Subtle Signs of Depression

It’s easy to dismiss dips in mood, sleep issues, or suppressed appetite. But these could be subtle symptoms of depression. People with mild depression are six times more likely to slip into major depression.

So, if you notice these types of symptoms, or others like sadness and waning interest in activities lingering for a couple of weeks, see a mental health professional or your EAP. Major depression can have long-term effects on your body, even contributing to dementia and heart problems. A short assessment takes only a few minutes and it could help confirm or rule out the diagnosis.

Mindful Communication: Should You Text or Call?

Fast communication is not always meaningful and effective. So, should you pick up the phone or meet in person to discuss that important issue with your coworker, colleague, boss, or customer? It could make a difference in your getting the job, smoothing over a conflict, explaining a mistake, or getting the sale. This is called “mindful communication”—choosing the right communication method. That might be text, but be mindful about it. Communication “tools” include voice, tone, appearance, and nonverbal behaviors. These resources, and those of your counterpart, may be what deliver your goal. The meaning of your communication is found in the response you get back. If it is not what you want, switch methods.
**Childhood Obesity Is Preventable**

One in three children in the United States is overweight or obese, and childhood obesity has tripled in Canada in the past 30 years. Mexico *leads the world* in this health care epidemic. Childhood obesity puts kids at risk for health problems like type 2 diabetes, high blood pressure, and heart disease. Don’t badger, instead, start making healthy changes in your family to help your child. Habits come in fits and starts, so keep at it, and you are more likely to develop values for positive health habits. Walk around the neighborhood, go on bike rides, play basketball—it’s up to you to find what works. Minimize time spent on computers, watching TV, and playing video games. Make healthy meals, and serve more vegetables, fruits, and whole-grain foods. For more tips, sign up for the presale of “Achieving a Healthy Weight for Your Child: An Action Plan for Families,” which is due out in 2018.

*Source: U.S. Office of Disease Prevention and Health Promotion*

**Empower Yourself After a Layoff**

That jolt you feel after a sudden layoff is from fear of income loss, change, anger, loss of relationships, and disbelief hitting you at the same time. It’s hard not to panic, but manage this moment with a one-day-at-a-time approach so you can prepare for a new phase in your life that may surpass this one. Line up resources—ranging from internal supports offered by your employer to meeting with your counselor (e.g., your EAP). Process the upheaval to keep it from interfering with your action plan and so you stay focused on the big picture. Take lots of action. Action is the magnet that draws new opportunities to you and the next exciting phase of your life.

**How to Up Your Team Skills**

Showing up, pitching in, being timely, and communicating well are all part of being on a team. But here are five essential roles you may not have considered. See if any create underperformance for your team.

1. **Leadership.** Even if you are not the team leader, you can still practice leadership behaviors—think proactively, take initiative, and “think upstream” to prevent future problems.
2. **Conflict Resolution.** Spot conflicts early and facilitate resolution.
3. **“Other” Awareness Skills.** Continually sense the needs of team members (e.g., sensing others are overworked, you pitch in to share more of the load).
4. **Checking In.** Disagreements happen, but personality clashes can be toxic. Check in—ask, find out whether things are “OK between us.”
5. **Diversity Awareness.** Pay attention to—and grow appreciation for—the variety of skills and abilities of team members while seeking ways to best utilize them.
Building Strong Relationships

Did You Know…the ability to communicate is the number one predictor of relationship satisfaction?

Sometimes you have to find ways to prioritize your partner while balancing kids, work, and your day-to-day routine.

Your IMPACT Employee Assistance and Work/Life Program provides resources to help strengthen your relationship including:

- 24/7 live support & guidance
- Face-to-Face couples counseling
- Articles and tip sheets on healthy communication, understanding love languages, and balancing your work and personal life
- Online webinars on communicating with your partner
- E-learning on managing disagreement, conflict resolution, and more…

Did You Know…the ability to communicate is the number one predictor of relationship satisfaction?
Resilience

Resilience is defined as the ability to bounce back from setbacks. Resilient people learn from tough times and as a result, grow stronger. They see challenges as opportunities and are not likely to give up easily. Making a plan to improve your current situation is resilience. Everyone has the potential for extraordinary resilience, regardless of their current life situation.

Monthly Webinar Series

Involvement and Engagement: Learn how small acts of kindness and a state of flow can change your life.

Tuesday, September 19th, 2017 at 12pm Eastern

Do you ever ask yourself, "What can I DO today to change my life for the better?" Thankfully, research supports that there is something we can do about it, and it's actually quite easy. In this session, we will explore two actionable concepts that you will enjoy adding to your daily/weekly routine and that will help you live a happier, positive, purposeful life!


Points to Ponder

- Fill your life with meaning. Know what has true value and prioritize accordingly. Have a good reason to get up each morning.
- Be sure to look at every situation from all sides before flying off the handle or thinking the worst case scenario. Stay balanced.
- Don't give up on your goals. Don't ever quit trying.
- Learn to accept who you are. Be your own best friend and be prepared to go it alone if you have to.

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