

Carmichael Connection

INSIDE THIS ISSUE:

- Self-Care 2
- Cultural Competency 3
- Health & Safety 4

“When someone special becomes a memory, the memory becomes a treasure.”

Unknown

IN MEMORIAM ~ Jon WELLINGTON PLACE

Submitted by: Mike Taylor, Executive Director

It is with great sadness that we have lost this young man. Jon was a resident at Wellington place in the year 2000 and stayed with us for several years. He was a great teenager and even though he had his struggles he was always great with staff and well-liked by all the other youth within the entire company. Jon stayed in touch over years and did very well for himself and even owned his own home in Duncan. He was always eager to be an ambassador for Carmichael and attended all of our CARF surveys. He grew into a wonderful young man that loved his family and friends and would help anyone in need. He kept in touch with me almost every day to be honest just to see how I was doing. On a personal level he touched my heart and made me extremely proud and honoured to have been part of his life and to watch him succeed in life. You will be greatly missed my friend and will always hold a place in my heart.

Mike Taylor
Executive Director



Staff Spotlights

April Birthdays

- | | |
|------------|-----------|
| Anthony | Andrew |
| Oluwaseun | Cameron |
| Samantha S | Stephen |
| John M | Dana |
| Ernest | Scott |
| Judy | Jessica M |
| Joe | Mora |
| Zamir | Jessica S |
| Shawn | |

March Birthday Winner(s)

TBA

New Staff ~ Returns

Cody Karan



Resilience ~ Counselling

Submitted by: Carmela Taylor ~ Executive Administrator



A full-service employee assistance program supporting health at work, at home and in life

Help is just a phone call away with **Resilience*** – an employee assistance program available from your employer exclusively through Manulife. If you or one of your eligible family members has a problem or needs advice and someone to talk to, this service offers expert assistance from caring professionals. Through Resilience you can reach a team of experienced counsellors from **Homewood Health™** who will listen to the issue, offer sound advice and help create an action plan to address the issue. For convenience, counselling is available in many different languages.

Resilience is part of your group benefits plan. In most instances, there are no additional out-of-pocket expenses for you or an eligible family member to use this service.

* *Resilience is part of Manulife's Health for Life® program.*

Counselling Services

Resilience can help with issues including, but not limited to:

▪ stress	▪ retirement planning
▪ marital/family/separation/divorce/	▪ aging parents/eldercare concerns
▪ custody issues	▪ sexual harassment
▪ alcohol and drug abuse	▪ gambling addiction
▪ personal adjustment problems	▪ conflict resolution
▪ psychological disorders	▪ bereavement
▪ anger management	▪ weight, smoking and general health issues

The counselling is designed to:

- provide support and understanding
- help build coping skills
- teach ways to effectively manage issues and problems

Access Is Easy By phone – 1 866 644-0326

To access Resilience by phone, simply call **1 866 644-0326**. This toll-free line is available 24-hours, seven days a week. For calls originating outside of Canada, call **1 604 689-1717** collect for service in English

When you call, the customer service representative will:

- Confirm your eligibility by asking you to identify the company you work for.
- Respond to your needs by arranging your first counselling session at a convenient date and time for you or by transferring you directly to a counsellor for immediate assistance.

You can choose to receive counselling in a way that is most convenient and comfortable for you:

- in person
- by phone
- through a secure online service

If you require long-term assistance, Homewood Health will work with you to locate the best support available for you in your community.

Gossip in the Workplace

Excerpts from: <http://www.teamworks-works.com/>

Workplace gossip can create a negative workplace climate. When left unchecked, it can threaten organizational culture and effectiveness and can lead to the loss of good employees who do not want to work in a toxic environment. Creating a positive workplace environment is essential.

Gossip Myths

1. Only women have a problem gossiping: Not so. Since gossip isn't merely about communication, but driven more by insecurity and a lack of courage to confront issues directly, both genders apply.
2. All gossip is based on a lie: Actually, a lot of what is shared in a juicy gossip session is based on fact and truth. The problem, however, isn't the content of what is shared, but who it is shared with and the motivation behind spreading the personal information.
3. Everybody gossips anyway: Well, yes and no. Since nobody is perfect, our natural default seems to speak wrongly and inappropriately about others who are not there to defend themselves. However, there is a huge difference between being a chronic slanderer and one who, on a rare occasion, falls into it.

