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Ultimate Stress Management: Resilience!

There are countless techniques to help you cope with stress—for example, breathing exercises, meditation, counting to 10, relaxation, and taking a long walk. Most of us wait until our senses are stressed before we take advantage of these stress reducing techniques, but there is another side to stress management—building resiliency. This is your ability to withstand stress better and bounce back sooner from difficult situations or crises. The new awareness of resiliency's role in stress management is being pursued by the military in ways called resiliency initiatives. The idea is to reduce the climbing suicide rate among military personnel, but this is just one of its benefits. Make resiliency training a part of your personal stress management program. Consider any or all of these five areas of well-being: emotional, social, spiritual, family, and physical. Seek to develop strengths in these core areas of your personal being, and you will build resilience that allows you to weather stress, strain, and crisis better. This empowers you to return more quickly to a pre-stress or pre-crisis level of health and mental health. To learn more about building your own resilience, log to www.MyIMPACTSolution.com and watch the online seminar "Creating a More Resilient You".



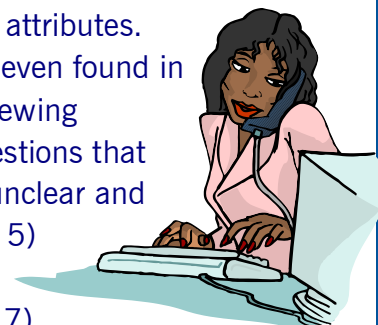
Helping Children Get the Right Information



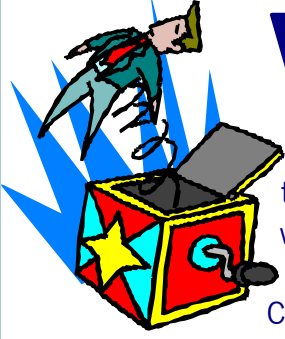
What are your young children hearing from peers about substance abuse, sexuality, reproduction, and other sensitive topics? It can be hard to know, but it is crucial to correct the misconceptions and falsehoods. To know how much needs correcting about all things great and small, start with this rule of thumb: If you are unsure if your child is too young to discuss certain topics, start by asking your child what he or she knows about those certain topics. Then simply base the scope and depth of your discussion on the answers provided. You'll quickly discover what Susie or Johnny knows, what needs correcting, and how much more information is required. For more helpful information, visit the Developmental Stages section of the Parenting module online at www.MyIMPACTSolution.com. The "Twins" section provides multiple articles and helps you navigate these tough conversations with your child.

Powerful Worker Attributes

Power up your reputation by acquiring prized employee attributes. Some are rarely mentioned in performance reviews or even found in writing. Examine the following valued attributes: 1) Viewing uncertainty as an exciting challenge; 2) Asking effective questions that develop better ideas; 3) Not being rattled when things are unclear and uncertain; 4) Seeking alternatives when roadblocks appear; 5) Knowing how to be constructively self-critical; 6) Being more likely to over communicate than under communicate; 7) Taking initiative. See any new attributes for you to acquire or improve upon? Visit the Accomplished Employee section of the Working module online at www.MyIMPACTSolution.com for more tips on developing your workplace skills.



Respond Rather Than React



You have two ways of dealing with unpleasant interactions with others at work. You can “respond,” or you can “react.” Learn the difference between the two, and you’ll experience fewer conflicts while having more control over everyday communication. You’ll be happier and feel less exhausted when you go home. If you’re a “reactor,” it will take practice to make the shift to being a cool responder. Your goal is to remain in control of what you say so that your communication goals are met. With a reactive style of communication, you lose this control and risk becoming a victim of your own emotions. Complete the “Basics of Effective Communication” Skill Builder online at www.MyIMPACTSolution.com to learn more tips about effective communication at work.

Furlough Stress and Unexpected Opportunities

A furlough brings with it not only financial stress, but also opportunities. Revisit and retool your budget, fix cash flow by eliminating unnecessary expenses, sell some stuff, or even grab a part-time job. You may come out ahead financially despite the initial hit. Beyond money, focus on completing projects you’ve put off, spend time with family or friends, or tinker with a new hobby or recreational pursuit. Be cautious about unstructured time. It can prompt domestic quarrels, depression, substance abuse, or boredom for some. Don’t hesitate to reach out for support by calling IMPACT at 800-227-6007 or visit the Living module online at www.MyIMPACTSolution.com for access to financial tools to help you budget your time off.



IMPACT Solutions—We Are Here For You!

Remember—your IMPACT Solutions Employee Assistance & Work/Life Program is available to you, your household members, dependents, parents and parents-in-law 24 hours a day, every day of the year in over 140 languages! Qualified mental health professionals are always ready to help you with everyday life issues like stress, problems with teens, conflicts with co-workers, marital strife and so much more. Whenever you need assistance, all you need to do is call 800-227-6007 and we’ll be here to help.

