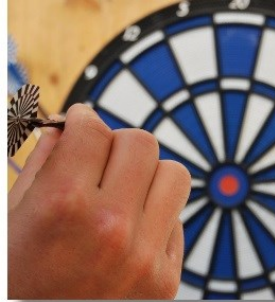


FrontLine Employee

Wellness, Productivity, and You!

Develop a Perseverance Mindset

Have you ever interacted with a coworker so focused on work that they didn't know when to quit? You may have been witnessing the work trait of perseverance—the ability to demonstrate sustained effort despite obstacles and setbacks. Any worthwhile goal will face obstacles. While perseverance may appear like workaholicism, it's goal-directed rather than pathological. Many people are ambitious, possessing the desire, motivation, and excitement to achieve a goal. However, they lack the perseverance needed to make it happen. Perseverance is the bridge to the goal. Research shows perseverance is the #1 predictor of work success and personal achievement. To create this driving force within yourself, spend time on the first step: Create a powerful “why” so compelling that you'll laugh in the face of obstacles. Really dig deep. When you reach the “big why,” it will feel like rocket fuel. The rest is mechanics: create steps to the goal, track progress, anticipate and embrace challenges, practice positive self-talk, shun distractions, stay inspired, and reward yourself for progress.



Mental Health Awareness Month

It's “Mental Health Awareness Month.” Celebrate it by experimenting with this 30-day positivity exercise. Instructions: At night, before falling asleep, take a few moments to jot down one positive moment from the day, and take 60 seconds to really feel it again. Research demonstrates this exercise shows “neuroplasticity of the brain.” This refers to its ability to “rewire” itself and, in this case, nurture a more positive mental attitude—one that is more optimistic, resilient, and emotionally balanced.

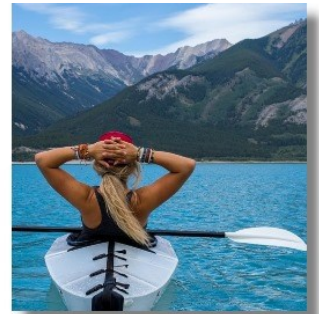
Supportive research: pmc.ncbi.nlm.nih.gov/articles/PMC8640953/



Discover JOMO—the Joy of Missing

FOMO—the “fear of missing out”—is anxiety caused by the perception that others have more exciting lives. Social media often triggers it, but there's a flip side called “JOMO”—the joy of missing out. It's a conscious reaction to feeling controlled by social media, encouraging turning it off, reclaiming time, and focusing on mental health benefits. When hit by FOMO, stop. Take a break. Recognize it, then identify the positives in your life and be thankful. If possible, try a “technology-free” trip to the store or outing to feel fully present in the real world.

Source: babbel.com/en/magazine/the-meaning-of-fomo-yolo



Avoid Common Regrets with Elderly Loved Ones

When an elderly family member passes away, it's common to regret missed chances for a deeper connection. Research reveals common regrets that, if understood, can help family members be more proactive and later more thankful for the time spent together. May is “Older Americans Month.” Consider taking steps inspired by the following regrets to engage more deeply with your elderly loved one: 1) not spending enough time to hear their unique stories, wisdom, and perspectives; 2) not trying to resolve past conflicts and rifts; 3) unspoken words of affection, along with a lack of appreciation and gratitude; 4) assuming there will always be time to connect or repair issues, taking time for granted; 5) not providing caregiving, emotional support, or help with difficult issues as an advocate; 6) not asking about their life experiences, childhood, family history, faces in photos, or personal wisdom.

