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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.

How Incivility Spreads in the Workplace



Uncivil behaviors in the workplace may include condescending statements, put-downs, sarcasm, and/or silence if it is used purposely to withhold a compliment or kind remark. Incivility is contagious because employees develop reflexes to reciprocate it, and may passively become uncivil toward others who did not provoke it. Fatigue from ruminating about negative exchanges may be common, and employees normally disinclined to act uncivilly may begin doing so. Does any of this sound familiar? To repair and maintain your work group to keep

it healthy and collaborative, regularly spend time giving feedback to each other in group meetings. Discuss communication issues and spend time inquiring about unresolved problems. Doing so will reduce tension among you and decrease the frequency of incivility that leads to dissatisfaction and job turnover.

Source: <http://msutoday.msu.edu> [search "incivility"]

Soft Skills to Know: Healthy Competitiveness

Appreciate and demand competitiveness from our athletes, but competitiveness at work is often shunned. It shouldn't be. The key is to be competitive in healthy ways.

Competitiveness can help you achieve more, stay excited about your job, move quickly on opportunities, and win for your employer. To stay positively competitive, avoid pairing your desire to achieve with the need to outdo coworkers for whatever acknowledgment, prize, or profit may result. Resist the reflex to engage in this sort of rivalry. Rather than seeking to challenge others, challenge yourself to top your personal best. Competitiveness is a tool.

Use its energy to reach your goal, not as an unbridled personality trait that rubs others the wrong way. The secret to healthy competitiveness is being open to feedback, cheering others on, and sharing the glory. If you demonstrate this mastery of empathy, you will win more support from peers. They will cheer you on, and they will demonstrate more patience and understanding at those times when your competitive spirit gets a bit pushy or too "go-getting."

Here is your competitive spirit health check: Do you mentally turn opportunities for success into contests that pit you against another person? Reject the urge to respond with competitiveness in this way. Practice asking, "Is this a team opportunity, rather than a solo opportunity?" With these few rules, you will win more gold for yourself and your employer.



Stress Tip...Improve Your Self-Starter Ability

We all procrastinate, but the stress of a looming deadline and feeling you can't act until it's crunch time can make you feel out of control. Stop this self-punishing cycle by becoming a better self-starter.



- 1) Ignore the desire to plan and organize yourself until you feel “ready” to start a project. This is resistance masquerading as preparation. Instead, dive in.
- 2) Decide how much to accomplish within a set amount of time, for example, one hour. This shrinks the perceived size of your task.
- 3) If you procrastinate, you may also be distractible. Both may play a role in helping you avoid work. Fight back by working in a “boring” location and taking planned breaks instead of allowing distractions. Close down Enemy #1—email, and its never-ending signal alerting you to another message.

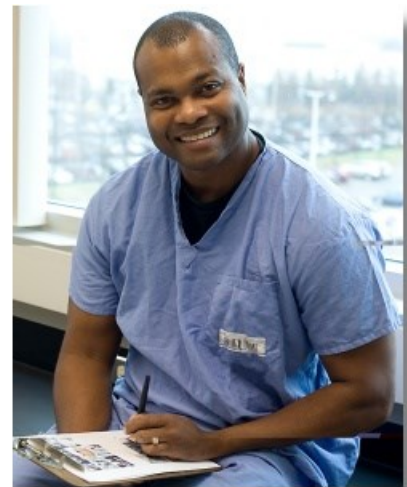
Childhood Obesity Awareness and Tips

Childhood obesity has exploded in North America—up 400% in the U.S. since the 1960s. In Canada, 31% of children are now obese, with an increased risk of health problems like type 2 diabetes and heart disease. Recommendations from the Centers for Disease Control for parents: Any increase in activity can help—a bike ride, playing at the park, or a family walk after dinner. Limit screen time—time spent on the computer, watching TV, or playing video games—to prompt other activities. Serve more vegetables, fruits, and whole-grain foods, and fewer prepared foods. Make sure your child gets enough sleep, because there is a connection between sleep and the hormones that affect metabolism.

<http://www.cdc.gov/healthyschools/obesity/facts.htm>

Stay Energized at Work

Working out or going to the gym every day before work can be a big challenge, but it will help you stay more consistently energized during the workday. If you typically get groggy in the afternoon, try this five-day experiment. Schedule a 20-minute brisk walk daily during your lunch hour or early afternoon. This routine will cause you to feel more awake, less sluggish, and less likely to doze off in the afternoon, thereby raising your productivity.



Information in IMPACT on Wellness is for general information purposes only and is not intended to replace the counsel or advice of a qualified health professional.

You can contact IMPACT Solutions for professional counseling and guidance 24 hours a day at 1-800-227-6007.

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IMPACT SOLUTIONS EMPLOYEE ASSISTANCE & WORK/LIFE PROGRAM

Support for Families with Special Needs Individuals

Resources Available:

- Unlimited phone support 24/7
- Professional assessment & short-term counseling for marital, family and child management or development concerns
- Resource directory and educational resources for families caring for an individual with special needs
- Financial guidance and assistance
- Comprehensive work/life website resources at www.MyImpactSolution.com



***Did you know...* that 13% of children enrolled in public school have been identified as having a special need?** (Source: National Center for Education Statistics)

As a parent with a child/adult who has special needs, you face many challenges including stress, burnout, anxiety and fear for your child's well-being, isolation, financial worries, marital and relationship strain, educational/intervention planning, vocational placement, medical care, balancing work and family needs and much more. IMPACT understands that parenting is complex in the best of circumstances and is often overwhelming when our hopes and dreams have been altered by unexpected life events such as developmental disabilities and special needs. Your IMPACT Employee Assistance Program is equipped to help you access professional guidance and support for the multitude of issues you face as a parent and/or caregiver to a child or adult with special needs.

Listen Up!

GETTING THROUGH TO YOUR CHILD

Sometimes it feels like your kids can hear everything except the sound of your voice. As they start to become more independent, it's natural for them to tune you out, but this can lead to frustration and arguments. We can help with some proven techniques to get their attention. Let your IMPACT Employee Assistance Program help you get through to your children.

ONLINE SEMINAR

Available on demand
starting September 20th

Effective Communication With Children

Kids won't listen? Learn techniques that help you to communicate more effectively and to avoid communication styles that hamper conversation and increase conflict.

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.

