We Are Here For You!

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.

Qualified mental health professionals are always ready to help you with everyday life issues like stress, problems with teens, conflicts with coworkers, marital strife and so much more.

To connect with services call: 800-227-6007

Take Steps to Overcome . . . Worry, Fear, and Chronic Stress

Relationship issues, debt, grief and loss, and fear about an illness—these and other life issues can cause you to feel like you are only half present on the job, at social events, at a child’s school play, or at the dinner table. Don’t allow this state of mind to cause health problems. It signals that it is time to reach out for help. Don’t resist seeking help because you think “no one’s got the answer.” EAPs and professional counselors can help, and the resources they possess can be extensive. When working with a counselor, you engage in a dual track of help—first, to get relief from the feeling of dread and, second, to find practical strategies to resolve the issues you face.

Breast Cancer Awareness

Did you know that 85% of women diagnosed with breast cancer do not have a family history of it? Most women can survive breast cancer if it’s found and treated early. The US Preventive Services Task Force (USPSTF) recommends a mammogram every two years if you are a woman age 50 to 74. Although the USPSTF is viewed as most credible, follow your doctor’s recommendations based on your history and risk. If you are fearful about mammograms, discuss these fears with your doctor. Many myths and falsehoods about breast cancer and mammograms are found online. Much of it stems from health “experts” selling health products, discussions of old research contradicted by new research, and cancer associations with slightly different recommendations. Read about these myths at www.nationalbreastcancer.org.

Source: https://www.ncbi.nlm.nih.gov/pmc (Search: PMC3519312)
Don’t Be a Bystander to Workplace Harassment

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.

Source: https://www.eeoc.gov [Search “task force harassment”]

Dignify Differences in Others

You know that tolerance is the key to a respectful workplace. However, tolerance can still be accompanied by silence or indifference, which can make a coworker feel unaccepted. So what is the next step along the path of inclusiveness that produces a productive, high-morale workplace in which everyone feels welcome? Answer: Dignify differences in people. While tolerance is attitude-driven, dignifying differences is an action step. The easiest way to dignify differences is by getting to know the actual person by looking past differences; discarding your negative first impressions; and giving the gift of listening for understanding, not agreement.

Four A’s of Stress Management

Have you heard of the “four A’s” of stress management? The often-discussed concept is a model for coping and a memory jogger for remembering four ways of managing stress, depending on the circumstances you face. The words are “avoid,” “alter,” “adapt,” and “accept.”

Avoid refers to managing stress by planning or making different choices that steer you clear of stress and strain. (Example: You decide to file your tax return early to help avoid the stress of last-minute number-crunching and any feelings of panic over the deadline.)

Alter refers to acting to create change in the present regarding the stressful situation. (Example: You decide to take a different way to work to avoid a traffic jam that will stress you out despite the alternate route being five minutes longer.)

Adapt refers to an internal decision you make to adjust the way you cope with a stressor you can’t avoid. (Example: You make a decision to look on the bright side of a problem or situation that would otherwise be more distressful.)

Accept refers to “letting go” and ending the fight against a stressor you can’t control, but finding internal ways of coping with it to minimize its harmful effects. (Example: You experience a loss or fail a test, and decide to talk it over with a friend, counselor, or advisor.)

The care of an older family member can be a very rewarding experience. It also has its challenges especially when you are providing hands-on assistance, managing care from afar, and trying to balance work and family responsibilities. IMPACT can help with information and referrals to assist you in all areas of elder caregiving and family support.

• **Qualified Adult/Elder/Caregiver Consultant Services**
  - Consultation on caregiving, insurance, and end-of-life decisions
  - Referrals for in-home care, assisted living, skilled nursing care, and more

• **IMPACT on the Web**
  - Locate resources using our self-search feature for information on eldercare service providers
  - Training courses on guardianship
  - Webinars on a wide range of caregiver topics

**Did you know… about half of the workforce expects to be providing eldercare in the coming five years?**

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**American Association of Retired Persons**
Elder Care

There's no one right way of caring for aging parents. But, the worst way is to do it alone. The demands of caregiving can become so immense that they can affect your health, leading to illness and depression. To manage caregiving effectively, seek help and advice from professionals and your family. For example:

- Consult a financial planner or attorney regarding your parents' estate, living wills and other legal matters.
- Work with physicians to understand your parents' health problems and the treatments they're getting.
- Talk to a pharmacist to learn the potential side effects of their medications and to make sure those medications are compatible.

Besides determining what's workable for your parents, your goal should be to find the best way for everyone to work together.

Monthly Webinar Series

Elder Law Basics
Tuesday, November 21st, 2017 at 12pm Eastern

Estate and long-term care planning are imperative to ensure a smooth transition into the later part of your life. We will discuss what Elder Law encompasses and how an Elder Law attorney can help you as you age. The discussion will focus on estate documents such as powers of attorney, healthcare directives, living wills, wills and trusts, and will discuss long-term care planning including the different programs and planning available to help with the costs of long-term care and protecting your assets for your loved ones. Join us and take an active role in planning your future.


Points to Ponder

It's never too early to start creating a care plan for an aging loved one, start by:

- Making sure legal documents have been drawn up, including an up-to-date will, a durable power of attorney, a living will, and a health care proxy.
- Discussing with your loved ones how you can help with their future housing, financial and medical-care needs.
- Asking them about growing old — what are their concerns, their worries, what's important to them, how can you help them?

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