Source: www.samaritanj.org/hospice-blog-and-events/hospice-palliative-care-blog/end-life-regrets/



Maintain Healthy Boundaries Between Work and Home

Even employees who believe in keeping healthy boundaries between work and home struggle to do it. Research shows, however, that maintaining boundaries is good for you and your employer. Productivity does not suffer! In fact, keeping boundaries can help workplace productivity by reducing burnout and turnover, improving focus, and creating a more positive work environment. Here are five boundaries most people struggle to maintain. If you recognize any of them and are ready for change, contact the EFAP to explore your next steps to make some or all happen: 1) not responding to work communications after hours; 2) having a dedicated place in your home to work—no, this is not only to avoid distractions but also to eventually train your brain to “turn on for work,” thereby improving productivity; 3) taking a real honest-to-goodness lunch break, rather than eating at your desk or skipping it altogether; 4) when possible, politely saying you can’t take on more work or at least negotiating on deadlines; 5) making it step one when you arrive home to get out of your work clothes. Again, this ritual is not just about being more comfortable. It signals to your brain to destress and recognize the “day is over.”

Learn more: hubstaff.com/blog/work-life-balance-statistics/



Parenting Tips: Spring Means Stress for Young People

Spring is usually an inspiring season, but it can also bring major stress for young people. Academic demands, social dynamics, and environmental changes all converge at once. During this time, they face pressure to perform, fit in, and make important life decisions. The list is long: exams, project deadlines, financial aid decisions, senior-year transitions, prom, graduation, college admission issues, FOMO, changing friendships and romantic relationships, disrupted sleep, extracurricular demands, anxiety about summer plans, and possibly moving away. These maturity-building challenges still benefit from parental support. The key is awareness and open communication—try asking, “Hey, Billy, how are you feeling about school right now?” Let them vent. Offer tips on scheduling and study habits. Encourage taking things one day at a time. Talk about the importance of breaks and sleep. Model good stress management. Stay alert for signs of mental health struggles: withdrawal, depression, or sleep or appetite changes. Don’t overlook the value of professional counselling. Ask your EFAP for checklists on symptoms of anxiety, stress, and depression. And seek support for yourself to explore how balanced parenting—without overstepping—can help build resilience.



Building Teams: When Unreliability Strikes

It’s not uncommon to have an unreliable team member, but most coworkers hold back too long in being assertive, hoping for change, improved performance, or follow-through with commitments. Sound familiar? Assertiveness often creates tension, and your fear of losing group harmony or fear of conflict, or simply not wanting the emotional burden of confronting a coworker is understandable. But avoidance risks hurting your team. Solution: Create traditions and shared values your team agrees to uphold, so when assertiveness is needed, it’s seen as a commitment to those values—not a personal attack. If you do this, you’ll increase productivity and accountability, and cohesiveness will ironically increase. If you’re struggling now, meet and get agreement on this assertiveness tradition. It will be okay to speak up sooner with respect. You’ll dispense with lingering frustrations and feel happier about your team with less fear about facing challenges. Hint: Ask the EFAP about the language of assertiveness and how to maximize its impact while preserving trust and teamwork.



Stress Tips from the Field: Managing Stress One Day at a Time

“Take it one day at a time.” This common saying means “stay present -focused” as a way of managing stress, but many related tips can help maximize this mindset—freeing you from spiraling into fear, sleep loss, and burnout. Consider: Avoid being overwhelmed by staying in the present. Still acknowledge today’s stressors, but address only what is in front of you. Limit catastrophic thinking and “what-ifs” by focusing on what can be done now. Ground yourself in the moment and take purposeful action, even if small. This reduces anxiety and the risk of imagined worst-case scenarios. Let go of what you can’t control. Build resilience through daily coping. Practice self-compassion—it muzzles your inner critic. Start the day with a simple goal to focus on the here and now, and realize that today’s challenges build resilience for tomorrow’s hurdles.



Meet your EFAP Peer Advisors

Peer Advisor with The City of Saskatoon EFAP — Gale Pomeroy

My Name is Gale Pomeroy, I work at the Saskatoon Public Library. I started at the Mayfair Branch in 2009 and transferred to Rusty Macdonald in 2016. I have experienced some life challenges as we all do, and I started seeing a counsellor through our EFAP Program. This inspired me later on to become an EFAP Peer Advisor to give back. I have been a Peer Advisor for 9 plus years and have sat on the EFAP Board of Directors for 8+ years.

