Talking to a Smoker About Quitting (Again!)

Don’t give up on helping a loved one quit smoking if he or she states they can’t do it. View this defeatism as a normal attempt to eliminate anxiety associated with the need to quit. Stay positive and offer support handling the stress, feelings, and mood changes of tobacco withdrawal, rather than just focusing on preventing them from picking up a cigarette. Avoid nagging and preaching, which can impede motivation. Instead, show admiration for the person trying to quit. The quality of your relationship plays a powerful role in whether you can influence a smoker to quit or offer effective support. If you sense difficulty, sometimes counseling in this area is the best first step. Call IMPACT Solutions for a referral to a professional or introduce the ‘Smoking and Tobacco’ section under Health and Wellness in the Learning Center online at www.MyIMPACTSolution.com for quick tips and an interactive program to help your loved one quit smoking.

Parenting and Teens: Tips to Consider

Once teens begin to date, shared loyalty with their peers can be a tough experience for parents. Don’t fret; your parenting role is still crucial. The task is to finesse your influence to maximize its impact. Let your teen know that he or she can talk to you at any time. Dating is learned, so when teen quarrels begin, listen and reflect; don’t interrogate. You’ll draw out more information and insert more wisdom. Don’t harp and lecture about “the don’ts,” but do set firm rules about curfews and boundaries. Review the Parenting section at www.MyIMPACTSolution.com for more articles, videos and resources that can help develop your parenting skills.

Responding Positively Under Pressure

How do you respond at work when under pressure? Although most people think of pressure as impossible deadlines or a sudden request to make an oral presentation to a large audience, more common job challenges can prompt highly visible and charged reactions. These work pressures incite emotions such as anger, alarm, or distress. Working under emotional pressure produces greater challenges. Turn these moments into opportunities to demonstrate self-control and cool leadership skills others will admire. Event categories that can produce pressure include crisis, criticism, and problems that appear impossible to solve. The key is developing reflexes that allow you to take control of your psychological response so you can engage in, rather than lose control of, a difficult situation. Engaging catapults you into problem-solving mode, while losing control produces a regrettable reaction and possibly greater problems. The business case for being able to respond positively under pressure is the positive effect on your productivity. Knowing the value of self-control can help your desire to practice staying calm when these events occur, so you can learn coolness under pressure. Practice is key, and plenty of opportunities are on the way. Call IMPACT Solutions for a referral to a professional who can help you work on keeping it together in the face of pressure at work.
Emotional wellness is just as important as physical health; in fact, it's difficult to achieve one without the other. But emotional wellness does not mean perpetual happiness. Emotional wellness is the ability to be aware of, express, and deal with emotions that we experience—anger, fear, disappointment, and many more. The goal of emotional wellness is to face these difficult and unpleasant experiences with a proactive attitude, rather than impulse-driven reactions that may create larger problems. To improve emotional wellness—like physical wellness—identify areas where you need improvement and target them to be worked on. Contact IMPACT Solutions for a referral to a professional who can assist you in developing your emotional wellness.

If your project at work goes badly, others may recall it for a long time; however, if you exceed expectations, people's memories are often shorter. Don't be disheartened; this is a natural process. You're more likely to remember a bad haircut than a good haircut years afterward. To build your reputation, capitalize on your successes. Keep a record of each achievement, including details to mention at review time. Maintain a current résumé and add to it throughout your career. You may marvel at the number of stellar achievements that occur over the years. If your company has an internal newsletter, it's worth a shot to request a write-up that can immortalize your achievement with a brief interview. Be sure to highlight the project and why it was a success for the organization. Offer your expertise as a knowledgeable, helpful coworker to others working on similar projects. Unconditional assistance to others is powerful stuff.

Research by polling organizations and federal agencies yields different findings, but it does show that minor percentages of employees and supervisors bully their coworkers. The National Institute for Occupational Safety and Health reports that about seven percent of bosses themselves are bullied by employees. Obviously bullying is a common problem in the workplace. Are you bullied by a boss or coworker? Confronting inappropriate behavior can be disconcerting, but rather than keep your head down or experience health problems as a result, you can take action. Consider making an attempt to inform the bully in a calm manner that certain behaviors or circumstances are producing an adverse effect on you that is unwanted, offensive, or feels hostile. Request that this behavior stop. If the bullying is covert, ask that your supervisor or Human Resources representative examine the circumstances associated with your unwanted experience in order to put a stop to the behavior. Bullying often ends when it is confronted. If your organization has a policy related to bullying, do follow it. Go to http://1.usa.gov/bully-help for more information or contact your HR or IMPACT Solutions Representative for further assistance if you feel you are a victim of workplace bullying.
Did You Know...

IMPACT provides Identity Theft Recovery and Prevention?

Your IMPACT Employee Assistance & Work/Life Program providers you with a toll-free, telephonic, 30-minute consultation with an identity recovery professional. During the consultation, our professionals will work with you to objectively assess your situation, create an action plan and provide the knowledge and tools to implement that plan most effectively.

Identity theft harms its victims on many levels: the emotional duress of having one’s financial security compromised, damaged credit and reputation and the time required to prove the crime and one’s innocence. On average, identity theft costs its victims 60 hours and $1,000 to recover their identity and credit record.

Taking common-sense, preventive measures can help you avoid identity theft. However, even the best laid security measures can be foiled by a clever thief. That’s when IMPACT’s Identity Theft Recovery and Prevention services become an essential benefit.

**Accessing IMPACT Identity Theft Recovery and Prevention services is simple and convenient.**

**Step 1:** Call the IMPACT 24/7 hotline at 1-800-227-6007

**Step 2:** Identify that you are looking to access the identity theft recovery and/or prevention services.

**Step 3:** An identity theft consultant will gather all pertinent information and develop a plan of action. Your identity theft consultant will work with you to execute that plan.

You can also find a multitude of Identity Theft & Prevention resources on our website.

Go to www.myimpactsolution.com

Click on ‘Go to Member Login’ and enter your Username

Under the “Living” tab you will find helpful resources and tools such as legal forms, tip sheets and links to national databases to report identity theft.

Want Additional Information? Forgot your username? Having trouble logging in?

No problem, give us a call at IMPACT Solutions, 800-227-6007.
Planning for a financially healthy retirement means more than just putting aside money for a rainy day. Knowing what you’ll need, savings you’ll need to get there, and where to put those investments can make a big difference. We can help with a comprehensive library of articles, tip sheets, financial calculators, and resource links to information you can use.

Call or visit us online to get the answers to your retirement planning questions.

TOLL-FREE: 800-227-6007
WEBSITE: www.MyIMPACTSolution.com

Available anytime, any day, your Work-Life/EAP service is a free, confidential program to help you balance your work, family, and personal life.

YOUR ROUTINE FINANCIAL CHECK-UP

JULY 17TH
12 pm • 2 pm • 4 pm ET

Learn the key indicators of financial stability and use simple strategies to reach your optimum financial health.