Here are Some Ideas to Help:

1. Have a script: Don't personally allow it to continue. If you are in the lunchroom and Brandon is spreading hurtful information about Wilbur, say something like: "Why are you telling me this? Have you talked to Wilbur? Does Wilbur know you are sharing this with me? Can I quote you?" Frequently, silence can be a form of agreement or endorsement in the mind of a gossip.
2. Use good judgment: Know this. If someone continually gossips TO YOU, they will eventually gossip ABOUT YOU. In other words, you're next. So, distance yourself from the individual, if at all possible. And whatever you do, don't share any personal information with the gossip.
3. Don't participate, but turn it around: Usually people that gossip are insecure and want to gather supporters to listen to their hot off the press information. Don't do it. Be closed for business. Mention something positive about Wilbur or something you really appreciate about him. Eventually you won't be fun to dump on anymore.
4. Management must step in: Since gossip is actually rated as a form of workplace violence, there is no one or group better to stop it than management. It is said, "In life you get what you tolerate," so if the morale in the company is dropping, the worst thing you can do as a leader is nothing.
5. Create a company policy that bans gossip: Here is a suggested policy put into print by one organization: "Do not participate in gossip and spreading rumors and do not tolerate it from others. Rumors and gossip sabotage the company's ability to effectively work together. It is a disrespectful, non-productive, selfishly motivated act that can impede staff from performing their function. If you are pulled into a gossip situation, verify the accuracy of the information and refuse to pass it on to another."

The Difference Between Venting and Gossip

Everybody needs to release built up emotions regarding work once in a while. And good venting sessions can sound pretty harsh with deep undertones of frustration. The big difference between gossip and venting, however, is motivation. The people who simply need to vent are looking for ideas and solutions as to how to fix the problem. Gossipers show little to no interest in resolving the matter or helping the situation.

Conclusion

So, be a part of the solution rather than an accomplice to the problem. Go on a fact-finding mission to begin the process of rooting out gossip. Anything you can do to solve the dilemma will eventually restore the morale, relationships, and trust in the workplace. Who wants to work at a place where you have to continually look over your shoulder?

Credits~ Bill Gallagher has been counseling and working with professionals since 1980.



"G-O-S-S-I-P dies when it hits the ears of someone who possesses a high level of restraint, respect, and responsibility."

Ty Howard

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“Carmichael Enterprises is committed to meeting the needs of individuals with disabilities”



We're on the Web!

www.carmichaelenterprises.ca

When and How to Wash Your Hands

Scott Hartnett ~ Health & Safety Coordinator

According to the Centre for Disease Control, handwashing is one of the best ways to protect yourself and your family from getting sick. Learn when and how you should wash your hands to stay healthy.

When to wash your hands:

- Before, during, and after preparing food
- Before eating food
- Before and after caring for someone at home who is sick
- After changing diapers or cleaning up a child who has used the toilet
- After using the toilet
- Before and after treating a cut or wound
- After blowing your nose, coughing, or sneezing
- After touching an animal, animal feed, or animal waste
- After handling pet food or treats
- After touching garbage



How to wash your hands:

- 1) **Wet** your hands with clean, running water and apply soap
- 2) **Lather** your hands by rubbing them together with the soap. Lather the backs of your hands, between your fingers, and under your nails
- 3) **Scrub** your hands for at least 20 seconds (hum or sing “Happy Birthday” twice)
- 4) **Rinse** your hands well under clean, running water
- 5) **Dry** your hands using a clean towel/paper towel or air dry them

Hand Sanitizer

Washing hands with soap and water is the best way to get rid of germs in most situations. If soap and water are not readily available, you can use an alcohol-based hand sanitizer that contains at least 60% alcohol.

Sanitizers can quickly reduce the number of germs on hands in many situations.

However,

- Sanitizers do **not** get rid of all types of germs.
- Hand sanitizers may not be as effective when hands are visibly dirty or greasy.
- Hand sanitizers might not remove harmful chemicals from hands like pesticides and heavy metals.

How to use hand sanitizer

- Apply the gel product to the palm of one hand (read the label to learn the correct amount).
- Rub your hands together.
- Rub the gel over all the surfaces of your hands and fingers until your hands are dry. This should take around 20 seconds.

