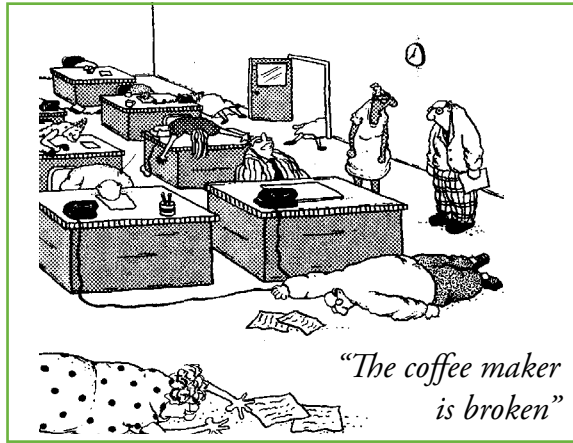


New Way of Doing Business

In the 21st century there are some key skills that will become increasingly important. Workplaces are changing and will continue to change and evolve in the future. Good teamwork skills and good interpersonal skills are essential in today's modern working environments. They are the new norms and expectations for each employee and employer. Additionally, promoting a respectful work environment will also be critical to both individual and organizational success. Important information to help you be successful.



Health & Wellness Answers from page 2

False: Internet addiction is becoming increasingly more common and its main feature is similar to all addictions, which is that it takes precedence, or top priority over everything else in life.

False: Having a parent(s) who is an alcoholic may predispose one to becoming an alcoholic, but it is not an automatic conclusion.

True: Negative or toxic work environments can often contribute to a person's stress, anxiety and depression.

False: Post Traumatic Stress Disorder is an official diagnosis that can only be given after 30 days.

True: An openness to learning from all experiences, including negative ones, increases the likelihood of good mental health



Weather and Change are Very Similar

We need similar tools and strategies to understand and manage both weather and change. You may discover you already have the tools to manage the weather and now you just need to practice them regarding managing the change in your life. How are they similar?

- Both are part of life
- Both are unpredictable at times
- Both can be predictable at other times
- Both are influenced by global, as well as national and local conditions/factors
- Both you must make adjustments for
- Both can impact your plans (immediate, short term and perhaps long term)
- Both can change quickly, depending on the time or the season
- Both can impart how you feel
- Both you must accept, or at least work around or through
- Both require you to be somewhat flexible and resilient
- Both at times are disappointing
- Both at times are welcomed

If you have had difficulties managing change in the past, consider the tools and strategies you may already have, and build on them.

"If you judge people, you have no time to love them"
MOTHER TERESA

The Lidkea Stob & Associates' Family Counselling Team

Owner: John Stob, MSW RSW

Associates: Alix Carter BA MSW Kimberley Gunning MSW RSW Lorraine Arbuckle MSW RSW Jennifer Horton MSW RSW
Len Dykstra MSW RSW Catherine Doan MSW RSW George Nicolaidi BA MEd

Secretary/Receptionist: Anne Kennedy
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* RSW indicates Registered Social Worker with the Ontario College of Social Service Workers and Social Workers. All associates are registered with a professional organization assuring a Code of Ethics is in place.



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Change... Change... Change..!

Change is an interesting word. It can evoke dread, fear and loss...it can evoke hope, joy and opportunity. Change is certainly a very mixed bag of facts and feelings.

Well, change is what's happening here at Lidkea, Stob, Venema and Associates! After 33 years of working together, Tom Venema has elected to retire from this company.

Tom has contributed greatly to building this company and brought help and comfort to many, many clients through these years. Tom's presence will certainly be missed, and there is clearly sadness in this loss. We will miss Tom's humour and skills as a counsellor and as a business partner. All of us here wish Tom only the very best in this next stage of his life.

But there is also new growth and opportunity here! The company name will reflect Tom's departure and now be called

Lidkea Stob and Associates, with John Stob as sole proprietor. All materials will shortly present this name change.

Some roles will change for staff here and we are all excited to embrace our new reality! Our staff remains the same, our commitment to service and quality counselling remains the same. As always, we are here to serve you and look forward to many years of continuing counselling excellence in Niagara.

As we approach another Christmas and New Year, let us all embrace change and the growth and opportunities that come with it!

HAPPY HOLIDAYS
from Lidkea Stob and Associates



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"A cheerful heart is a good medicine, but a down cast spirit dries up the bones" BOOK OF PROVERBS

Did You Know?

- That AA (Alcoholics Anonymous) can be a very helpful resource to those who are open to giving up drinking. If your drinking has gotten out of control and has been causing you personal and/or professional problems, you might want to give serious thought to attending AA. Check out a meeting close to you.
- That many men who were molested as a child, or as a teen, often do not share this with anyone, including their own wives or girlfriends. If you are a man who was molested, consider making an appointment with one of our professional counsellors and obtain the support, relief and healing you need and deserve. Confidentiality is ensured.
- Many couples who come in for counselling report that overall they have good marriages, but when there is a fight or a strong disagreement, things are said by one or both partners that escalates the situation way out of proportion. Counsellors call this 'dirty' fighting. If you are a couple that overall, has a good marriage, but you or your partner 'fight' or disagree poorly, come in for an appointment or two and learn to 'fight' fair. You and your marriage are worth the time.
- That Swedish researchers discovered in a recent study that a large number of women suffer from sleep apnea, dispelling a very common belief that the condition affects mostly men. Sleep apnea is an ongoing condition that blocks the airways and causes breathing to stop repeatedly during sleep. If you are waking up exhausted or feel exhausted all day long, you might need to rule out sleep apnea. Talk to your physician.

Time to Reprogram Your G.P.S?