The reason I like being involved, and a Peer Advisor, is because I feel useful to my coworkers and friends. I like the connection I have had with other members of the City Unions through our ongoing training and work, and I like the lessons I have learned and incorporated in my day-to-day life both at work and at home. There have been several incidents that I have been involved with that I have seen the positive effect of proper counselling, and I know there are lives that are infinitely better from the compassionate care that they have received through our program. I have also seen the trickle out effect of those people becoming healthy once more, and spreading their own brilliance to their work, families, and society in general.

I am aware of one situation that is exemplary. There was a person who suffered, and in time was able to get the help needed to become whole and healthy once more. From that came an idea to give back to a community. From that, there were hundreds of lives changed. It all started with our EFAP program and the strength of those who benefit from it. Whenever I get bogged down with decisions or efforts made at the Board Level, I try to focus on this example and bring forward ideas to the Board that would align with this exemplary result.

I was always aware of how important mental health is, however, I do not think I was aware of all of the ways to add to the tool kit to care for ourselves, loved ones, coworkers and society in general. I talk openly with my coworkers and friends about different ideas and hope that I have been a positive influence in the workplace.

At the Library we have our own communications area online like MyCity, called SPL Connect. This is where I post the EFAP Newsletter monthly, and where I bring to everyone's attention different days or events throughout the year like Ramadan, and the respect needed for our fasting coworkers and friends, and Reconciliation Day, and the Celebrations and events happening around it. I also try to point to days that could be problematic for some, Christmas, Valentines Day, and Mother's Day to name a few depending on where you are in your life. We need to be reminded that we need to be gentle and kind with ourselves as well as our patrons and coworkers. They are meant as momentary check-ins and reminders that EFAP is always there no matter the reason or season. We are lucky at the library to have a good group of Peer Advisors, and they all take turns posting information from each EFAP Peer Advisor Meeting. Over the years, the Library Executive Team has become very open and positive regarding EFAP, and I believe it is the work of all of the Peer Advisors at the Library (past and present), that has done that, and I know that the staff appreciate it.



Interested in becoming a Peer Advisor with EFAP? Please read on ...



The City of Saskatoon Employee and Family Assistance Program has been in operation for 35 years. It is a successful program that provides counselling support to all City of Saskatoon employees and their families. There are many ways new and existing employees find out about the program. One way is through EFAP Peer Advisors.

Since its beginnings EFAP has always had [Peer Advisors](#) promoting the program. Peer Advisors are employees who volunteer to advocate for mental health in their divisions or boards. They support fellow employees with information and encourage referral to counselling services.

Peer Advisors encourage those around them to reach out for support when employees are struggling to cope. We meet monthly as a group (every second Wednesday of the month from 1 to 4 p.m.) and have the privilege of learning about mental from various educators, counsellors and agencies around the city. We then can take what is learned back to our workplaces and share the information with our co-workers.

If you are interested in contributing to a supportive and connected workplace.

Please discuss this with your direct manager and union representative. A half a day training is the only requirement and that will help you understand parameters and expectations of this role.

The training for this spring session is scheduled for May 21, 1 to 5 p.m.

An application is required with written permission from both Management and your Union for you to be considered. Please forward to Tracy.Mayhew@Saskatoon.ca

Help shape the future of EFAP!



WE WANT TO HEAR FROM YOU!

Scan the QR code to take a short survey and help guide the future of the program. All responses will be kept in strict confidence.

Visit **www.cityofsaskatoonefap.org**



We have launched a short survey to help us better understand how City of Saskatoon employees engage with EFAP or why they might not. Whether you use the program regularly, occasionally, or not at all, we want to hear from you.

All survey responses will be kept in strict confidence, and none of the information collected can be linked to your personal identity.

The program is not going anywhere. EFAP is loved and used by many, and the program will continue to provide mental health supports into the future.

"If each one of you encourages five others to take action, and those five each encourage another five, the impact will grow exponentially, leading to substantial results."

Thank you! If you have questions or need more information please contact tracy.mayhew@saskatoon.ca

Coming Up:

Peer Admin Meeting
May 14, 2025
1:00—4:00 PM

Materials Recovery Centre
310 42 Valley Road

