



Healthy Relationships



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(Excerpts from *What Makes a Relationship Healthy?* by Crystal Raypole, December 12, 2019)

Healthy relationships don't look the same for everyone since people have different needs. Each partners specific needs around communication, affection, space, shared hobbies, or values, and so on may change throughout life. A relationship that works in your 20s may be nothing like the relationship you want in your 50's. Relationships that don't align with more traditional definitions of a relationship can still be healthy.

What a healthy relationship looks like

Open communication

Partners in healthy relationships typically talk about the things going on in their lives: successes, failures, financial concerns, and everything in between. Communication goes both ways. Emotional check-ins and frequent communication about what's happening with each other is critical.



Trust

Trust involves honesty and integrity. You don't keep secrets from each other. Trust also means you feel safe and comfortable with each other physically or emotionally. Trust involves having your best interests in mind and respecting each other.

A sense of yourself as a separate person

Healthy relationships are interdependent. Interdependence means you rely on each other for mutual support but still maintain your identity as a unique individual. The relationship is balanced. You know you have their approval and love, but your self-esteem doesn't depend on them. You still have friends and connections outside the relationship and spend time pursuing your own interests and hobbies.

Time apart

Most people in healthy relationships prioritize spending time together, though the amount of time you spend together can vary based on personal needs, work, and other commitments, living arrangements, and so on. But you also recognize the need for personal space and time on your own. Maybe you spend this time relaxing solo, pursuing a hobby, or seeing friends or family. Whatever you do, you don't need to spend every moment together or believe your relationship suffers when you spend some time apart.

Playfulness or lightheartedness

It's important to make time for fun and spontaneity when the mood is right. If you can joke and laugh together, that's a good sign. Sometimes life challenges or distress might affect one or both of you. Being able to share lighter moments that help relieve tension, even briefly, strengthens your relationship even in tough times.

Teamwork

A strong relationship can be considered a team. You work together and support each other, even when you don't

see eye to eye on something or have goals that aren't the same. You have each other's back. You know you can turn to them when you're struggling. And you're always ready to offer support when they need you.

Conflict resolution

Even in a healthy relationship, you'll have occasional disagreements and feel frustrated or angry. What matters is how you address conflict. If you can talk about your differences politely, honestly, and with respect, you're on the right track. Partners who address conflict without judgment or contempt can often find a compromise or solution.

Tips for Developing Positive Relationships (Excerpts from trainingmag.com)

Ensure that the relationship you have with yourself is a positive

one. • **Accept and celebrate the fact that we are all different.**

- **Actively listen to hear what other people have to say.**
- **Give people time and "be present" when you are with them.**
- **Develop and work on your communication skills.**
- **Manage mobile technology and be aware of its pitfalls.**
- **Learn to give and take constructive feedback.**
- **Open your heart and find the courage to trust.**
- **Learn to be more understanding and empathetic.**
- **Treat people as you would like to be treated yourself.**



IAM Peer Employee Assistance Program



The heart and soul of the District 141 Employee Assistance Program is the local lodge EAP peer coordinator. These dedicated men and women

volunteer their personal time to assist other union members and their families who are experiencing personal difficulties. EAP peer coordinators do not make clinical diagnoses or clinical evaluations, however, they are trained to make a basic assessment of your situation and

refer you to an appropriate resource for a more detailed evaluation. EAP peer coordinators will follow up to ensure you have been able to access services that addressed the difficulty you were experiencing.

EAP II

October 16-21

2022

EAP III

EAP Classes

November 6-11 No EAP IV Planned

EAP I

Feb. 27-March 4