Counsellors often see themes and patterns emerge, over the course of their careers, from the people who come to see them. A common theme and pattern that often emerges, when working with older children and teens, is what some of us counselors call "G.P.S." or "Grumpy Parent Syndrome".

In counselling, many older children and teens often speak of their parents as being "grumpy". When explored by the counsellor as to just what this means; it is often stated as that they (the parent(s)) are irritable, stressed, moody, unhappy, easily frustrated, easily annoyed, impatient, cranky, tired or negative to name a few. Young people are often hyper sensitive to the mood of their parents and the home. They often state that their parent(s) is only like this at

Take the Thank You Challenge

Thank you. These two words are very small words, and they only have eight letters in total. Yet, these two little words are two very powerful and very meaningful words. These words are strong connecting words. Why? Because they show appreciation and gratitude. They demonstrate positive intent. These words "go the extra mile" in relationships, and help build deeper connections between people, whether they are strangers, family, friends or others.

Here's our challenge to you:

- 1) Take a few moments to consider the word thank you. Think about how often you say "thank you" in one day or one week, to your spouse or partner, your children or parents, a stranger or a friend, the person at the checkout counter, your colleagues or employees or others etc.
- 2) Keep mental or written track of the numbers for one week.
- 3) Consider the number of times someone else says 'thank you' to you in one day or one week.
- 4) Keep mental and /or written track for one week.
- 5) At the end of the week, review your observations and your numbers, and share this with someone you trust (or more people if you wish).
- 6) If at the end of the week, if you are satisfied with how often you say thank – you great, keep up the good connections. If not, be deliberate about expressing thank-you more often in words, notes, cards, emails, texts, a pat on the back, a gift, a deed or any other way that helps build deeper connections. Enjoy the challenge. Thank you!

home, but not when guests are over, or on the telephone, or at work, or in public. Teens and young people often find it troubling or hypocritical, that their parents are 'two faced' or 'fake'.

The message teens and young people often take from this behaviour is "I am not important enough" or "I am not good enough" or "I am the cause of this grumpiness" or "My parents don't like each other, or me, or us kids... only other people". Real or imagined, it's there. Remember children and teens are like sponges and mirrors – they soak it all in and then reflect it back to you.

Check your G.P.S. status. Perhaps it's time to reprogram.

Dear Counsellor,

My sister, Cathy* has always been a difficult person. She is now in her early sixties and appears to be becoming more and more miserable as she ages. I am ten years younger than her and have never been very close to her. She has always been very cold, unhappy, and distant, and it seems to be getting worse. We both live in the same city, yet only see each other on special occasions. We have one brother, who is six years older than me, but he lives out west and we rarely see him. Our parents have both been deceased for over twenty-five years.

Cathy has been married to Frank* for thirty years, but she is very mean to him. He never stands up to her put-downs, insults, negativity and bossiness. They have no children.

My husband and I have two young adult sons and we have a good marriage and a happy family. Cathy has always, and continues to put my children and me down through negative comments, sarcasm, or sometimes the 'silent treatment'. I am really getting tired of being treated poorly by my own sister. My children now have girlfriends, and it is very embarrassing to see how Cathy treats us. My husband says we should 'drop her', but I feel bad just thinking about that.

When I think about Christmas coming up, and birthdays in the new year, I start to dread the get-togethers. I can already feel my stomach tighten up when I think about Cathy's unpredictable mood. Do you have any advice to a sister who wants to get a backbone? Is it too late for me to do anything?

Signed,
Sister who wants to get a backbone

Dear Sister who wants to get a backbone,

Relationships among family members, particularly siblings, can sometimes be very complex and challenging. As the Christmas season approaches, we can feel the strain even more than usual. You describe a long history of tension with your sister that appears to be escalating as your family changes and as Cathy ages. You may have to accept that Cathy may not change, even if you wish she would. You, however, have the capacity to change the way you react to your sister's behavior and mood. This in turn, will change how Cathy behaves.

First, you need to consider all your options and choices. Here are a few things to consider: a) If you do 'drop her', as your husband has suggested, will you experience a deep sense of loss and grief? b) Have you considered setting some clearer boundaries and parameters with her? c) Would you consider a much briefer get-together this Christmas and at other special occasions?

d) Would you consider an honest discussion with Cathy, regarding how her behaviour is affecting you and your family? e) Would you consider that her behaviour and/or mood is a by-product of depression, anxiety, anger or jealousy? If so, could that be a conversation which is more one of concern and compassion? She may indeed benefit from some medical and or mental health counselling.

It is possible that the pattern established in the relationship with your sister and your brother, is a function of some unresolved issues in your family history. The age differences between all of the siblings may also be a contributing factor as to how you all bonded (or didn't) to one another.

I encourage you to seek counseling and to explore these issues with a professional counselor. Also, it might be very helpful to probe why at this time in your life, you appear so ready to become more assertive. A question counselors frequently ask their clients is this, "Why now?" Perhaps you could invite your sister to attend counseling with you, so you can work on your relationship together. Regardless of whether she attends or not, I encourage you to consider counselling for yourself to develop strategies to help cope with this challenging relationship.

Best wishes,
Signed counselor

*Fictional. Not real names. Based on composite scenario

Health & Wellness Quiz

Check out your knowledge: Mark true or false:

There is no such thing as internet addiction. _____

People whose parent(s) are/or were alcoholics will also become alcoholics. _____

Working in a negative work environment can increase personal stress, anxiety and depression. _____

Post traumatic stress disorder (PTSD) can occur within a few days after a traumatic event. _____

Being open to learn from all experiences and circumstances, including ones that are difficult and negative, is a good mental health strategy. _____

Answers on page 4

"Don't pick fruit, from just the bottom of the tree" AUTHOR UNKNOWN