

## Stressed? Struggling? UI has resources to help.

As a University of Idaho employee, you have access to valuable benefits and resources to help you through times of difficulty—no matter the stress you're under or the situation you're facing. You don't have to go it alone.

Find more information on:

[www.uidaho.edu/human-resources/benefits](http://www.uidaho.edu/human-resources/benefits).



## Signs of Crisis

Here are some key indicators to watch for—in yourself and others—that could signal an emotional crisis:

- A clear and abrupt change in behavior
- A loss of interest in activities that were previously enjoyed
- Withdrawal from social activities and relationships
- A marked decline in work product quality
- An abrupt change in routine, such as someone who was always early or on time becomes habitually late
- An abrupt change in appearance, such as weight loss, weight gain or lack of hygiene
- Dramatic mood swings, like anger, confusion, sadness, depression or anxiety
- Frequent substance use, often to the point where it interferes with daily life

Source: American Psychological Association



Recognize the signs of a crisis, and use this brochure to find the resources you need. There is always help—no matter how tough things may seem. For more information, visit [www.uidaho.edu/human-resources/benefits](http://www.uidaho.edu/human-resources/benefits) or contact the Benefits Center (1-208-885-3697, toll-free at 1-800-646-6174, or [uidahobenefits@hroffice.com](mailto:uidahobenefits@hroffice.com)).

## Helping Someone in Crisis

If you see a loved one struggling, consider taking these actions:

- **Check on them.** Ask privately: “You don't seem quite like yourself lately. Is there anything you want to talk about?” Remind them you're there to listen if they want to talk.
- **Just listen.** Avoid any statements that may minimize their situation or feelings. It's best to omit judgments and opinions altogether.
- **Encourage them.** Without minimizing their experience, remind them that while things seem tough now and may even feel hopeless, the situation will get better. Reinforce that they're cared for and valued.
- **Direct them to crisis resources.** There are a number of crisis resources—both within the University and externally—available to anyone who needs help. It's important to be familiar with these resources so you can point your loved ones or colleagues to them if needed.



The Employee Assistance Program (EAP) through KEPRO is open to all benefit-eligible University employees, retirees and household members. You do not need to participate in a University medical plan to access these services.

The EAP provides:

- Eight **free** telephone counseling sessions per incident
- 24/7 access to counselors and online, self-help resources

Call 1-800-999-1077 or visit [www.eaphelplink.com](http://www.eaphelplink.com) (company code: UI1).

# What Stress Looks Like

We all experience varying degrees of pressure, at work and at home. And depending on our emotional state, everyday tensions can become magnified: small concerns can feel like major problems, while bigger issues can seem like insurmountable obstacles. Often in these moments, the best solution is to pause, take a breath, and reach out for help.

