Fitness: A Small Change Can Make a Big Difference

Aesop’s tale “The Tortoise and the Hare” is a good metaphor for practicing fitness. It is not fast and hard that counts; it is frequency. A little bit of fitness training, practiced regularly, will give you the benefits needed to improve your overall health. A brisk half-hour walk daily can generate a new level of fitness and reduce the sluggishness felt when you stand up, play ball with the kids, or attempt household chores. Did you know that when you’re fit, you burn more calories when you’re sitting, even when watching TV? Complete the ‘Exercise Basics: What’s the Best Regimen?’ assessment in the Wellness section of Learning Center at www.MyIMPACTSolution.com to find out what type of exercise is right—and realistic—for you.

Internet Use Disorder

Internet Use Disorder (IUD) may soon be accepted by the American Psychiatric Association as a recognized mental health disorder. The leading organization on classifying psychiatric conditions recommended that the condition receive close study in 2013. IUD applies mostly to compulsive gaming on the Internet. Are you affected by IUD, or does someone you know appear to experience this condition? Hallmarks of the condition include a preoccupation with the Internet—incessantly thinking about it when unable to be online, exhibiting a feeling of urgency to get back online, failing to keep commitments so as not to cut back on Internet use, feeling guilty about the use of the Internet and lost time or productivity, and experiencing absentmindedness due to distraction by thoughts of the Internet. If you are concerned about symptoms, call IMPACT Solutions to talk to a mental health professional for in the moment support or to obtain a referral to a professional. You can learn more about IUD at http://bitly.com/iud-help.

Stopping Covert Aggression at Work

Employees often rank improved communication and reduced conflicts as top concerns in the quest for a more positive workplace. Resolving these problems often requires an important skill: being able to share your thoughts and feelings appropriately and assertively when conflicts or squabbles arise. This opens the door to dialogue and solutions. Fail to understand this principle, and you risk becoming passive-aggressive in your dealings with others. You could exhibit unwillingness to cooperate with others or perform tasks assigned to you, place blame, or exhibit stubbornness. You may feel negative more often, and you will risk passing negativity on to others. Practice “feeling” your feelings. Label what you are feeling so you can describe it in interactions with others. Practice this life skill, and you’ll foster closer relationships and experience fewer conflicts. The payoff is feeling more control over your life and being more positive about people at work. Visit the ‘Accomplished Employee’ section under the ‘Working’ module on the web at www.MyIMPACTSolution.com for numerous articles, tools and resources to help you develop your communication skills and deal with difficult situations and people at work.
The Battle over Household Chores

Dividing up chores and keeping to agreements on who does what and when is a centuries-old domestic struggle. If you believe chores should be equally divided, but struggle to make it happen, follow these steps during a sit-down discussion:

1) Decide to agree that chores should be equally divided.
2) Discuss what chores exist and which ones are priorities.
3) Agree on the frequency of each chore.
4) Discuss who likes what chore and divide these up.
5) Decide which chores are most unpleasant and how they will be divided up and done.
6) Post the list of the chores, labeled by responsibility.
7) Agree on a rotational schedule so chores aren't permanently assigned and job stereotyping by gender is avoided.

Encouraging a Family Member to Quit Smoking

If a person stops smoking for just one day, there's a chance he or she may quit for good. That's the goal of the annual Great American Smokeout on November 15, 2012. Do you have a friend or family member willing to give it a try? If so, offer encouragement by reinforcing responsibility for getting help. Avoid the old guilt and shame approach. Encouragement is a “pull” strategy that affirms responsibility for getting help. Guilt and shame is a “push” strategy. It can backfire by impeding progress and provoking continuation of the addiction. Did you know that the pull strategy is used by alcoholism and drug addiction treatment programs to teach families how to focus on encouraging and insisting on acceptance of responsibility for treatment, rather than blame for having the illness? It works. Access IMPACT's “Quit Center” at www.MyIMPACTSolution.com for tobacco cessation tools and resources or call IMPACT to see if a referral to a professional could be helpful to you.

More Sleep for Kids

If your child appears to have behavioral issues in school, pay attention not only to those you trust for medical advice or counseling, but also consider whether sleep issues exist. New research on the subject appeared in the October 2012 issue of Pediatrics, the journal of the American Academy of Pediatrics. Recent research demonstrated that additional sleep for kids—about 30 more minutes than their peers—made them more attentive in school, allowed for more emotional self-control, and improved alertness. Article source: http://tiny.cc/kids-sleep.

To learn more about helping your child sleep and about their overall health, visit the ‘Children’s Health’ section under the ‘Thriving’ module 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 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
Caregivers deserve our thanks and so much more. Caring for an older family member can take a tremendous toll on the caregiver’s physical and mental well-being. Loss of sleep, poor eating habits, and lack of exercise - all of these can lead to caregiver stress and burnout. It’s sometimes difficult for caregivers to remember that to take care of anyone else, they first have to take care of themselves. We can help. We have a full library of articles, tip sheets, resource links, and stress management tools. Our helpful care consultants can provide referrals to community resources and respite services.

Call or visit us online to get the answers to your caregiving 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.

WHO TAKES CARE OF THE CAREGIVER?

NOVEMBER 20TH
12 pm • 2 pm • 4 pm ET

NOVEMBER 14TH
12 pm ET en español

Caring for dependent adults can be overwhelming. Caregivers and their families learn tips to manage stress and identify resources.