**Get a Daycare Safety Checklist**

Most parents worry about the safety and security of a daycare center before using its services for their child. Although visiting and talking with other parents can alleviate concern, consider a checklist. Gather a few examples and develop a customized checklist of items that are important to you. Are hazard controls like covered sockets important? What about staff management of angry or whiny children? Is plenty of floor space available for children who crawl? Checklists can help you quickly choose the environmental, emotional, learning, and child management needs to make inquiry about. Doing so will help you stay focused at work and feel satisfied about those caring for your child.

Search www.MyImpactSolution.com for tips and resources when trying to find a daycare provider.

**Disagreeing with the Boss**

Most bosses are willing to listen to different ideas offered by subordinates. However, your approach to disagreeing with your boss might be what is getting in the way of having your idea accepted. If current struggles exist in your relationship with the boss, the following steps can be effective, but self-awareness and self-discipline are the keys to making your approach work.

1. Mentally do a quick analysis of your disagreement. Does it have a clear rationale?
2. Since your goal is acceptance of the idea or a better way of doing something, avoid treating your boss like an opponent or launching into a declaration of your disagreement.
3. Ask for permission (e.g., “May I offer an idea for doing this differently?”). This is a negotiating skill that few employees master. It’s not a demonstration of lack of assertiveness. It promotes interest by the listener, which is the pathway to acceptance.
4. Present your idea by sharing your thoughts and line of thinking and then present the conclusion, different approach, option, or way of solving the problem you believe is worth considering.
5. Ask for your boss’s reaction to your idea or suggestion. Notice how this approach to disagreement places importance on your desire for an effective relationship with your boss and ahead of your desire to gain acceptance for your opinion. This is what makes for a winning approach.
Is Your Child the Bully?

The federal government has established a dedicated Web site to help stop bullying in schools. It combines the best of the best tips in a simple helpful resource. You will find other bullying resources online, but guidance can be inconsistent across the net, produced by freelance writers who are not experts in what they author. A phone call from the school informing you that your child is bullying others can be a shocker, but don’t panic. Instead, consider the right intervention by relying upon resources your school can offer, support from your IMPACT EAP, and easily explained tips found at www.stopbullying.gov.

Is It Burnout or Depression?

The term burnout was first coined in 1970 by an American psychologist who applied the term to exhausted health professionals. Now it is applied to almost any job or professional. Be cautious. Research published by the National Institutes of Health this year showed that there is really no clear definition of burnout. Consequently, what it is and how it is diagnosed are not consistent from one researcher to the next. This makes it impossible to say how common it is! Some experts think many people mistake depression for burnout. This can be a roadblock to getting treatment for the disease. So, if you feel burned out, start with an assessment from a mental health professional and then formulate your intervention plan. Contact the IMPACT EAP to get connected with a mental health professional.

Soft Skill to Know . . . Staying Energetic

Being energetic at work is more than avoiding the sluggish feeling after lunch. When you’re energetic, you possess and exhibit energy in abundance that’s an obvious part of a vigorous work style and temperament. Employers value energetic employees for a key reason—their energy is contagious as they engage, create, and participate effectively with teams. You don’t have to undergo a personality transformation to be more energetic.

1. Start with regular exercise and stress management techniques.
2. Have a proper diet that maximizes your energy and that contains fewer food substances that weigh on metabolism.
3. Get enough sleep.
4. Practice positivity to help you feel energetic. Good physical health and nutrition influence a positive mood, but this works both ways. Combine this with reducing negative self-talk scripts that bring you down.
5. Practice work-life balance so you nurture yourself with activities you enjoy, and participate in social activities that renew your spirit.
Did you know... Your IMPACT EAP & Work/Life Program offers wellness coaching services with a nutritionist?

Your IMPACT EAP is an excellent source of information to help you reach your health and wellness goals. Visit us on the web at www.MyImpactSolution.com to learn more about common health conditions, complete helpful assessment tools, watch informative videos, and download dietician approved healthy recipes all in one convenient location. You can also contact IMPACT at 800-227-6007 to schedule an appointment with a nutritionist who will help you get on the right track to a healthier lifestyle.
Parenting

A healthy, nurturing relationship with your child is built through countless interactions over the course of time. Parenting requires a lot of energy and work, but the rewards are well worth it. When it comes to parenting, there are almost no absolutes (one, of course, being that every child needs to be loved) and there certainly is no one "right way." Different parenting techniques work for different children under different circumstances. It's important to discover what works best in your family. And don't expect to be perfect; parenting is a difficult job.

Monthly Webinar Series

Surviving and Enjoying the Six Stages of Parenthood
Tuesday, October 17th, 2017 at 3pm Eastern

In this session we will examine, not child, but parental development from the prenatal phase through the empty nest, or departure phase, combining the human development theories of Freud and Erikson with concrete, contemporary insights from the book, "The Six Stages of Parenting".


Points to Ponder

Parents can play important roles in helping their children feel better about themselves and developing greater confidence. Doing this is important because children with good self-esteem:

- Act independently
- Assume responsibility
- Take pride in their accomplishments
- Tolerate frustration
- Handle peer pressure appropriately
- Handle positive and negative emotions

To learn more, log in now at www.MyImpactSolution.com
Forgot your login information? Give us a call at 800-227-6007