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

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Exercise and Kudos for You

Having a physical fitness routine offers benefits for improved health and managing stress, but there are more benefits to exercise than the release of feel-good brain chemicals and shaking off tension. One less-appreciated payoff of exercise is goal attainment of your exercise session, chalking it up as a success, and benefiting from the positive self-talk that accompanies it. Don't minimize the impact of genuine self-kudos and the role they play in stress management. This one benefit is an additional motivational factor for participating in a regular exercise program. When we feed a positive self-esteem, anticipated successes lie ahead. These linkages all contribute to improved personal and workplace productivity. You do have time for exercise. What may be missing are stronger reasons to get you moving. Add this one to the mix and see if it doesn't stir you to grab your sneakers.

Plan for a Better Day Tomorrow

Try jotting down your to-do list for tomorrow before going to sleep tonight. You may sleep better. Surprisingly, the ritual helps you off-load thoughts and reduce worry, not stress you more about what lies ahead. The research seems to support another often recommended productivity tip—planning ahead for the next day. This includes jotting down your schedule, deciding what you will wear, planning breakfast, and choosing the personal items you'll take to work. Starting your day with less chaos, having time and a few mini-successes, and experiencing less stress in the a.m. can help you have a better day.
Respecting Personal Boundaries at Work

Respect in the workplace brings to mind words like tolerance, diversity awareness, and bias. But disrespect has a much broader brush of issues that can impact productivity. One of them is not respecting the personal boundaries of a coworker. Do you walk through a coworker’s door unannounced, call after hours when he or she is at home, or sit in a chair close by while the coworker is on the phone, waiting your turn to speak with him? Employees who appreciate the importance of honoring personal boundaries will get along better. Here’s why: When you disregard personal boundaries, you send this nonverbal message: “I’m more important than you, so I don’t need to respect your space.” All of us teach each other what our personal boundaries are and how we want to be treated. Making them known is a combination of assertiveness, diplomacy, and immediacy. “I would love to speak with you right now, but I need to take this phone call in private,” combines all three elements of how to establish a personal boundary. The most important rule in maintaining personal boundaries is to practice what you preach. In other words, if you don’t want people phoning after 8 p.m. to discuss a work issue, don’t phone them after 8 p.m.

Eldercare Spotlight

The Stigma Around Caregiving

Caregiving for an older loved one while working can be stressful and make it difficult to achieve an ideal work/life balance. It may come easy to talk at work about caring for children, but be more difficult to discuss caregiving for an older loved one. The demands of caregiving can require the need for job flexibility, which could create fears about being demoted, harassed or even fired based on assumptions about our caregiving responsibilities.

How Can We Overcome the Stigma?

We can talk openly, especially with supervisors, to help everyone understand the demands of caregiving and work together to create compassionate workplaces. To do this, we can:

- Help others understand the unexpected caregiving responsibilities that arise during working hours.
- Engage in dialogue about our sometimes complex and individualized experiences.
- Anticipate supervisors’ concerns while helping them understand the need for flexibility and support.
- Communicate with respect, integrity, truth, and confidence.

Contributed by: Benjamin Rose Institute on Aging

To view more caregiving tips, visit MyImpactSolution.com or call 800-227-6007 for information about support for working caregivers.

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 800-227-6007.

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If you're like most people, it can be hard to make sense of your personal finances. In fact, 77% of Americans say they are living paycheck to paycheck, experiencing moderate to severe financial stress, and would like to improve their financial well-being.

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Ready to start investing? How will you choose from among the thousands of investment opportunities available? The best first step is to decide what kinds of benefits you want your investments to provide. Once you've set goals for how you want your investments to perform, you can assess the features of various investments to determine whether they meet your needs.

Monthly Webinar Series

Investing 101
Do you want to invest but don't know where to get started? This webinar will help you to understand what investing is, what it means, and how the "miracle" of compounding works. It will also cover some of the building blocks of investing and provide some insights into techniques with the goal of helping you think about which investing strategies are right for you.


Points to Ponder

Certain types of investments are very effective for generating income on a regular basis. These include the following:

- Cash and equivalents, including money market accounts, CDs, and Treasury bills and notes
- Bonds, including Treasury, municipal, and corporate bonds
- Income stocks, including preferred stock, utility stock, and high-capitalization blue chip stocks
- Income mutual funds

However, a portfolio made of these investments may run the risk of not growing as much in value over time as would a growth-oriented portfolio. Some investors find that they need to balance their goal of income with their desire to build the value of their investment capital.

To learn more, log in now at www.MyImpactSolution.com
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