Your IMPACT Solutions Employee Assistance Program offers confidential help for personal problems and concerns. The different types of problems IMPACT can tackle are so varied that no brochure could ever catalog them. Concerned about a troubled family member who won’t get help? Want coaching to deal with a difficult workplace relationship? Feel tired and exhausted, but don’t know if it’s burnout, loss of motivation, depression, or all three? Living in financial fear? Can’t sleep? Late for work too often? Concerned about a teenager’s unusual behavior? Has use of alcohol or drugs created a crisis you are facing right now? The bottom line: Never wonder if your concern is suitable for your IMPACT EAP. Assume the answer is yes. Extremely strict confidentiality laws govern the protection of EAP records. They have rare exceptions. So if you’ve been putting off taking action to solve a serious issue that is weighing on you, give IMPACT Solutions a call for in the moment support or for a referral to an expert for help.

Teaching Children Stress Management Skills

Are children more stressed today than in years past? Tougher academics, more competition, social challenges, health risks, and rapid-fire audiovisual hype from media certainly appear greater. The uncertainty of a secure financial future is felt by 30% of children, says one research study. Coping isn’t about eliminating stress. It’s about learning resistance and adaptation skills. Exercises abound for teaching kids stress management, but cover these bases: Learn sleep skills, relaxation skills, detachment-from-worry skills, how to understand positive thinking, the benefits of proper diet and regular exercise, and how to pursue balance. As a result, children will likely experience improved self-esteem, increased self-confidence, improved creativity, and healthier relationships with peers and family. For more tools and resources to get started helping your kids deal with stress, visit the Parenting section at www.MyIMPACTSolution.com.

Saving Money on Autopilot

When saving money, go for the gain without the pain by using an automatic savings withdrawal arranged with your bank. The idea is simple and well proved. If you don’t see the money, you won’t spend it. Most people adapt to this “missing” amount instantly and discover it works like magic. To increase the likelihood of your success, examine unplanned and unnecessary purchases in the last 30 days. See any lattes, impulse buys from checkout lines, or expensive meals out? If so, you’re a candidate for saving and success! Call IMPACT to speak with one of our Financial Specialist for more strategies on saving, budgeting and more!

Earliest Signs of a Gambling Disorder

Most people have heard of compulsive gambling (gambling disorder), but do you know the earliest symptoms of this addiction? Legalized avenues for gambling are increasing nationally, which means more people are likely to be affected by gambling issues. Recognizing the early signs can make intervention easier as well as more likely to stop the devastating condition. Reportedly, the earliest signs of the disorder are chasing losses, betting more than you can afford to lose, and feeling guilty about gambling. Sound familiar? Call IMPACT for a referral to a professional counseling resource. Resource source: http://bit.ly/gambling-problem.
Empty Nest Syndrome

Empty nest syndrome (ENS) is the term coined to describe the loneliness felt by parents or guardians when their children leave home. Marriage, heading off to college, and enlistment in the military are common experiences that precede ENS. Sadness, grief, ambivalence, fear, lost purpose, and facing aging add to the distress of empty nest syndrome. Empty nest syndrome is a normal life crisis. As such, it can represent a jumping-off point to more magnificent experiences if faced head-on. One popular resource recommended to empty nesters is “Letting Go: A Parents’ Guide to Understanding the College Years.” 5th Edition.

Spotting Opportunity When It Knocks

You’ve heard the saying “Opportunity knocks but once.” Opportunities are often situational and fleeting, so developing a mind-set for acting efficiently and missing fewer of them is a life skill to learn and teach others. Three filters or roadblocks thwart the ability to see or seize opportunities: 1) fear of change, 2) “impossibility thinking,” and 3) a lack of anticipatory thinking that keeps you looking forward and on the look out for good things coming your way. These are habits of thinking you can overcome. Remove these filters that prevent spotting opportunities and you will be less inclined to view others’ fortune as “getting all the breaks,” having better luck, knowing the “right” people, or having the inside track.

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.

Better Reflexes for Respectful Workplaces

Are you ready to experience a more respectful workplace, to have coworkers speak more civilly to each other, and “quit playing defense” so you feel closer to others, supported, and happier coming to work? That may sound like a tall order if you’ve experienced persistent communication problems for a while. Still, you can make the switch to more positive communication. The key is interrupting your “defensive reflexes.” Use the following questions to increase empathy between you and your coworkers. You’ll build respect, add courtesy, make a positive impact, and walk away at the end of the day feeling better about communication, rather than fed up. Keep these questions in mind or handy in writing: 1) What is my coworker’s concern about this issue we are discussing right now? 2) What does my coworker need from me? 3) What’s behind his or her thinking? 4) What am I learning from my coworker’s viewpoint at this moment? 5) How can I contribute to this discussion or meet my coworker’s needs and move forward with our mutual goal? These questions reflect the positivity of functional teams and how they naturally interact. Your daily practice of them will lead you to more civil discourse and the job satisfaction you deserve. Learn more about healthy communications at work in the Accomplished Employee section 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 has a work/life website?

Did you know that IMPACT Solutions offers you access to thousands of documents, hundreds of interactive calculators and assessments, videos and online seminars on topics such as parenting, aging, health, legal, financial, identity theft, child/eldercare, work, balancing and much, much more? Visit IMPACT on the Web at www.myimpactsolution.com, and click on Member Login.

You will be redirected to a login page where you will enter your organization’s username.

Once you click “Submit” you will have access to thousands of resources prescreened by professionals.

There is information on parenting, adoption, childcare, education, childhood development, aging, disabilities, planning the future, government programs, housing options, career development, consumer tips, home improvement and care, health, caregivers, grief and loss, work, relationships, pets, safety, communication, immigration, living abroad, travel, mental health and substance abuse just to name a few. You will find health assessments, financial calculators, legal documents, child, adult and pet care locators and other helpful tools to assist you in your everyday living.

There are three centers including the Learning Center where you can find lessons to improve yourself at home, work or school with interactive tools, the Relocation Center to help ease the stress of moving and everyone’s favorite, the Savings Center where you can save on name brand, every day and luxury items and services.

You will want to visit often because every month we have a new feature, additional resources and a new webinar.

Forgot your username? Having trouble logging in? No problem, give us a call at 800-227-6007.
Confused about what to put on your plate? Eating right doesn't have to mean denying yourself. A healthy mix of lean protein, low-fat dairy, whole grains, and fruits and vegetables can be both healthy and satisfying. We can help you learn to make the right choices with a library of health and wellness articles, tip sheets, assessments, and links to online resources.

Call or visit us online to get the answers to your health and wellness questions.

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

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

WEBINAR

EATING YOUR WAY TO WELLNESS

MARCH 20TH
12 pm • 2 pm • 4 pm ET

MARCH 21ST
12 pm ET en español

Learn tips and resources to eat your way to better and long-lasting health based on the USDA new “My Plate” guidelines.