Improving Your Relationship

Do you enjoy more good times than bad with your significant other? Do you know your partner’s hopes, dreams, and fears? Do you talk through conflict rather than bury it in silence in order to keep the peace? How you answer these sorts of questions may point to whether you could stand a bit more happiness between the two of you. Problems in these areas are treatable, but they often fester for years. Don’t remain frustrated. Consider moving your relationship forward from “so-so” to “doing great” by using self-help tools such as great articles found at www.myimpactsolution.com or couples counseling by calling your IMPACT EAP at 800-227-6007.

Overcoming Fear of Change

Fear is one of the most significant hurdles with upcoming organizational change. To face change with determined fortitude: Accept that fear of change is normal and don’t deny your concern about it. Try “moving your fear to paper” by writing down concerns. Consider each concern’s potential solution. Small things count—losing an office, giving up a pretty commute, coming home later—see if you can identify exactly what the change may bring. Find supportive friends or a counselor with whom you can discuss concerns. You’ll discover solutions and enlightened coping strategies for virtually any problem or issue. Resist buying into rumors at the water cooler that can stoke more fear. Instead, bring concerns to your boss and compare them with official information sources. Reading may be the fastest way to feel empowered and less fearful. Staying on top of your fear by remaining proactive and planning your approach to change will help you stay positive. You are no stranger to change, so consider any past experiences where you successfully overcame major changes that occurred in your life. Ultimately, coping with fear of change is about your taking control of your attitude and being determined with a personal set of adaptation strategies that will help you benefit from new experiences that are coming your way.

Finding Money for Your IRA

Finding money to sock away in your IRA can be a problem, but the answer, if it exists—and it almost always does—usually lies in lifestyle choices. You must save first and avoid spending all your money. You are bombarded by live-large marketing messages. Can you resist them? For example, you may need to avoid the lure of expensive autos and stop avoiding the math that proves it is more economical to make repairs on a car you own for a while. Examine your lifestyle to see where you are sabotaging right now your ability to retire in the distant future. Refresh your memory of the power of compound interest, then seek to maximize your IRA. Be diligent about retirement now, and you will not panic about it later. For more resources on budgeting, visit www.myimpactsolution.com or call IMPACT EAP at 800-227-6007 to speak with a financial counselor.
Show Management Your Commitment

Ask managers what they value in employees and you’ll hear “dependable,” “self-motivated,” “rises to the occasion,” or “has a positive attitude.” These all represent “commitment.” Are you demonstrating behaviors that prove the commitment you feel? See if the following behaviors can better show you’re an engaged and committed employee: 1) takes initiative (makes the first move to get something done), 2) keeps the boss informed on progress, 3) spots problems and solves them, and 4) shows passion and demonstrates eagerness for the work. Change these behaviors: 1) does work but lacks energy and devotion to the results, 2) ignores problems in favor leaving it to others to find the fix, 3) fails to communicate or keep the boss informed, 4) rarely offers up new ideas, and 5) appears willing, but lacks gusto.

Five Pathways for Managing Stress

Consider five intervention channels for managing stress: Focus, Interpret, Prepare, Process, and Distract. “Focus” means giving attention to what you can control (e.g., finding ways to make dollars stretch further so you worry less about bills). “Interpret” means redefining stress (e.g., looking on the bright side of a problem). “Prepare” means taking action to ward off stress in the future (e.g., doing holiday shopping early). “Process” means communication (e.g., discussing stress and solutions with others). “Distract” means diverting attention from the stress (e.g., listening to pleasant music, taking a walk, etc.). When under stress, consider these pathways of intervention and you are more likely to find the one that works best.

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 200 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.

When Stalking Comes to Work

No employee wants to bring problems to work, but some problems may not stay away—like a stalker. Have you feared for your safety because of someone making unwanted phone calls, sending unsolicited letters or e-mails, or following you, perhaps at work, for no legitimate reason? Stalking is a serious criminal offense with over three million victims per year. Stalkers often appear at work because the victim must show up there. About one-fourth of stalking victims have experienced lost income or work time dealing with a stalker. Workplace stalking is not your fault—accountability lies with the stalker, not you the victim. Seek and expect help in the same way that you would expect for any threat or risk occurring at work. Source: Corporate Alliance to End Partner Violence, CAEPV.org (“get information/statistics/stalking”).

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 offers help for Seasonal Affective Disorder?**

People often feel down or sad during shorter, cold winter months with maybe some difficulty getting up in the morning or feeling tired more often. This is often referred as the “winter blues.” However, sometimes these feelings are more intense and can interfere with your ability to perform your daily functions. Seasonal affective disorder is a form of depression that is characterized by symptoms slowly increasing as we move into the colder months, and the symptoms typically begin to disappear in the spring. Seasonal affective disorder is a serious problem and may necessitate being seen by a physician or mental health professional.

**Recognize the Signs of Seasonal Affective Disorder:**

- Increased appetite with weight gain
- Increased sleep
- Less energy and ability to concentrate
- Hopelessness
- Feeling sluggish
- Social withdrawal
- Unhappiness and irritability
- Loss of interest in work or other activities

There’s no need to struggle with these symptoms. Help is available!

For more information on seasonal affective disorder, contact your IMPACT Employee Assistance & Work/Life Program 24 hours a day, 7 days a week at 800-227-6007. A licensed clinician is available at all times to provide in-the-moment support, problem-solving, assessment and identification of resources.

You can also visit the Depression Center on our website.

www.myimpactsolution.com

Forgot your username? Having trouble logging in? No problem, give us a call at IMPACT Solutions, 800-227-6007.
Financial fitness is like physical fitness; you need to commit to regular changes in your life and focus on attainable goals. Creating a budget, eliminating credit card debt, investing wisely, and saving for the future are all elements of a financial fitness plan. Your Employee Assistance Program is here to help with tools and resources to help you get financially fit.

WEBINAR
Financial Fitness-Living within a Realistic Budget
Feb 17th — 12 pm, 2 pm ET
Living within a budget can seem restrictive, similar to being on a diet. Learn about common money mistakes as well as practical and realistic tips for living within a budget.

Available anytime, any day, your Employee Assistance Program is a free, confidential program to help you balance your work, family, and personal life.

TOLL-FREE: 800-227-6007
WEBSITE: www.myimpactsolution.com