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

IMPACT on Wellness Newsletter December 2017

In this issue:

- Holiday Loneliness
- Worrying
- Holiday Budget
- Psychological Safety
- Be More Attentive
- Did You Know: IMPACT on the Web
- Webinar: Managing Stress

Alone for the Holidays?

Alone for the holidays? Many people are fine being alone for the holidays. But if loneliness is an ongoing issue, don’t accept it as “your fate” or something you “need to get used to.”

Research on loneliness indicates it’s a health hazard, like lack of exercise, and more dangerous than obesity. It can lead to depression, damage the circulatory system, and shorten lifespan.

Tips: Do not reason your way out of feeling lonely. Don’t fill the void with social media time. Instead, take action to engage with others. Need a plan to get going, or do you have a loved one who needs help? Talk to a professional counselor or your EAP, and develop a plan to plug into a fuller life. Check this out: www.campaigntoendloneliness.org.

Getting Out of the Worry Loop

Worrying is similar to an autoimmune response—attacking your thoughts with negative self-talk, frightening images, and fear. It can feel impossible to fight off or flee this negative feedback loop. Relief comes with a plan. Create one that targets the “what ifs” that are keeping you in turmoil. Experiment to see if this exercise empowers you and releases worry's grip. Write: “The problem or issue I am worried about right now is (describe the problem or threat). If this problem continues, these results may follow (list all realistic possible and adverse outcomes). To help prevent these things from happening, I will: (list action steps you will take.)
Are Post-Holiday Budget Challenges Coming?

The holidays are here. Will you soon start budgeting to pay the bills? Don’t panic in January, quarrel, or point a finger. Plan a family budget meeting to wipe it out. Resources exist to help you. Investigate ones that give you ideas on how to save money in hidden places. Whether it is commuting with coffee instead stopping for a latte, or cutting the cable channel extras no one uses, you can save a load of cash that’s slipping through your fingers right now. Hint: Commit to a written plan so you actually follow through. Search for it: “1000 Ways to Save Money” by Siim Tuulik

Psychological Safety at Work

Most of us don’t like experiencing rejection. As a result, many employees hold back, don’t risk, and even suppress profitable ideas if they fear negative reactions for bringing them forth. To encourage risk taking, promote a “psychologically safe” workplace. Don’t just agree that it’s a good idea. Make it a tradition of your work group or team to encourage and invite vulnerability. Practice acceptance, and tolerate the new and unusual to eliminate fear that one’s image, status, or career will suffer from taking a risk. Here’s your motivation: Imagine Thomas Edison as your coworker. He tested his idea 1,000 times before he invented the functional light bulb. How long would he have lasted with you?

Learn to Be More Attentive

The ability to focus (or be attentive) is a powerful skill. It’s a key to high productivity, but it’s also a difficult skill to master because it requires fighting distractions, which are always “here and now.” To better overcome distraction and loss of focus, practice these attention strategies:

1. Know your beginning and end point with a manageable size of work. Laboring without an end point increases vulnerability to distraction, which preys on fatigue and boredom.
2. Create a pull strategy—have a positive and compelling reason or reward at the end of your work period. This creates urgency, a force for action that thwarts distraction.
3. Have a secret place for minimal distraction—a library cubicle, but at least someplace absent the pings and clicks of a smart phone.
4. Find meaning in your work. Know the importance of your job. It can motivate and inspire you to stay focused on what you are doing.
# IMPACT SOLUTIONS EMPLOYEE ASSISTANCE & WORK/LIFE PROGRAM

## IMPACT on the Web

<table>
<thead>
<tr>
<th>FINANCIAL</th>
<th>The green tiles contain information on financial resources. Find help for identity theft, budgeting, estate planning, and more. Visit our Savings Center for discounts on items you buy everyday.</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEGAL</td>
<td>The orange tiles contain legal information and resources. Here you will find over 100 common legal forms, wills, authorizations, agreements, notices, and more.</td>
</tr>
<tr>
<td>HEALTH</td>
<td>The red tiles contain information on health related topics. This includes articles and tips sheets on common health conditions, assessment tools, health videos, recipes, and much more.</td>
</tr>
<tr>
<td>EMOTIONAL WELLBEING</td>
<td>The light purple tiles contain information on emotional wellbeing including topics such as addiction, depression, anxiety, stress, grief &amp; loss, suicide, abuse, trauma, and other emotional health issues.</td>
</tr>
<tr>
<td>PERSONAL GROWTH</td>
<td>The blue tiles contain information on personal and professional growth. Get expert advice when you register for our monthly webinars or training courses. Learn more about building your resilience to stress in our Stress Less center.</td>
</tr>
<tr>
<td>FAMILY</td>
<td>The dark purple tiles contain information on building strong and healthy relationships. They also help you locate child, elder, and adult care, camps, schools, back-up care, and other community resources to support your family.</td>
</tr>
</tbody>
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## Did you know…

IMPACT is here to help you find solutions and manage the complex life challenges you face everyday.

- Mobile Friendly Access
- Individualized Employee Login Option
- Over 20,000 Resources
- More Tools & Resources: Assessments, Videos, Webinars, and more
- Regularly Updated Content

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When you need assistance, we are hear for you!

CALL 24/7 FOR CONFIDENTIAL SUPPORT

**800-227-6007**

www.MyImpactSolution.com

Forgot your login? Give us a call.
Managing Stress

The holiday season can be a particularly stressful time. Busy schedules, family get-togethers, and added financial pressures can increase the stress of everyday life. To deal with stress during the holidays have realistic expectations. Don't expect everything to be perfect. Don't count on the holidays to make family tensions or disagreements disappear. Know your financial limits and budget your spending. Don't feel like you have to buy everyone an expensive gift. Don't try to do too much. You shouldn't have to rearrange your whole schedule to deal with the holidays. Ask others for help when you need it. And remember, it's okay to say no. Don't feel that you need to accept every invitation you receive.

Monthly Webinar Series

Emotional Composure - Remaining Unruffled & Dynamic Under Stress  
Tuesday, December 19th, 2017 at 3pm Eastern

Emotions are a healthy part of the human experience. Acknowledging emotions and understanding your personal stress style is the first step in beginning to control them. In this session, we will discuss a selection of customary stressors as well as techniques for exercising control over them.


Points to Ponder

Research has found that people who effectively manage the stress in their lives have three things in common:

- They consider life a challenge, not a series of hassles.
- They have a mission or purpose in life and are committed to fulfilling it.
- They do not feel victimized by life. They have control over their lives, even with temporary setbacks.

To learn more, log in now at www.MyImpactSolution.com
Forgot your login information? Give us a call at 800-227-6007