Definition of a Designated Driver

The “designated driver” can be a lifesaver. This person is supposed to be the one in your group who elects not to drink. Unfortunately, many people aren’t following this safety principle. Instead, they are asking the person in the group who appears least affected by alcohol to do the driving. Have you done this? Researchers at the University of Florida found that 35 percent of designated drivers drank alcohol, and most had blood alcohol levels high enough to impair their driving. Picking the person to drive who appears least affected by alcohol is a faulty recruitment strategy. A person may still have a high blood alcohol level but not appear drunk—even if they drank more than their peers—due to nervous system tolerance to alcohol. Relying on a friend to do the driving because he or she appears to be unaffected by alcohol could put a person behind the wheel who has the highest blood alcohol level in your group! If you find yourself in this situation, the safest bet is to take a cab. Learn more about drinking and driving as well as general alcohol use in the four part article series “Alcohol and Public Health” online at www.MyIMPACTSolution.com.



Information in IMPACT on Wellness is for general information purposes only and is not intended to replace the counsel or advice of a qualified health professional.

You can contact IMPACT Solutions for professional counseling and guidance 24 hours a day at 1-800-227-6007.

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Did You Know...

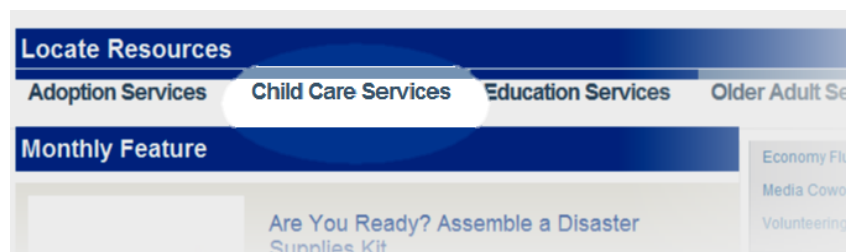
IMPACT provides Childcare Resources and Referral Assistance?

IMPACT Solutions understands the extended needs of working parents and families, as well as the needs of those who may be thinking about starting a family. Through the Childcare Resources and Referral Assistance you can access free, confidential resources, information, and referrals. Families and parents can benefit from consultation and support regarding:

- Day care centers
- Options for varying schedules
- Baby-sitters and nannies/au pairs
- Family child care homes
- Special needs
- Nursing your infant
- Family leave and returning to work
- Child care, back-up care, and sick child care
- Resources for all educational and developmental stages
- Adoption
- Pregnancy and infertility
- Referrals to child psychologists and family counselors in your area



Through the IMPACT EAP, you have access to phone consultations with a Child Care Specialist and in the moment support by calling 800-227-6007, 24 hours a day, 7 days a week.



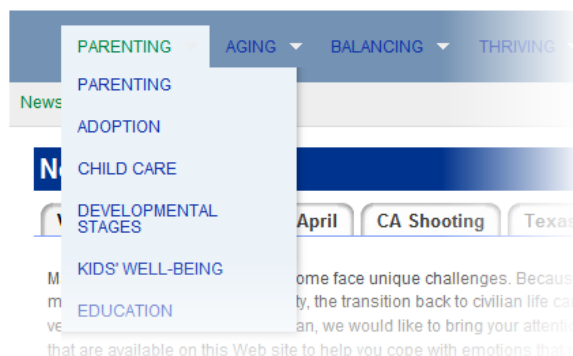
Child care provider locators and articles can be found online by logging on at www.myimpactsolution.com, clicking 'Go To Member Login' and entering your User ID.

Examples of article topics include:

- Becoming a Parent
- Bedtime and Sleep
- Discipline and Values
- Family Relationships
- Grandparents
- Siblings
- Special Needs Children
- Toilet Training
- TV, Web, and other media,
- Work and Family

IMPACT on the Web

The IMPACT EAP offers confidential professional support for work/life matters



**Forgot your username? Having trouble logging in? No problem, give us a call at
IMPACT Solutions, 800-227-6007.**

JULY
2013

WHAT BRINGS YOU TOGETHER?

DEFINING FAMILY IN TODAY'S WORLD



IMPACT SOLUTIONS EMPLOYEE ASSISTANCE PROGRAM

Blended families. Same-sex parents. Single moms. On television, in the news, and in your neighborhood, people are joining together to create their vision of a "modern family." No matter how you define a family, we have resources and referrals to help support the family you belong to.

Call or visit us online to find resources for you and your family.

TOLL-FREE:
800-224-6007
WEBSITE:
www.MyIMPACTSolution.com

Available anytime, any day, your employee support program is a free, confidential program to help you balance your work, family, and personal life.



WEBINAR

Family Ties

JULY 16 — 12 pm, 2 pm ET

In the 21st century, families come in all shapes and sizes. Explore the diversity of today's families and what that word means to you.



impactsolutions