

Validium Newsletter

for employees

December 2016



Is It The Thought That Counts?

Christmas is for many a particularly difficult time of year and the pressure of keeping everyone happy whilst sticking to a budget can be a source of anguish.

The psychology of gift giving is complex. It combines the thoughts and feelings of the giver (what the giver thinks the receiver will think) and the thoughts and feelings of the receiver upon receiving the gift - and what the receiver thinks the giver was thinking!

These days we often measure gifts according to monetary value. However, research shows there is no relationship between the cost of a gift and the extent to which it is liked. The best predictor of how much a gift is appreciated is the amount of time, and effort, put into choosing or preparing it.

We feel happy when we give or receive a gift that is 'just right'. But remember, due to the number of emotional and financial variables in gift giving, none of us are going to get it right every time!



**Don't face debt alone:
Affording Christmas**



When you're in debt and struggling to make ends meet, Christmas can be a daunting time. For people with large families and perhaps even larger expectations, the C word can bring with it a lot of pressure and stress.

While Christmas is great for celebrating and spending time with loved ones, the financial pressures are apparent.

We've put together a guide that looks at how you can make Christmas slightly more affordable this year.

Find out more by visiting the vClub Debt and Money Blog today!

Trusting Others

The basis of trust is a positive relationship between two or more people. When we trust someone we have a firm belief that we can rely on them and they won't let us down; they'll be honest and dependable, and in turn will trust and care for us.

At work trust builds respect and loyalty. Trust amongst team members means each plays their part and fulfils their commitments, otherwise distrust can creep in, generating negative and potentially destructive behaviour.



Trusting relationships develop one step at a time as we interact with and get to know one another. Yet, all too often, it can be difficult to trust others – perhaps because we have been hurt or let down in the past, or perhaps because our ability to trust others is affected by our own self-perception.

In order to be able to trust someone else, first we need to know and trust ourselves: we need to know our values and drivers, our expectations and limitations, and then communicate these in an open and positive way to others.

Did you know?

The Service Enquiry team offer information, help and guidance when you want to find out more about accessing counselling.



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How Can I Get Over My Social Anxiety?

There are a number of ways that can help you to overcome social anxiety. With the festive season approaching here are 5 tips to help you get started;

1. **Confront your negative thoughts.** Knowing what is causing social anxiety can help you overcome it.
2. **Understand that everyone feels anxious.** Over 12% of the population has social anxiety and that number is increasing.
3. **Test the reality of your fear.** Try to replace the negative thoughts in your mind with positive, realistic ones.
4. **Realise that not everyone is judging you.** Take a step back and realise that most people are occupied elsewhere.
5. **Change your focus.** Take the focus off yourself in social situations and try to pay attention to your surroundings and the conversation taking place.

For more information on how to deal with your anxiety, log on to vClub or contact the EAP to speak to one of our specialists.

Caregivers Stress

Whether you are caring for an older relative, helping someone recover from a short-term illness or assisting someone who lives with a long-term disability, you probably feel the effects of caregiver stress. Stress is a normal part of the caregiving experience and comes from the conflicting demands you face, the emotional drain of helping someone who may not "get better", the pressure to give up activities you enjoy and the restrictions placed on your time. If you also work or manage other family responsibilities, the compounded stress can sometimes be overwhelming. While it is natural to feel stress in caregiving situations, learning to recognise it and having strategies to deal with it before you reach the point of burnout or physical illness will allow you to continue providing good care for your loved one, as well as for yourself.

December is here and we are now officially allowed to count down the days to the winter festivities.

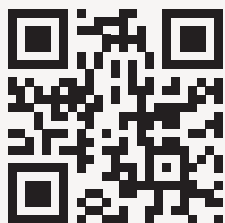
Fortunately our 'elves' have been busy and have put together an advent calendar full of tips to help make this season the best it can be. (It's also much healthier than chocolate!)

*Find our lovingly prepared advent calendar here:
<https://goo.gl/BiPR7S>*

Happy Holidays from all of us here at Validium.

If you're working over Christmas, so are we!
Your Validium Helpline is open 24/7 all year round (Including Christmas Day).
If you need to talk to someone over the holidays ring the helpline number below.

The articles here do not necessarily represent the opinions or policies of your employer and should not be considered as a definitive health guide. Please refer to other sources for guidance on workplace policies and also on health matters that specifically relate to you.



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