How It Looks	Where to Go for Help
<b>Moderately Stressed</b>	
<p>Irritants that normally wouldn't bother you are driving you crazy. Between the constant phone calls and endless meetings, you want to scream.</p>	<p><b>Employee Assistance Program (EAP) through KEPRO:</b> 1-800-999-1077 or <a href="http://www.eaphelplink.com">www.eaphelplink.com</a> (company code: UI1)</p> <p><b>Perks at Work:</b> Find discounts on travel, hotels, spa treatments, and more to get the R&amp;R you need: <a href="http://www.perksatwork.com">www.perksatwork.com</a> (company code: EAP)</p> <p><b>Leave:</b> Need time to recharge? Review your leave options: <a href="http://www.uidaho.edu/human-resources">www.uidaho.edu/human-resources</a></p>
<p>You can't remember your last full night of uninterrupted sleep. How will you do your job when you're constantly exhausted?</p>	
<b>Moderately Stressed and Worried</b>	
<p>Your spouse has become antisocial and spends most nights alone on the couch, watching TV and drinking. Should you be concerned?</p>	<p><b>Nurse Advice Line:</b> Registered nurses available 24/7 to help you make informed decisions: 1-888-993-7120</p> <p><b>Substance abuse/addiction benefits through Blue Cross of Idaho (must be enrolled in a University medical plan):</b> 1-800-743-1871 or <a href="http://www.bcidaho.com">www.bcidaho.com</a></p> <p><b>Additional resources:</b></p> <ul style="list-style-type: none"><li>• Alcoholics Anonymous (<a href="http://www.aa.org">www.aa.org</a>)</li><li>• Al-Anon (<a href="http://www.al-anon.org">www.al-anon.org</a>): For family and friends of alcoholics</li><li>• Substance Abuse and Mental Health Services Administration (<a href="http://www.samhsa.gov">www.samhsa.gov</a>)</li></ul>
<p>You're chronically stressed and you've lost so much weight. You're finally thin—how come you feel so terrible?</p>	<p><b>Health coaching/dieticians:</b></p> <ul style="list-style-type: none"><li>• Andrew Panatopoulos (health coach): 1-986-224-3340</li><li>• Charlotte Sarge (registered dietician): 1-986-224-6637</li><li>• <a href="mailto:wellconnectedcoach@bcidaho.com">wellconnectedcoach@bcidaho.com</a></li></ul> <p><b>Additional resources:</b> National Association of Anorexia Nervosa and Associated Disorders (<a href="http://www.anad.org">www.anad.org</a>)</p>
<b>Depressed or Anxious</b>	
<p>You've been lying in bed for the past hour, too depressed to start your day. Taking that first step feels impossible.</p>	<p><b>Employee Assistance Program (EAP) through KEPRO:</b> 1-800-999-1077 or <a href="http://www.eaphelplink.com">www.eaphelplink.com</a> (company code: UI1)</p> <p><b>Blue Cross of Idaho mental health coverage (for University medical plan participants):</b> 1-800-743-1871 or <a href="http://www.bcidaho.com">www.bcidaho.com</a></p> <p><b>Additional resource:</b> National Institute of Mental Health (<a href="http://www.nimh.nih.gov/health">www.nimh.nih.gov/health</a>)</p>
<p>You've been caring for someone with a serious illness. You're physically and emotionally spent.</p>	
<p>You've recently lost a close friend or loved one, and you're finding it hard to engage in even the simplest of tasks.</p>	
<p>Your coworker seems out of sorts since his/her divorce. He/she is missing meetings and deadlines. Is it your place to ask if he/she is okay?</p>	
<p>You might have to declare bankruptcy. You feel like you're in a financial hole that you'll never climb out of.</p>	
<p>Your coworker has been making rude remarks to you that you perceive as homophobic. You feel anxious every time you step into the office.</p>	<p><b>Financial counseling through the EAP:</b> 1-800-999-1077 or <a href="http://www.eaphelplink.com">www.eaphelplink.com</a> (company code: UI1)</p> <p><b>Additional resources:</b></p> <ul style="list-style-type: none"><li>• Gamblers Anonymous (<a href="http://www.gamblersanonymous.org/ga">www.gamblersanonymous.org/ga</a>)</li><li>• Debtors Anonymous (<a href="http://www.debtorsanonymous.org">www.debtorsanonymous.org</a>)</li></ul>
<p>Your coworker has been making rude remarks to you that you perceive as homophobic. You feel anxious every time you step into the office.</p>	<p><b>University of Idaho Benefits Center:</b> 1-208-885-3697, toll-free at 1-800-646-6174, or <a href="mailto:uidahobenefits@hroffice.com">uidahobenefits@hroffice.com</a></p>
<b>In Crisis: If you're in crisis, STOP and call 911.</b>	
<p>You can't stop thinking, "The world would be better off without me." You feel out of control and afraid you might hurt yourself or someone else.</p>	<p><b>National Suicide Prevention Lifeline:</b></p> <ul style="list-style-type: none"><li>• 1-800-273-TALK (8255)</li><li>• Text "Connect" to 741741</li><li>• Chat online: <a href="http://www.suicidepreventionlifeline.org/chat">www.suicidepreventionlifeline.org/chat</a></li></ul> <p>Suicide Prevention Resource Center (<a href="http://www.sprc.org">www.sprc.org</a>)</p>
<p>Your drinking might be a problem. You drink a lot and you drink alone. It's affecting your relationships, your health, and your work.</p>	<p><b>Substance abuse/addiction benefits through Blue Cross of Idaho (must be enrolled in a University medical plan):</b> 1-800-743-1871 or <a href="http://www.bcidaho.com">www.bcidaho.com</a></p> <p>Alcoholics Anonymous (<a href="http://www.aa.org">www.aa.org</a>)</p>