In this issue:

- Create a Family Schedule
- Accepting Feedback
- Heading Conflicts Off at the Pass
- Fatigue
- How to Be a Thought Leader
- Did You Know: Eldercare
- Webinar: Collaborative Caregiving

We Are Here For You!
To connect with services call:
800-227-6007

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.

IMPACT on Wellness Newsletter August 2016

Back to School Tip: Create a Family Schedule

School will begin soon. As your family slowly turns to a new, exciting school year, consider this exercise to establish a schedule by actively having children participate in creating it so they own the need for the transition, understand their responsibilities, and feel empowered by the planning experience. With a whiteboard, have a brainstorming session to create a list of tasks and activities to be done in the morning, at midday (if necessary), and during the evening, so a “master schedule” can be created. Spend 20-30 minutes collecting ideas—all ideas are welcome. Suggest times for waking up, going to bed, departing for school, arrival at home, chores, extracurricular activities, breakfast, packing lunches, making beds, brushing teeth, feeding and walking pets, laying out clothes, bathroom schedules, etc. After sufficient time, create the schedule and plug all the information into it. Everyone gets a copy. Bonus: Your children will learn about brainstorming and its value years before being taught it in school.

Soft Skills to Know: Accepting Feedback

Ouch—constructive feedback! You will find plenty of tips on giving feedback so a well-meaning critique is received and understood, but less help on how to be a good receiver of feedback or having your reviewer feel welcomed back to offer more. Accepting feedback is a soft skill that will elevate your reputation. Employers love employees who receive feedback well because it helps drive productivity. This makes “the ability to accept feedback” important in many annual reviews.

Keys to becoming a feedback dynamo: 1) Remember, no one enjoys constructive feedback that challenges their predetermined notion of a job well done. It’s a shocker. So, accept that life includes this reality. 2) Nearly all reviewers experience anxiety associated with giving constructive feedback. Empathy for this role will give you a shot at eliminating defensiveness, set your reviewer at ease, and seal your reputation as having an outstanding ability to accept constructive feedback. 3) Prepare yourself for constructive feedback by consciously deciding to appear excited to get it, to discover what you don’t know, to be inquisitive, to thank the reviewer, and to not dwell on disappointing news.
Fatigue plays a role in many accidents and injuries, so recognizing its symptoms is important to protect yourself if your job includes risk of injury. Fatigue is feeling weary and tired, and lacking in energy. Chronic fatigue syndrome (CFS) is a disorder of relentless fatigue, but more often fatigue results from lifestyle issues like excess physical activity, jet lag, lack of physical activity, lack of sleep, medications, alcohol abuse, and unhealthy eating habits. Emotional stress, trauma, depression, and grief can also trigger bouts of fatigue. A list of fatigue symptoms can be found at http://www.cdc.gov [search: fatigue symptoms].
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.

- Confidential caregiver support services provided 24/7 via phone or web
- Qualified Elder Care Consultants available
- Community resources and assistance in your area
- Literature on caregiving, insurance, and end-of-life decisions
- Referrals for in-home care providers, assisted living providers, and skilled nursing facilities
- An Elder Care Handbook available on the web or via e-mail

Did you know… about half of the workforce expects to be providing eldercare in the coming 5 years? (American Association of Retired Persons)
Caring for an aging adult requires a variety of duties like food shopping, transportation to appointments, grooming, housekeeping, and bill paying. Caregiving can bring with it a great deal of stress, especially if the caregiver has other family commitments or is working outside the home. A collaborative effort between family members and service providers can lighten the burden. Let your IMPACT Employee Assistance Program help your family work together to care for an aging adult.

ONLINE SEMINAR

Available on demand starting August 16th

Changing Relationships: You and Your Aging Parent/Relative

Learn how to access care options and communicate productively with aging adults who can no longer live independently.

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

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

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