

In This Issue...

- Improve Your Workplace and Your Outlook
- Setting Boundaries
- Your Child and Bullying
- Manage Stress by Turning Off and Getting Out
- Win The Crowd Over
- IMPACT Solutions
- For Love or Money
- August Webinar: What's Your Beef? Managing Conflict in the Workplace

How to Be a Catalyst for Change

People who are catalysts make things happen. They are passionate about their jobs. But which came first—their passion or the ability to get things done? Learn to be a catalyst for change and you may experience renewed enthusiasm for your job. 1) Start by writing down three to five things that need improvement in your work environment that you have or should have influence on helping correct. 2) Next to each item, note ideas that will lead to a solution. 3) From this list, choose one area of improvement where you are most likely to succeed and take the first action step. Start small. It may only be a conversation with other influencers about possibilities. 4) From these conversations, consider your next small move. This is called strategizing. As you make small, positive changes, you will feel momentum and gain a visualization for your future success. Your enthusiasm will grow. Notice how focus, determination, and patience play key roles in creating change in organizations. You've just discovered the path to feeling more engaged and finding more meaning in your job. For more tips on re-engaging with your job, read the online article "Developing Your Career" at www.MyIMPACTSolution.com.



Is That Enabling?



Most admissions to drug and alcohol treatment programs occur after family and friends start saying and doing things that precipitate a crisis caused by a drinker or drug user. The key is education of family and friends to help eliminate enabling behavior. Such behavior includes the following (consider whether any apply to you): 1) accepting assurances about the temporary nature of the drug or alcohol problem; 2) avoiding confronting the user about problems that interfere with you or your life; 3) doing the job for the alcoholic/drug user because you want to "help"; 4) avoiding confronting the drinker or drug user because of fear of ruining your relationship; 5) protecting the drinker/drug user from management at work; 6) promising to confront the drinker/drug user if problems get worse, and then not doing so; 7) deciding the alcoholic is not that bad yet or is a functioning alcoholic; 8) developing an ability to work around or adapt to the absenteeism or mood swings of the user; and 9) loaning money to the drinker/drug user. Can't stop enabling? Call IMPACT Solutions at 800-227-6007 for a referral to a professional to learn how to turn off the enabling behavior.

Nipping Bullying in the Bud

Is your child being bullied? Frequently, children do not tell their parents if they are being bullied in school because of embarrassment, shame, or fear of repercussions. Ask your child daily how things are going in school. By discussing friends and relationships you'll increase the likelihood of your child mentioning the bullying sooner. Without communication, you may assume no bullying issues exist. Find out if your school has an anti-bullying policy and if they have any helpful resources for you as a parent. For additional resources, use the advanced search feature online at www.MyIMPACTSolution.com and search the term "bullying". You will find extensive resources on school bullying including articles, checklists, and a link to outside resources, such as the federal government's website, www.stopbullying.gov.



Detachment: Getting Away from It All



“Getting away from it all,” also known as detachment, is a powerful stress management technique, but it may be the hardest to practice. Real detachment requires removing oneself from all sources of stress, including thinking about it, aided by engaging in unrelated enjoyable activities or distractions. This is tough to do in modern times. Detachment can also feel a bit disloyal if you think your employer really doesn’t want you to forget about work entirely while on vacation. Detachment can also be tougher if you play a pivotal role in your organization. And the more stressful your position the harder detachment can be. If detachment sounds out of reach, plan to experience it for shorter periods of time. Find opportunities to regularly detach, even for 15-20 minutes. Leave the smartphone behind. Take away distractions and feel the difference detachment can make. Visit the “Mental Health” section of the Balancing module online at www.MyIMPACTSolution.com for multiple resources, from articles to resources such as self assessments and online seminars to learn more about managing your stress.

Managing Presentation Nervousness

Being overly nervous before a speech or presentation can interfere with your confidence, but a measured dose of it is crucial for your best performance. You’ll never eliminate nervousness, but you can make it work for, rather than against you. Prior to your presentation, read your material aloud four to six times while standing up. Mouthing, hearing, and repeating the content “internalizes” it, permitting more spontaneity and faster recall to help you appear more natural. Accept that your audience wants you to succeed. Doing so will make you feel closer to them, rather than feeling scrutinized by them. Do you have irritating nervous pangs of energy? See them as your race car’s engines “revving” up. Manage these sensations with slow, deep breaths. Repeat as needed. Read the article “Get Over Your Fear of Public Speaking” or complete the Skill Builder “Presentation Skills” online at www.MyIMPACTSolution.com to sharpen your public speaking skills.



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.

Newlyweds: Get in Sync with Money

Research conducted by Kansas State University may have found a clue to help newlyweds spot the most significant predictor of divorce—fighting about money—and put a stop to it early. Couples who start out their marriages fighting about money have the highest probability of divorce, according to a study of 4,500 couples. Counseling about financial matters, goals, planning, and priorities early in the relationship can help couples get in sync with each other. Visit the Legal & Financial Center online at www.MyIMPACTSolution.com for access to financial resources, or call IMPACT Solutions at 800-227-6007 for a referral to a financial counselor.



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 elder care assistance?

Did you know that your IMPACT Employee Assistance & Work/Life Program provides elder care assistance?

Have you ever asked:

- What kind of care does my relative need now, and is that likely to change in the future?
- Could my relative be taken care of at home if he or she had some help from a skilled nurse and/or a health aide?
- Would assisted living be appropriate for my relative?
- Will he or she require a skilled nursing facility, now or in the future?
- Does my loved one's mental condition require him or her to have special care and housing?

IMPACT's Elder Care Services provide employees, household members, dependents, parents and parents-in-law with the answer to these and many other questions and includes:

- Referral to an Elder Care Specialist
- Unlimited Phone support through IMPACT at 800-227-6007
- Resources online at www.myimpactsolution.com
- Complimentary counseling sessions
- Resources on:
 - ✓ Retirement Planning
 - ✓ Caring for the Elderly
 - ✓ Caring for Caregivers
 - ✓ Alzheimer's and Dementia
 - ✓ Education and Support
 - ✓ Networking
 - ✓ And much more!



If you would like additional information, resources, or referrals for elder care

Call IMPACT Solutions at

800-227-6007

Or

Visit IMPACT on the Web at

www.myimpactsolution.com

AUG
2013

WHAT'S YOUR BEEF?

MANAGING CONFLICT IN THE WORKPLACE



IMPACT SOLUTIONS EMPLOYEE ASSISTANCE PROGRAM

Some conflict in the workplace is unavoidable. Disagreements with coworkers or managers can create tension at work and lead to problems with job performance and unhappiness. Let us help with tips on communication, a conflict assessment, audio on communication, and more.

Call or visit us online to get help managing workplace conflicts.

TOLL-FREE:
800-227-6007

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

**Nobody Likes a Bully:
Bullying in the Workplace**
AUG 20 — 12 pm, 2 pm ET

Dealing with different personalities at work is a reality. Bullies pose a greater challenge. Learn how to identify hostility in the workplace and how to handle the bullies who create it.



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