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

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IMPACT on Wellness Newsletter May 2017

How to Receive Criticism Well

Handling criticism well is a workplace skill you may never quite perfect, but there are ways to build emotional resilience to it.

1. Criticism doesn't mean you’re wrong, but some truth probably exists. Search for it.
2. One complaint does not mean everyone feels the same way.
3. Criticism may originate from a reaction to only a small part of your work, not the entire effort. Don’t discard what is working well.
4. Like the ring of a bell, the sting of criticism dissipates. Don’t risk an improper reaction to it by responding immediately. Instead, wait for a few hours or, even better, overnight before reacting.
5. See criticism as a gift to improve your productivity and increase the value of what you do.
6. Label criticism as feedback, and thank those who offer it.

Find Work and Family Balance with “Shared Activities”

If you struggle to find balance between work and family, try “shared activity” as a strategy to help you feel less guilty and score some wins. While working in your office at home or doing chores (with the few precious hours you possess on the weekend), consider engaging your child in a way that combines the activity with one he or she can also do that allows them to be present with you. It’s a myth that your child watching you work is a “negative” or that “finding balance” means it must always be play.

Witnessing your work ethic can be powerfully influential. Many parents with demanding work schedules have mastered the art of exposing their children to their work by creatively allowing them to be close observers or even participate in some manner. Work and family balance is about testing and experimentation. Find fascinating strategies at pinterest.com by logging in free and searching “work family balance.”
Will Gratitude Add to Your Life?
Thanks to research, the practice of having an attitude of gratitude is beginning to take its place alongside meditation, yoga, and mindfulness as a health practice with demonstrated value. Magazine articles, books, Web sites, diaries, greeting cards, and calendars all promote the attitude of gratitude. More than 20 gratitude-focused research studies have cataloged the health benefits of gratitude, including improved life satisfaction, vitality, hope, optimism, and reduced levels of depression and anxiety. Practicing gratitude is a conscious process that includes the intention of regular thankfulness (i.e., “Today, I am thankful for…” or “My favorite part of today was…”) and training one’s mind to see the good in any situation. Will it work for you?
Source: www.tandfonline.com [search “grateful experiences and expressions”]

Let Nature Rejuvenate You
New research shows that there are mental health advantages that come with spending time immersed in natural settings. Frequent technology use puts extraordinary strain on cognitive functions such as attention, problem solving, focusing, multitasking, and shifting between programs with different cognitive demands. Research indicates that exposure to natural settings seems to improve our ability to perform these tasks because of the restorative benefits offered by a radically different change of environment. A couple of days of downtime and communing with nature can give you a 50% boost in productivity!
http://www.plos.org [search “0051474”]

Getting Couples’ Communication Unstuck
Communication problems are still the most commonly cited reason for separation and divorce, so don’t let the frustration of communication problems linger too long in your relationship before taking steps to intervene. You can start by applying tried-and-true principles of effective communication. Although many communication strategies for reducing conflict and healing relationships exist, the following three are foundational and can help you experience almost immediate results:
1. Use “I” statements when talking about your feelings and your needs. Doing so instantly removes the blaming dynamic your partner responds to with defensiveness.
2. Listen without interrupting. This takes conscious effort, and it is a skill that comes with practice. So practice. It will be easier because of #1 above.
3. When your partner speaks, listen and validate what was said. The ability to paraphrase demonstrates the most appreciated and satisfying form of validation, but expect it to feel a bit awkward until it becomes a more natural part of your communication style.

If these exercises don’t work, then seek help from a professional counselor before throwing in the towel on your relationship. Counselors know how to apply communication strategies and can guide you through them and give you more to use in the future if needed.
Did you know… according to Forbes, 62% of people between 45 and 54 years old do not have a will?

If your life, or the life of a family member has been impacted by a legal issue, you may need the expert counsel of an attorney. IMPACT can help by providing a free consultation with a qualified attorney or mediator either on the phone or in person. Hundreds of do-it-yourself legal forms are also available online so you can easily find and prepare your own legal documents from the comfort of your home without incurring the cost of an attorney, or dealing with lengthy completion and delivery periods. Call or visit us online to get the legal answers you need.

FEATURES AVAILABLE

• Free 30-minute consultation with a network attorney or mediator by telephone or in person for most issues

• In most cases, discounted services available if you need additional legal support

• 24/7 emergency legal services in the event of being jailed or arrested

WEB RESOURCES INCLUDE

• Over 100 do-it-yourself legal forms including basic wills, advanced directives, power of attorney, landlord tenant agreements and more

• Hundreds of legal articles and tip sheets

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

Many people believe happiness is a feeling of pleasure based on some external happenings; the raise you wanted, a fabulous meal. But true happiness isn't contingent on circumstances, it's a sense of contentment that exists independently of good or ill fortune. The good news is that you can be happier no matter who you are or what challenges you face by changing your attitude and learning specific behaviors.

Monthly Webinar Series

The Science of Happiness: Learn how to bring more happiness to your personal and professional life.

Tuesday, May 16th, 2017 at 12pm Eastern

Research supports that happy people feel better, do better, and live better. While this is great news, it still begs the question: Why? And, more importantly, how? During this session, we will explore the history and research behind this concept of happiness, how it relates to the various facets of your life, and what intentional activities you can do to increase your life satisfaction and fulfillment. There are many pathways to happiness, so let's get your journey started!


Points to Ponder

Here are some tips to help increase your happiness:

- Have something to look forward to.
- Realize life doesn't have to be hard.
- Let go of desired outcomes.
- Ask for help when you need it.
- Envision what you want from your life.
- Do something you love today -- if only for five minutes.
- Focus on what's right in your life, instead of what's wrong.

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