Managing Obstacles to Exercise

To enjoy the benefits of exercise, you need to be a good manager of obstacles that can impede progress and thwart your goals. Most obstacles fit within four broad categories: reduced motivation, physical tiredness, scheduling conflicts, and sudden interruptions. Write down your personal intervention plan to address each of these areas of potential trouble. It may add momentum so you succeed with your fitness program. Is exercising in the morning best for you, but procrastination starts after you sit down at your computer? Make a hard rule to exercise first. Too tired to exercise after the long commute home? Then exercise for 15 minutes instead of your usual 30 minutes. The more detailed your plan, the better your chances of overcoming the obstacles.

Mental Health Fitness

If you are being treated for anxiety but aren’t participating in an exercise program, talk to your doctor about starting one. Your response to stress may improve with exercise and so may your quality of sleep. You may also gain a more positive outlook and increase your self-confidence. Few people are aware, however, that exercise can also help manage anxiety. Symptoms associated with anxiety disorders include excessive worry and self-doubt, apprehension, obsessive thinking, fear, and panic. Your response to stress may improve with exercise and so may your quality of sleep, and you may gain a more positive outlook and increased self-confidence. Source: http://1.usa.gov/exercise-fitness. Complete the Anxiety Test online at www.MyIMPACTSolution.com to see how you cope with worry and stress.

Improving Cross-Cultural Communication

The workplace is increasingly cross-cultural, but do you have a good understanding of cross-cultural communication? It continues to grow as a field of study and education, and more companies are seeking to preempt big problems that can occur because of a lack of education between cultures. Work culture differences are not just about country of origin, but identity with one’s culture, race, ethnicity, gender, sexual orientation, age, social class, and roles. When employees work well in a cross-cultural environment they are assets, but when they don’t, productivity suffers. There are many opportunities for miscommunication in cross-cultural workplaces. What we say, what we do, what’s implied, or what remains unsaid are all open to interpretation and cross-cultural miscommunication. Misinterpretation can lead to conflict and difficult relationships on the job. It can be easy to dismiss the need for learning about cross-cultural communication if you are a member of the dominant culture within a work organization. Business organizations are discovering that this view no longer supports their productivity goals very well and in fact can undermine them. Some employers are training employees in cross-cultural education so they can communicate better, but if you don’t get this training, you can still do your own research and become a better cross-cultural communicator. It can make you more valuable to your employer and a role model for others. Start by taking a look at the article “Celebrating Diversity at Work: Cultural Variety” online at www.MyIMPACTSolution.com.
Beat the Heat of Hot Summer Work

Rest, water, and shade are the code words for summer outdoor workers. Does that include you? In 2010, 4,190 workers suffered heat-related illness on the job, and 40 workers died as a result. Keep an eye on your coworkers. You may spot the early signs of heat illness before the victim recognizes a problem: headache, profuse sweating, dizziness, cramps. Although outdoor workers in a variety of industries are susceptible to heat illness, those in construction and agriculture are the most vulnerable. Resource: http://1.usa.gov/rest-water-shade.

Avoid Workplace Harassment

Few people would consider themselves the type of person who would harass someone, and the truth is that most of us would not knowingly harass another person. This highlights an important myth—that workplace harassment is a consciously malicious act. Harassment can happen even if there is no intention of doing it. More often, harassment stems from common human failings like a lack of consideration or empathy, ignorance of acceptable boundaries, difficulties with impulsive behavior, or simple thoughtlessness spurred on by bias or personal problems. There’s a simple rule to follow if you say or do something that another person finds offensive. If someone says “stop that,” “don’t do that,” or “no,” then stop it and don’t do it again. If you feel you are a victim of harassment and would like support understanding how you can address the situation or if you would like support curbing your own potentially offensive behaviors, contact IMPACT Solutions for in the moment support or a referral to a provider who can help.

Reducing Workplace Aggression

Although aggression between coworkers may arise as a result of workplace stress, reducing aggression on the job ultimately hinges on self-control, personal responsibility, and strategies that support healthy communication. To interrupt the pattern, commit to reducing aggressive interactions and agree not to reciprocate or argue about who started it. Meet frequently and, along with other business, make a point to ask “How are we doing with our communication?” It takes only a minute for this awareness exercise to dramatically reduce ill-tempered and snippy communication. Focus on what’s working well in order to reinforce your progress. Studies show that victims experience adverse physical and mental health consequences from workplace aggression, even if behaviors are so subtle as to practically defy description. Resource: http://bitly.com/aggress-not. Contact IMPACT Solutions for in the moment support or a referral to a provider who can help you improve your communication and stress management skills at work.

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. IMPACT on Wellness is copyright protected by DFA Publishing LLC, 2012.
Did You Know…

IMPACT can help you Work Smart?

You’ve heard that if you work hard, you will be successful, but have you ever considered working smart? Smart work means you’re more likely to reach your goals effectively, allowing you to balance work with family and personal life, healthier eating and sleeping habits and less stress. Working too hard can have a negative effect on your quality of life. Long hours and the pressure to keep doing more can lead to stress, burn out, depression, or just that miserable feeling of ‘Is this all there is to life?’

IMPACT Solutions can help you work smarter by referring you to a professional for face-to-face counseling to begin developing workplace strategies and skills.

In addition, visit the Working section of IMPACT on the web at www.MyIMPACTSolution.com to access articles, assessments and other resources and tools that can help you learn to develop goals, prioritize and communicate more effectively.

Visit the Management and Workplace module in the Learning Center at www.MyIMPACTSolution.com as well to develop your personal plan for working smarter and becoming a more effective and in turn, more successful employee.

Forgot your username? Having trouble logging in? No problem, give us a call at IMPACT Solutions, 800-227-6007.
Update your Facebook page. Send out a tweet. Join a LinkedIn network. The social media revolution has changed the ways we connect with friends, learn the latest trends, and even look for a job. These tools have found their way into both our personal and professional lives—but are they for you? We can help you sort out what you need to know with articles, tips, online learning, and links to resources.

Call or visit us online to get answers to your social media questions.

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

TO TWEET OR NOT TO TWEET?

Twitter, Facebook, and Social Networking in the Office and Beyond

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

WEBINAR

Social Networking: Today’s Communication Tools

June 19th
12 pm • 2 pm • 4 pm ET

Facebook, Twitter, Skype, and FaceTime – learn the importance of online networking in your business and personal life.