

We are here



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<http://www.nih.gov/od/ors/ds/eap>

**The NIH Employee Assistance Program (EAP)
Is open Monday through Friday
From 8:00 a.m. to 5:00 p.m. E.S.T.**

What Is the NIH Employee Assistance Program (EAP)?

The most important asset of NIH is its' employees. Both you and the organization benefit when programs like EAP are available to assist with concerns that may affect the quality of your work and family lives. We all experience personal and work concerns from time to time and we know that many situations improve with access to professional consultation. The EAP is a confidential service that was established at NIH 20 years ago to respond to these types of issues. Supervisor and managers may also seek the guidance of a consultant to determine the appropriateness of referring employees who might be experiencing work performance and conduct changes due to personal issues.

The EAP consultants provide a variety of services including:

1. Assessment
2. Consultation
 - Confidential Personal Assistance
 - Organizational Job Coaching
 - Personal Growth and Development
 - Problem Solving with Individuals & Groups
3. Crisis Intervention
4. Short-term Counseling
5. Disability Management
6. Referral
7. Information & Resources
8. Follow Up
9. Training
10. Workshops
11. Seminars

The NIH EAP is staffed by social workers and professional counselors who have graduate degrees and licenses or certification in the field of employee assistance.

THE NIH EMPLOYEE ASSISTANCE PROGRAM (EAP)

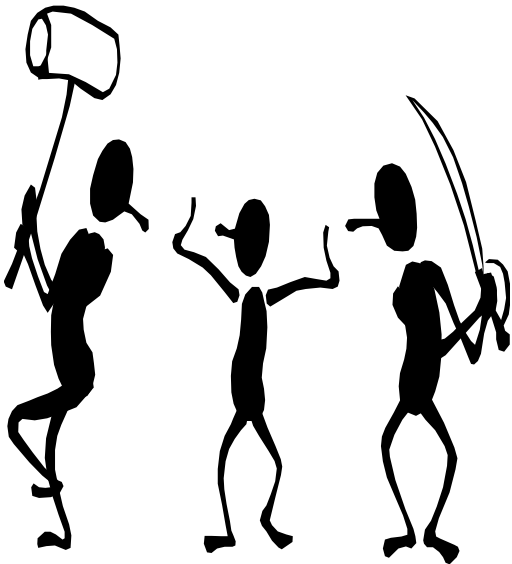


ANGER MANAGEMENT

Anger Management

We all have experienced anger in our life, but do you know when your anger is expressed appropriately or inappropriately? Anger is a normal, healthy emotion that we all carry within us. Anger becomes a problem when it is expressed in a way that hurts you or others, or when it is the only feeling you allow yourself to experience. If anger is not channeled or expressed in a healthy manner, it can lead to destructive behavior. Learning how to express your anger in an appropriate way helps you to improve your physical and emotional health, and also helps you work more effectively with people at work and at home.

The NIH Employee Assistance Program (EAP) is here to help you examine your anger expression styles and help you develop skills to manage your anger.



Some of the skills development areas that the NIH EAP offers are the following:

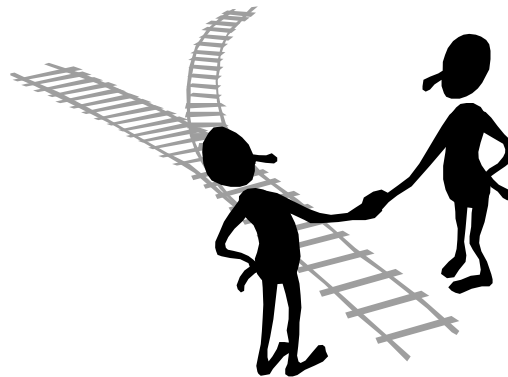
Anger Assessment & Awareness

Assertiveness Skills

Communication Skills

Critical Problem Solving Skills

Conflict Resolution Skills



Negotiating Skills

Time Management

Self-Care

Positive Self-esteem Building

Relaxation Exercises

Helpful Hints: Things To Do When You Get Angry:

Try to understand why you are angry and take responsibility for dealing with it in an appropriate and constructive way.

Walk away from the situation when it is escalating your anger.

Consider other options for dealing with anger.

Use conflict resolutions skills.

Express how you feel with "I" statements without displaying your anger on others.

Express your emotions with someone who can empathize.

Remember that your actions can have lasting consequences.

Ask for help.