



LAKESHORE
EMPLOYER RESOURCE NETWORK®

Newsletter

DECEMBER 2020

VOLUME 6 ISSUE 11

How Are You Coping? Get Help at the Workplace

Covid-19 can bring on stress across different areas of your life, creating a situation that can affect your health, family's financial stability, and job security.

What's stressing you? A variety of stressors can build and have a domino effect including financial struggles, work issues, children home from school and/or their own anxiety and mounting depression, and fear of virus exposure.

How can your Success Coach help? Your Success Coach is available by phone, email, text, video (and some companies in person) to lend a listening ear, access your situation, create a plan, eliminate barriers to keeping your job, apply for resources, and refer you to professional counseling if needed.

Thriving "I got this."	Surviving "Something isn't right."	Struggling "I can't keep this up."	In Crisis "I can't survive this."
<p>← ○ ————— ○ ————— ○ ————— ○ ————— →</p> <p>Calm and steady with minor mood fluctuations</p> <p>Able to take things in stride</p> <p>Consistent performance</p> <p>Able to take feedback and to adjust to changes of plans</p> <p>Able to focus</p> <p>Able to communicate effectively</p> <p>Normal sleep patterns and appetite</p>	<p>Nervousness, sadness, increased mood fluctuations</p> <p>Inconsistent performance</p> <p>More easily overwhelmed or irritated</p> <p>Increased need for control and difficulty adjusting to changes</p> <p>Trouble sleeping or eating</p> <p>Activities and relationships you used to enjoy seem less interesting or even stressful</p> <p>Muscle tension, low energy, headaches</p>	<p>Persistent fear, panic, anxiety, anger, pervasive sadness, hopelessness</p> <p>Exhaustion</p> <p>Poor performance and difficulty making decisions or concentrating</p> <p>Avoiding interaction with coworkers, family, and friends</p> <p>Fatigue, aches and pains</p> <p>Restless, disturbed sleep</p> <p>Self-medicating with substances, food, or other numbing activities</p>	<p>Disabling distress and loss of function</p> <p>Panic attacks</p> <p>Nightmares or flashbacks</p> <p>Unable to fall or stay asleep</p> <p>Intrusive thoughts</p> <p>Thoughts of self-harm or suicide</p> <p>Easily enraged or aggressive</p> <p>Careless mistakes an inability to focus</p> <p>Feeling numb, lost, or out of control</p> <p>Withdrawal from relationships</p> <p>Dependence on substances, food, or other numbing activities to cope</p>



Your Success Coach is available remotely.

- Are you working at your company's location?
- Are you working at home temporarily?
- Are you laid off from your company?
- Are you overwhelmed with your current situation?
- Would connecting with a resource expert help ease your mind?

Your company provides an ERN Success Coach for free and confidential assistance with any home or work challenge.

Lakeshore Employer Resource Network

Our Goal

Creating access and resources for employee success at work and in life. We partner with employees who work for:

Member Companies

- ◆ Cooper Standard
- ◆ Eagle Alloy
- ◆ Flex
- ◆ Mobex Global
- ◆ Port City Group
- ◆ Wesco

Strategic Partners

- ◆ AAC Credit Union
- ◆ ERN USA
- ◆ GoodTemps
- ◆ Goodwill Industries of West Michigan
- ◆ United Way of the Lakeshore

Don't let stress get out of control. Use this moment to pick up the phone for free and confidential assistance. Check with your Success Coach on their onsite availability which can change as your community Covid-19 rates fluctuate. Sources: *National Fallen Fire Fighters Foundation; ERN USA*

Greg Borgman, Success Coach
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Due to Covid-19, many ERN member companies have Success Coaches working remotely.

We will resume workplace onsite success coaching when determined by each company. Meet by phone or video conferencing.

Cooper Standard

17155 Van Wagoner Rd, Spring Lake

◆ Contact for virtual appointment

Eagle Alloy

5142 Evanston Ave, Muskegon

◆ Contact for virtual appointment

Flex

323 Skeels St, Coopersville

◆ Contact for virtual appointment

Mobex Global

14638 Apple Dr, Fruitport

◆ Contact for virtual appointment

Port City Group

1985 E. Laketon Ave, Muskegon

◆ Contact for virtual appointment

Wesco

1487 Whitehall Rd, Muskegon

◆ Contact for virtual appointment



Build Credit TODAY for Housing Solutions

Have you been denied housing due to poor credit or lack of credit?

Help at the workplace. Your Success Coach can give you strategies in increasing your credit score as well as developing a new monthly budget to make sure bills are paid on time. They can also refer you to a Certified Financial Advisor. You may be eligible for state, federal, or community resources to help lower your expenses.

Learn from other employees. Faith McCreary, Success Coach (*Earned Success ERN*), is currently assisting two families who both have steady income and reliable income but are in a housing crisis due to troublesome credit. One family is living in a motel due to a blemish on their credit report resulting in a low credit score. The other family is about to be evicted and has no established credit, also resulting in a low credit score. Both families paid application fees at several apartment complexes and privately owned family homes only to be denied. This set them back even farther financially.

No credit vs bad credit. Even if you have reliable income but no credit history, you are still seen as a risk without a track record.

There is no time like the present. "Improve your credit score TODAY," says Faith. "It only takes one step to be on your way toward a brighter financial future." *Sources: EaRNed Success ERN; USA ERN*

Covid-19: Keeping Family and Work Family Safe

In a household, each person relies on each other to keep the family safe from being exposed to Covid-19. The same goes for everyone at the workplace.

As rates increase, do your part. Covid-19 hospitalizations and deaths are rapidly rising across the country. As we spend more time indoors, follow these tips to protect the health of yourself and those important to you.

Wear masks. It can still feel strange to communicate with co-workers this way. Remember to wear masks at all times when not eating or drinking at work. Step outside on your break for a refreshing, quick unmasked walk.

Doing this daily can lower stress levels.

Social distance outside the home.

When around those outside your household, stay at least six feet apart.

Wash your hands often. Scrub the front and back of your hands and get under your fingernails for at least 20 seconds. Sing a song while you wash.

Carry hand sanitizer. In some Covid-19 cases, individuals report not being able to figure out their exposure because they wore masks and social distanced. When you are out, be aware of every surface you touch including the ATM, grocery store touch pad, and door handles. Once you've touched them, don't touch your face or eyes and sanitized as soon as possible.

Learn more. For more information on data; health precautions at work, home and school; and Covid-19 related stress - visit www.cdc.gov/coronavirus.

Source: USA ERN

Philosopher's Square

"The value of a moment is immeasurable. The power of just ONE moment can propel you to success or chain you to failure."
- Steve Maraboli, *Life, the Truth, and Being Free*

