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EFAP

THREE TRAILS EFAP

FALL 2016

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Kokology

THREE TRAILS OFFICE HOURS:

- Monday 9:00am to 6:00pm
- Tuesday 9:00am to 7:00pm
- Wednesday 9:00am to 6:00pm
- Thursday 9:00am to 7:00pm
- Friday 8:00am to 1:00pm
- Saturday Closed
- Sunday Closed



// You are getting sleepy.” When you hear these words, you may imagine a strange hypnotist from a movie, circus act, or comic book swinging a pocket watch back and forth leading their subject into a sleep induced state where they are compelled to do the hypnotist bidding.

In fact, true hypnosis does not resemble this commercialized image. People under hypnosis are not controlled by the therapist – they have free will and can openly participate in therapy session. Hypnosis is a treatment intervention comprised of inducing the client into a relaxed, suggestible state where suggestions for relief from symptoms can be found. Hypnotherapy works by resolving inner conflicts and dissolving inner trauma so the person can emerge a transformed person.

In order to understand how hypnosis works, we need to consider how the mind works. Approximately 10% of our mind is involved with conscious thought. This is where we analyze, think and make plans. The conscious mind is where critical and logical thinking occurs. The subconscious mind makes up 90% of the brains functioning. It is responsible for long-term memory, emotions, feelings, habit patterns, relationship patterns, addictions, creativity, developmental stages, spiritual connection, and intuition.

Hypnosis allows a person to use this creative, imaginative state of the subconscious mind to consider problems and find solutions that will help them make lasting changes in their lives.

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NEW POLICY AT THREE TRAILS!

During this tough economic time, we recognize that some of our businesses may have to look at a reduction in workforce. Here at Three Trails, we want you to know that if this occurs in your business a new policy has been put in place that would allow employees who have been laid off to receive counseling. Benefited employees who are part of a reduction in workforce may continue to receive free counseling from Three Trails EFAP for up to six months after the date of their reduction in workforce. This policy is only for benefited members who are part of a reduction in workforce (not for those who quit or who are fired).

BOOKSHELF



Three Trails Book Review

Crucial Conversations

Kerry Patterson, Joseph Grenny, Ron McMillan and Al Switzler

A review by Charles E. McBride, LPC, NCC, MA

Whether you are speaking with your spouse, your coworker, your supervisor or your supervisee, there are times when conversations change from “plain vanilla” to something crucial. This happens when opinions vary (you may think you are ready for a promotion but your boss does not), the stakes are high (you’re in a meeting with four coworkers trying to pick a new marketing strategy in order to meet annual goals), and emotions run high (your spouse accuses you of flirting with the neighbor at the block party when all you remember is being friendly). What makes these crucial conversations rather than simply challenging or frustrating is that the results could have a huge impact on the quality of your life.

The authors of *Crucial Conversations: Tools for Talking When the Stakes are High* explain that skilled people find a way to get all relevant information out in the open when risky, controversial, and emotional conversations are occurring. They believe that at the core of every successful conversation lies the free flow of relevant information. This talent is called dialogue. Each of us enters conversations with our own opinions, feelings, theories, and experiences about the topic at hand. The authors call this combination our personal pool of meaning. When two or more of us enter crucial conversations, by definition we don’t share the same pool. People who are skilled at dialogue do their best to make it safe for everyone to add their meaning to the shared pool.

As a therapist, one of my jobs is to help people become better communicators. That being said, I was surprised at how much I learned by reading this book. The authors do a great job at breaking down the steps to prepare for a crucial conversation: Start with Heart (being right with yourself), Learn to Look (for safety problems), Make it Safe (to enter dialogue), and Handle Your Emotions. The authors then relate the steps needed to be in dialogue: STATE Your Path (the what and how skills to share your opinion), Explore Others’ Paths (getting ready to listen and encourage others to speak), and finally Move to Action (turning your crucial conversation into action and results).

It’s impossible to describe all I learned by reading this book and, actually, what you gain from it may differ from what I gained. But I can almost guarantee that by using the skills learned by reading this book, you will gain something to help you handle crucial conversations. And even if you change only a couple of things to make people safe to talk with you when the stakes are high, you’re on the right track. All that’s left is to read the book and start conversing! The book can be found in Three Trail’s lending library in the Relationship section.

OVER ONE MILLION COPIES SOLD

Foreword by Stephen R. Covey

Author of THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE

crucial
conversations



Tools
for talking
when stakes
are high

KERRY PATTERSON, JOSEPH GRENNY, RON McMILLAN, AL SWITZLER

HYPNOTHERAPY

noun

1. treatment of a symptom, disease, or addiction by means of hypnotism.

QUESTION:

Will I know and remember what has happened?

ANSWER:

You will always be able to hear the therapist's voice and know exactly where you are. You will always be able to wake yourself up because you will not be unconscious. You will remember what happens in the session and be able to speak both during the session and afterwards about your experience.

QUESTION:

What if I can't be hypnotized?

ANSWER:

Everyone can be hypnotized. It is a natural state of the mind for human beings. We go in and out of the subconscious mind 80% of the day while day dreaming.

QUESTION:

I don't want anyone else controlling my mind.

