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 co-workers, marital strife, and so much more.

To connect with services call: 800-227-6007

IMPACT on Wellness Newsletter

June 2018

Should You Get Up Earlier?

You may hear time management gurus insist that getting up at 5 a.m. amounts to secret sauce for increasing personal productivity. Proponents of morning solitude argue that this time of day allows you to focus better on key issues, take advantage of your best mental state, and achieve more as you make key decisions before the distractions of the day begin. Author Robin Sharma, a productivity coach, calls this “the 5 a.m. club.” Launching yourself before the rest of world awakens may have advantages, but here’s a tip—experiment first with getting up 15 minutes earlier than usual. You may discover magic in that small amount of time and get all the benefits of an early riser. If desired, add more time. Decide what you will do with these golden minutes or hours; otherwise, you may find yourself heading back to bed.

Communicating with Millennials for Peak Productivity

A lot of business literature focuses on how to communicate with millennials. Do you know that 70% of millennials prefer digital communication to any other type?

Workplace tips:
1. When giving assignments, include “the why.” Millennials are less motivated by simply being told, “do it.”

2. Team skills, challenges, less fear of change, applying tech to problems, high energy, finding the answer, and pushing the limits of discovery—these are strengths and values of millennials. Consider these attributes when needing to boost productivity.

3. Don’t pit older workers against millennials, and avoid an “us vs. them” work climate. To learn more, see the book “Millennials in the Workplace” by Justin Sachs.
**Gardening and Stress Management**

Whether it is one square foot or half of a backyard, gardening is a known stress reliever. Some vegetables are easy to grow and nearly impossible to flub, like green bush beans. With a few seeds, a tiny garden space can give you a healthy distraction, the surprise of sprouts, a bit of entertainment, some amazement and wonder, a healthy food, a positive experience in a hectic day, a goal to achieve, something to nurture, and something to share—all for a buck! It’s spring, go for it.

Resource: ydr.com [Search “gardening stress”].

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**Emotional Stress and Traffic Accidents**

Does emotional stress increase your chances of being in an automobile accident? In fact, some research has shown that certain types of stress increase your risk more than others. The highest likelihood of an automobile accident has been associated with marital separation or divorce, a child leaving home, and a hospitalized partner. Positive stress associated with a large purchase or a raise at work can also increase risk. What’s the takeaway? It’s awareness for distracted driving. If negative states of emotions linger, consider managing them with professional counseling. It could be a safety issue.

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**Mental Wellness in the Workplace**

What is *mental health wellness*? Within the workplace, mental health wellness is the practice of personal awareness that helps you stay in control of what you think, what you feel, and how you react to everything going on around you.

Practicing mental health wellness may be:

1. Reaching out to patch up a relationship with a coworker with whom you had a conflict earlier so the negative exchange doesn’t fester and harm your relationship, and thereby create unnecessary stress.
2. Saying “no” to avoid feeling overwhelmed and delivering less than your best work.

If you are conscious of your thoughts and feelings and practice this self-awareness regularly, you will make decisions more in-line with what you truly want as you interact and respond to the environment. Without practicing mental health wellness, you are more likely to respond to the world on “autopilot,” reacting emotionally rather than in a rational manner conducive to reducing stress and producing a positive impact on mental health.

Mental health awareness is about *intrapersonal* skills (what’s going on inside you), thinking upstream, counting to ten, taking a deep breath, and weighing the external and internal realities of a decision or a response. With mental health wellness, you make better decisions while you increase the likelihood of being happy, healthy, and more productive, and discovering more meaning in your job. Contact IMPACT if you would like to connect with a Mindfulness Coach to assist in building these skills.
Did you know... that 1 in 10 people will deal with depression at some time in their lives?

(Centers for Disease Control and Prevention)

Most people experience ups and downs in life. Sadness is a normal reaction to events such as the loss of a loved one or a setback at work. But if feelings of emptiness or despair take hold and are interfering with your ability to function or enjoy time spent with friends or family, you may be experiencing depression. Sometimes it’s hard to identify depression while you’re experiencing it. Seek help if you are experiencing any of the following symptoms:

- Difficulty concentrating, remembering details and making decisions
- Feelings of guilt, worthlessness, pessimism and/or helplessness
- Insomnia or excessive sleepiness
- Loss of interest in activities or hobbies you previously enjoyed
- Overeating or appetite loss
- Thoughts of suicide or suicide attempts

IMPACT offers confidential professional counseling as well as depression and suicide awareness information on the web where you will find resources, assessment tools, fact sheets, and guidance on how to get help.
Stress Management

In moderate doses, stress challenges you to do your best so you keep learning and growing. But too much stress has a negative effect on your work, mood and physical well-being. You may be keeping your body in a state of chronic stress if you often feel uptight or hostile. Learn how to deal with stress constructively and you can use it to meet life's challenges.

Monthly Webinar Series

Minimizing Worry to Maximize Your Life

Are you a worrywart? Nineteen million Americans are chronic worriers and 38 percent report worrying every day. We all worry at times, but if you constantly stress over everything in your life you may be developing a chronic worry habit that can lead to physical and mental health difficulties including stress-related illnesses, generalized anxiety disorder and depression. In this webinar, we will assist you in analyzing the root cause of worry, and strategies to break the cycle of worry.


Points to Ponder

Some activities can help you better manage stress, such as regular exercise. Here are other stress relievers:

- Get a full night's sleep.
- Talk it out. Tell close friends or family members about the things that cause you concern.
- Do relaxation exercises throughout the day, such as taking 10 to 15 seconds every hour to breathe deeply from your diaphragm.
- Learn to set limits and say no.
- Take a stress-management class.

If you feel overwhelmed, seek help from your doctor or a mental health professional.

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