or both partners' needs are not being met. Making a "List of Needs" is a simple way for both partners to share what their needs are and how their needs can be met.

What often causes problems in relationships is when one or both partners assume that their partner's needs are the same as theirs. Because of this, partners can end up putting a lot of effort into trying to meet needs that aren't important to their partner and miss out on meeting needs that are important to them. The List of Needs acts like an instruction manual for how to make your partner happy and how your partner can make you happy. If both partners' needs are met, both are happy and the relationship thrives.

Instructions for the List of Needs: Both partners should make a list of their needs. The list should include your unmet needs and how your partner can meet those needs. Each need should be reasonable, be as detailed as possible, and, if the

need isn't already a behavior, be broken down into behaviors that your partner can do to meet each need. For example, if one of your needs is "I need more attention," write that down but also list next to it behaviors that your partner can do to meet that need, such as: "Sit next to me when we are watching TV, go on dates with me, and listen attentively when I am sharing how my day went at work." Keep in mind that there is no correct length for each list of needs; each partner's list of needs will be different in length and that's ok.

Another important thing to remember is that needs tend to fall into two categories: 1) Needs that are easily met, and 2) Needs that can be met as long as one of their partner's needs is met at the same time. For example, a need that is easily met might be for the partner to come home on time or to say "I love you" more often. The second category of needs requires partners to compromise by also meeting one of their partner's needs at the same time. For example, if the wife's need is to have her husband listen more attentively, the husband might

agree to meet that need as long as their need of the wife speaking in a less angry tone is also met.

Shown below is an example of a List of Needs to help guide you. If you find that you need additional assistance with this exercise, feel free to contact the Saint Alphonsus EAP office to make an appointment with a counselor who can help guide you through the process.

Example of a List of Needs:

- 1) **I need affection.** You can meet this need by giving me hugs and kisses more often, telling me you love me, and holding my hand in public.
- 2) **I need words of affirmation.** You can meet this need by telling me that you appreciate how much I do around the house and at work and how much I do for our children.
- 3) **I need healthy communication.** You can meet this need by letting me finish when I'm talking, by listening attentively when I share how my day went, and by stopping any sarcasm or negative body language.
- 4) **I need a teammate and feel like we are part of a team.** You can meet this need by discussing things with me before making a decision, sharing in chores at home, and sharing in family responsibilities.

EAP COUNSELORS

SAINT ALPHONSUS EMPLOYEE ASSISTANCE PROGRAM



Jenny Lee Doty, MSW, LCSW

Jenny Lee has been practicing as a Licensed Clinical Social Worker for nearly a decade. She has worked in the mental health field for more than 20 years in a variety of treatment settings including but not limited to schools, day treatment centers, hospitals, and local community agencies. Jenny Lee has provided treatment to children, pre-teens and teens, and adults in individual, group, and family settings.

Jenny Lee is skilled in working with complex family units, emotional and behavioral issues, trauma, depression, mood disorders, anxiety, co-occurring diagnosis, psychotic disorders, self-harm, suicidal ideation, gangs, and those involved with foster care and Child Protective Services. Jenny Lee practices from a strength-based approach to treatment, while using a combination of interventions tailored to meet each individual's needs.



Stephanie Hadley, MSW, LCSW

Stephanie is a Licensed Clinical Social Worker and has worked in private practice, community mental health agencies, hospice, hospital and substance abuse settings. She specializes in working with relationship issues, grief and loss, anger management, blended family issues, anxiety, depression, self-esteem, co-dependency, stress, trauma and parenting. Stephanie's approach is adjusted to meet client needs and developed with the client's learning process in mind. She utilizes an eclectic model including Cognitive Behavioral Therapy (CBT), Solution-focused, Dialectical Behavioral Therapy (DBT), Family Systems, Gestalt, Gottman, Humanistic, Adlerian, Motivational Interviewing, Person-Centered, Positive Psychology, and Trauma Focused therapy with a Strengths-focused direction in her sessions.



Melissa Young, MSW, LCSW

Melissa has been a Mental Health Professional for 30+ years having the opportunity to serve in a variety of mental health settings, with diverse client populations, working in various roles. As a Clinical Social Worker she has had the opportunity to work with survivors of sexual assault and domestic violence; as an Outpatient Psychotherapist within a Community Mental Health Center; a Peace Corps Volunteer in Asuncion Paraguay; Hospice Social Worker; and currently working as a Counselor at the Saint Alphonsus Employee Assistance Program and Clinical Supervisor with Tidwell Social Work Services and Consulting Inc. She employs an eclectic approach to her work with clients, believing that a trusting and supportive relationship is key to any therapeutic success. In addition to her professional life, she is a mother of three teenage boys, wife of 18 years, and a proud dog and horse owner.