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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.

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.

How to Build Your Talents

Outstanding Employees (star performers) exhibit certain traits. One of them is “talent.” Talent in the workplace does not mean a person is gifted, like a violin prodigy. It means performing certain job functions crucial to the organization's mission in a predictably superior manner. Talent is so crucial that organizations aggressively strategize to find and recruit it. Managers are often frustrated with their inability to develop talent from the ranks because of resource limitations, but don’t let that hold you back. Believe that you can be talented like star employees you know. Pay attention to what others point to as your “knack” for doing something well. Consider what you love doing and what seems to come easy to you. Challenge yourself to acquire added skills that grow your talent niche, and stay on the edge of your comfort zone, looking for ways to apply them. Soon you may be seen as a prized part of your organization's talent pool.

Soft Skills to Know: Crisis Management

Crisis management skills demonstrate your ability to lead others and remain cool under stress. A crisis includes three parts, the last of which is the target of change:

1. The acute level of threat generated by the crisis
2. The suddenness of its occurrence
3. A brief window of opportunity to intervene

The key to crisis management is not succumbing to the shock and suddenness of the event. Doing so will impede your problem-solving abilities. If you accept that a crisis could someday happen, you will likely act more decisively. When a crisis happens, gather enough information to intervene. Don’t gather so much information and analyze issues and options so deeply that you cannot act decisively—avoid “paralysis by analysis.” Teach this process to others when a crisis looms, and help coworkers understand the value of calm and deliberate problem solving. In a crisis, be proactive and collaborate, but don’t wait for others to make the first move. Instead, step in to intervene.
Avoid Academic Summer Slump

“Summer Slump” describes loss of interest by children in academics during summer vacation. Laura May, associate professor in Georgia State University’s College of Education, offers these tips for parents:

1. Plug into the library, and let children pick their own books. A weekly short trip can accelerate lifelong learning and help children retain reading skills.

2. Incorporate reading by following recipes to make cookies, keeping a journal, writing a shopping list, and reading to younger siblings.

3. Have a child calculate miles per gallon of gas on trips.

Any practical use of academics and attempts to make connections to real life will reinforce lessons learned and ward off summer slump.

Source: Newswise.com Search: “summer slide” (with quotes marks)

Science of Taking a Nap

The U.S. Centers for Disease Control (CDC) says that naps do increase your ability to be alert and that they are useful. Instructions for taking a nap: Take into account that sleep becomes deeper the longer you sleep, reaching the deepest level in about one hour. If you wake up from a nap after 20 minutes (before going into deep sleep) or at 90 minutes (after the deep cycle has passed), grogginess from “sleep inertia” may be less, thereby making your nap more effective. Nap for no more than about 20 minutes on a busy schedule, or if you have the time, no less than 90 minutes.

See Early Signs of Alcoholism

If you drink, know the early signs of alcoholism. You may spot symptoms that allow you to be better prepared to self-diagnose the illness if it becomes necessary. Once social drinking begins, neurological and behavioral signs and symptoms begin to emerge in susceptible persons. These may include tolerance, often misperceived as a positive ability to drink more “efficiently” or in greater amounts than peers without feeling alcohol’s effects. You may notice fewer adverse consequences the next morning after heavy drinking and increasingly look forward to the next opportunity to drink. You may seek out peers who drink with the same capacity as yourself. Memory loss while drinking (blackouts) may occur. You may see alcohol as a positive way to feel stimulated, and may experience boredom if unable to drink in the evening. Alcoholism is not an equal-opportunity illness. Research shows that a family history of addictive disease places one at higher risk for it. There is a myth that self-referral never happens and that some horrible incident must force an alcoholic into treatment. Not true. A screening with a professional counselor takes only minutes, and your score and concern over the above symptoms may lead you to accept help early to avoid such an incident.
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**Addiction & Recovery**

**Website Articles & Information**
- Preventing Addictive Behavior
- Recovery
- Gambling and Online Gaming
- Shopping
- Alcohol and Club Drugs
- Cocaine and Crack
- Marijuana
- Heroin
- Prescription Medicines

**NEW Online Seminar** Next Steps: Dealing with Addiction in a Loved One

**Quit Center** offers tobacco cessation tools and resources

**Professional Counseling** including 24/7 support, assessment, short-term counseling and treatment coordination

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*Did you know...* it is a myth that an addict must hit “rock bottom” to be ready for treatment. People who are pressured into treatment by their family, employer, or the legal system are just as likely to benefit as those who choose to enter treatment on their own. *(National Institute of Health)*

The path to drug addiction often starts with experimentation. You or your loved one may have tried alcohol or drugs out of curiosity, because friends were doing it, or in an effort to erase another problem. But as the addiction progresses, getting and using the drug becomes more and more important and your ability to stop using is compromised. The good news is that drug addiction is treatable. With treatment and support, you can counteract the disruptive effects of addiction and regain control of your life.

For confidential support and guidance, contact IMPACT Solutions 24/7 at 800-227-6007.

Visit the IMPACT Website at [www.MyImpactSolution.com](http://www.MyImpactSolution.com)
Remember to enter your organization’s username.
Forgot your Member Login? Give us a call at 800-227-6007
GROUP EFFORT

FAMILY SOLUTIONS TO ADDICTION

Addiction is an illness that impacts the whole family. Family members need education about the causes of addiction, how to approach it with loved ones, and how to support their treatment. Recovery is a group effort. Let your IMPACT Employee Assistance Program help with the information and resources you need to find solutions for addiction.

ONLINE SEMINAR

Available on demand starting July 19th

Next Steps: Dealing With Addiction in a Loved One
You’ve identified that your loved one has an addiction—what’s next? Learn about interventions, treatment options, and where to find help.

Online seminars can be found on your home page, or you can search for them by title.

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