ANSWER:

Hypnosis will enable you to control your own mind better. It's not knowing (ignorance) and lack of assertiveness that allows other people to control our minds. Hypnosis can empower us and validate that we, in fact, have all the "answers" within us. You, as the client, can always reject any suggestion and ask the therapist what types of suggestion you would like to hear. The law of concentration says, "Whatever you focus upon increases in power." So put your focus on love and light, not on fear and darkness.

Hypnosis is a specialized technique that can be used to enhance talk therapy. It can help to identify patterns that have been in your life for many years. Many of those patterns have emotions attached to them which keep on bubbling up in the present. These emotions serve us in different ways, but when they become paralyzing they take over. Hypnosis will bring these patterns and emotions out in the open where you can begin to put life back in balance.



Upcoming Community Outreach for Three Trails EFAP

Love and Logic Class is being offered for benefited members. It is a free class, except for the workbooks. The workbooks cost \$10. Sign up online at: www.threetrailsefap.org/event

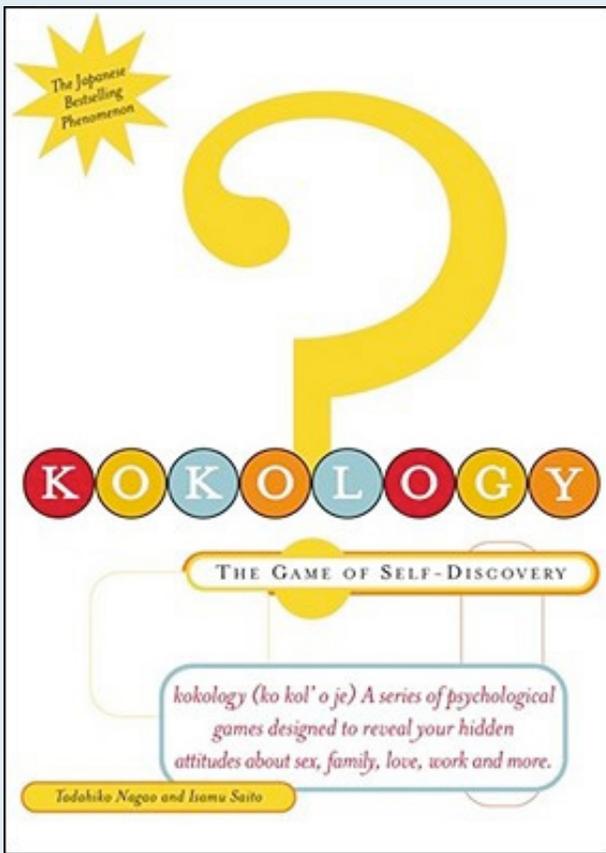
Dates: August 4th – September 15th (Thursday evenings) **Time::** 6:15 pm – 7:45 pm

Location: Wyoming Medical Center; Auditorium A in the Support Services Building

Three Trails will be providing a **Stress Management** presentation to Child Development Center.

Dates: September 23rd **Time:** 9:00 am **Location:** Child Development Center

We would love the chance to do a presentation for your workplace or take part in a wellness fair! Speak to your wellness coordinator or HR representative about having us come to your worksite.



From the book *Kokology* by Tadahiko Nagao & Isamu Saito

“You’re Only Human”

“I can’t believe it! How could I do something so stupid?” We have all too many chances to say those words. Burned toast, coffee stains on paperwork, sleeping through the alarm clock, stubbed toes, missed exits – it’s human nature to goof up once in a while. Nobody’s perfect, and each of us proves that every day. Keep in mind the next time you’re tempted to laugh at other people’s careless mistakes. After all, you never know when it’ll be your turn to wear mismatched socks to work.

You’re walking down the street, thinking of other things, when you stumble into a garbage can on the sidewalk and knock it over. What comes spilling out from under the lid?

1. *Nothing comes out – the can was empty.*
2. *A pile of loose trash spills out onto the street.*
3. *Apple cores, chicken bones, and other raw garbage.*
4. *A well-tied black plastic garbage bag.*

KEY TO “You’re Only Human”

In your carelessness you overturned a garbage can, dumping out something that had been neatly shut away and exposing it for all the world to see. Your image of the can’s contents reveals things inside you that you try to hide from the public view.

1. **Nothing comes out- the can was empty.**

People who gave this answer tend to live their lives without making displays or false pretenses. What you see is what you get. It’s this simple honesty that gives them their charm.

2. **A pile of loose trash spills out onto the street.**

Those of you who said the can was full of loose trash may seem to be straightforward and forthright to others but actually have a pile of unexpressed feelings locked up within. You may notice these feelings only as a general sense of frustration, but when you think about it, aren’t there places where you’ve been holding back from saying the things you really feel?

3. **Apple cores, chicken bones, and other raw garbage.**

People who imagined a pile of kitchen waste are suppressing their appetites and the natural desire for food. Maybe you’re on (or just avoiding) a diet. Or trying to save money by cutting back on eating expenses. Whatever the case, it’s taking its toll on you. There’s no need to overdo it, but it might do you good to spend a well-earned night out at a restaurant with friends.

4. **A well-tied black plastic garbage bag.**

People who saw a neatly tied garbage bag have a strong sense of self-control. Maybe too strong. You hate to show weakness or make complaints – your pride won’t allow it. But letting others know how you really feel is no sign of weakness. Loosen up the drawstrings and let in some air before all that garbage goes bad and starts to smell.

