Constructive Criticism: Feel the Gain

Accepting constructive criticism from others is a learned skill requiring a healthy perspective to avoid perceiving well-meaned feedback as an insult or assault. To accept feedback in stride and to feel the gain rather than the pain, view feedback as less of a challenge for you than for the person offering it. Choosing this perspective (switching the filter) allows you to welcome feedback and delivers a powerful demonstration of your maturity. Those giving constructive criticism are usually with you out on the limb. They aren’t trying to saw the tree down. They risk your rejection and adverse response. Keeping this in mind can make you receptive to constructive criticism and demonstrate professionalism that others will see. Learn to better handle criticism by completing the “Coping with Criticism” Skill Builder online at www.MyIMPACTSolution.com.

National Physical Fitness Month

May is National Physical Fitness Month. Hopefully, you’re always celebrating it. If you’re searching for an exercise outlet, talk to your doctor for recommendations. Try walking 150 minutes a week (recommended by the Centers for Disease Control). New research shows that walking is just as effective as running. Researchers studied 33,060 participants in the National Runners’ Health Study II and 15,945 walkers in the National Walkers’ Health Study, assessing energy output by distance, not time. In both cases, the participants burned the same number of calories! Get your family involved. Create enticing rewards for total minutes achieved weekly or monthly. Register for May’s Online Seminar, “Want to Get Physical? Adding Exercise to Your Daily Routine” at www.MyIMPACTSolution.com.

How to Support Caregivers

Assisting with the care of another person can make it difficult to recognize and pay attention to one’s own needs. To support caregivers: (1) Be a good listener without being judgmental. (2) Don’t assume the caregiver feels unfulfilled being in the caregiver role. (3) Pay attention to the caregiver so you can identify distress and the need for support. It may not be easy for the caregivers to ask for help, so repeatedly reassure them that their need for support will not be resented or rejected. (4) Those in caregiver roles need to maintain balance, to avoid isolation, and to manage stress. Be proactive and include, invite, and encourage them to participate in social events and recreational opportunities to support these needs. (5) Lend a hand with research. The caregiver may be an expert on community resources, but finding time to search is often the key roadblock. Offer to research services and resources to lift this burden. Offer your assistance with telephone check-ins, refer the caregiver to IMPACT Solutions for a referral to a professional or encourage them to log in at www.MyIMPACTSolution.com to watch the Online Seminar, “Who Takes Care of the Caregiver?”.
You and Your Great Ideas

You may think that only other people have great ideas, but chances are you have had a few yourself. You simply didn’t act on them at the time. Great ideas are inspired by passion about an issue or problem and acting on ideas begets more of them. Alexander Graham Bell was a genius and produced serial inventions, but inspiration and passion played a decisive role in many of them. Where did inspiration and passion for creating his practical telephone come from? His mother and wife—both were deaf. Are you passionate about something you’re doing? Your great ideas lie there.

Getting Along with Difficult People

After low pay and unreasonable workloads, coping with a difficult coworker is the most commonly cited complaint of employees. Thousands of books attest to the problem, and nearly all touch on one theme—put the focus on changes you can make, not on the other person. Key strategies include staying focused on what is positive and valued about your coworker and expecting positive interactions as you would with any other coworker. Be proactive in making those exchanges happen so you don’t become isolated or withdrawn or start living your life “on defense.” Learn the art of detachment. This helps you avoid or minimize emotional reactions to what a coworker says or does. These strategies can help you remain productive even when some personalities at work are not ideally suited to yours. Read the article “Coworker Relations: Defuse Tension with Tact” at www.MyIMPACTSolution.com for tips on dealing with a difficult coworker.

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.

The Multigenerational Family

A multigenerational home includes children, parents, and grandparents under one roof. The phenomenon is gaining attention as people make choices to accommodate less retirement security, tighter budgets, fewer employer benefits, higher medical costs, and fewer employment opportunities. If you're planning a multigenerational living arrangement, learn about the potential conflicts, communication issues, and relationship stressors you may naturally face. You'll troubleshoot and resolve them faster and be more likely to stay focused on the benefits of your living arrangement. Have an initial meeting to discuss why your family is creating this arrangement, discuss roles and responsibilities of all family members and discuss boundaries between relationships. Consider family meetings to reduce conflict, increase cohesiveness, and prevent small issues from becoming larger problems. A multigenerational home can be a positive one with planning, proper care, and attention. Call IMPACT for a referral to a professional who can help you strategize around making your multigenerational household successful.

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 on the Web has Health and Wellness information?**

**IMPACT on the Web** is a great information resource when researching ways to live a balanced and healthy life. Under the THRIVING section of the web, locate information on Health Tools, Ways to Live Healthy, and Healthy Eating. If there is a topic or word you would like to research, use the keyword search in the upper right hand corner, and the web will sort your findings for you.

The **Learning Center** is another area of the web that is full of helpful tools.

Visit the Wellness Section:

- Ways to Reduce Stress
- Tips for Healthy Living
- Establishing Healthy Habits
- Building Healthy Relationships

Visit the Health and Behavior Section:

- Fitness
- Healthy Meals
- Nutrition Basics
- Sleep

For information and resources on Health & Wellness

Call IMPACT Solutions at 800-227-6007

and

Visit IMPACT on the Web at www.myimpactsolution.com
Adding a little more exercise to your daily routine can have great health benefits: however, between duties at work and obligations at home—it’s hard to find the time. Our tools and information can help you find ways to get your heart pumping no matter how busy your schedule.

Call or visit us online to learn ways to add exercise to your day.

**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**

Staying Fit at Work
MAY 21 — 12 pm, 2 pm ET

As working adults, staying fit can be a challenge.
Learn tips to add exercise and healthy eating to your workday.