Stress Management: Discover Your “Flow”

One important stress management technique is detachment, which helps build resilience. An example is taking a vacation. One powerful and healthy way to detach that you may not have heard of is “flow activity.” A flow activity is any activity such as gardening, painting, reading for pleasure, needlework, or dancing that can absorb your complete attention in a meaningful, goal-directed, pleasurable, and completely distracting way. When you are busy and under stress, it’s easy to fall into an “eat-sleep-work-repeat” cycle. Interrupting this course of stress with two to three hours a week of flow activities that help you completely detach will significantly elevate your happiness. You will experience more balance and engagement with your job.

Can’t Make It to the Gym? Plant Petunias!

Spending just a few hours a week in moderate physical activity after age 65 may cut your risk of early death by over 50%. A study examined the health habits of 2,456 citizens in Finland over a 12-year period. Physical activity can be almost anything involving physical exertion—activities such as gardening, fishing, walking, and playing shuffleboard can all engage your body aerobically. If you find it difficult to commit to exercising, seek an activity that you love. The intrinsic reward of enjoyment is key, and offers the greatest certainty that you will continue with it. It is never too late to start increasing your vitality, improving your mood, and possibly gaining a 50% or better chance of living longer.

Learn more at http://www.ted.com [Search: “mihaly”]
**Soft Skills to Know: Conflict Resolution**

Productivity suffers when conflicts drag on. This is why using conflict resolution skills makes you a valuable employee. Easy tips:

1. Communicate often, and check differences quickly with coworkers. You’ll zap most conflicts this way.
2. When differences linger, carve out time for focused discussion. Share your concerns by describing what you experience—what, where, and when. (“Tom, you are not coming to Monday meetings prepared.”) And share the impact: (“This makes meetings take longer.”).
3. Omit theories about motives (e.g., “I think you don’t want to be part of this team.”)
4. Ask, “Am I doing something or not doing something that contributes to this issue?”
5. Join the solution. (“How can we solve this problem and create a better situation?”)
6. Agree to follow up, and you will reinforce changes and the better relationship you both now possess.

**Interacting with Autistic Persons**

Could you communicate effectively with an autistic coworker? Autism is a neurological variation in how brain connectivity works for about 1%-2% of the population. Autistic persons think, interact, and sense their environment differently. Brain activity is more intense and dynamic, and not as orderly. These differences are visible in social interactions, so be patient in your communication. Autistic persons may ask more questions, restate what you said, or talk more to ensure understanding. Be prepared for unfiltered or literal responses so you do not misinterpret something said as being intentionally rude. Also, anticipate less eye contact, which can be distracting and make it more difficult for an autistic person to process information. Remember to treat all employees with the dignity and respect they deserve.

**Maintaining Wellness Under High-Stress**

Fifteen to 20 percent of adults report high job stress, but these same employees are less likely to participate in wellness programs. It appears that the more stress you face, the more at-risk you might be to neglect healthy countermeasures. High stress affects physical health, mental health, eating habits, and how you perceive your overall health. Avoid the downward spiral to ill health. Seek inspiration to become proactive in wellness. Experiencing high job stress? Don’t wait to “feel like it” before engaging in a wellness program—go now!

Source: http://newsnetwork.mayoclinic.org [Search: “negative health behaviors”]
Did you know… according to the Centers for Disease Control and Prevention the rate of childhood obesity has doubled over the last 30 years?

IMPACT can be helpful in reaching your health and wellness goals. Visit the “Thriving” section of www.MyIMPACTSolution.com to access articles, handbooks, e-learning tools and online seminars on a variety of health and wellness topics. You can also call IMPACT at 800-227-6007 to connect with a nutritionist.
Know Your Numbers

SCREENING ADDS UP TO BETTER HEALTH

We have more health information at our fingertips than ever before, but what do all those numbers mean? You need an MD to make sense of your HDL, LDL, and BMI. Understanding your health screening results is key to wellness. We have resources and information to help you make sense of it all. Let your Employee Assistance Program help you add your numbers up to better health.

ONLINE SEMINAR

Available on demand starting October 18th

Better Health Through Screening
Find out which health screenings are most important for you and what those numbers mean.

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