

In this issue:

- Anger in the Workplace
- Outside the Box Thinking
- Eldercare Spotlight
- Catastrophic Thinking
- Did You Know: **IMPACT on the Web**
- Webinar: **Five Generations in One Workplace**

We Are Here For You!

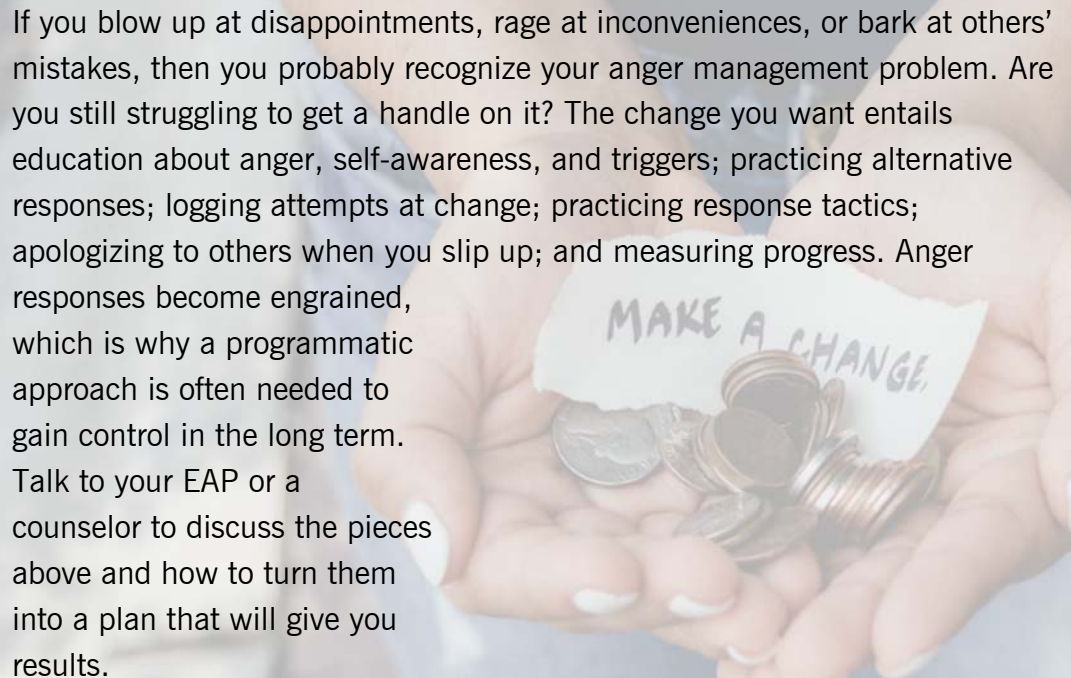
Your IMPACT Solutions Employee Assistance & Work/Life Program is available to you, your household members, dependents, parents, and parents-in-law 24 hours a day, every day of the year.

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

Anger in the Workplace



If you blow up at disappointments, rage at inconveniences, or bark at others' mistakes, then you probably recognize your anger management problem. Are you still struggling to get a handle on it? The change you want entails education about anger, self-awareness, and triggers; practicing alternative responses; logging attempts at change; practicing response tactics; apologizing to others when you slip up; and measuring progress. Anger responses become engrained, which is why a programmatic approach is often needed to gain control in the long term. Talk to your EAP or a counselor to discuss the pieces above and how to turn them into a plan that will give you results.

Think Outside of the Box



You've heard the expression "thinking outside of the box." It's thinking creatively and solving problems in ways that defy convention. Outside-the-box thinkers see the same information differently from the way their coworkers do. When others "zig," they "zag." You can learn how to think outside of the box and the payoff can be huge for your employer. Learning this skill starts with experiencing failure caused by conditioned linear thinking. Try a few

exercises designed for this purpose. Once you have an "aha!" experience with the exercises, then you've got the idea. Check out **Creative Problem Solving 101** on the IMPACT web site for more ideas!

Eldercare Spotlight



Reducing the Financial Fatigue of Caregiving

Caring for a loved one can be rewarding, but it can also come at a cost. We may provide financial support for a loved one, or serve as a financial coordinator, paying bills, filing taxes and monitoring accounts.

Having your family's financial health in order can support you and your loved one's overall health, and help you plan for the future.

Here are some tips to get you started:

- Have open communication with family members about finances and legal topics.
 - Create a household budget.
 - Understand which financial and legal documents you need, and ensure files are organized and easily accessible.
- Consider discussing the following with an attorney, a financial counselor or other trusted person:

- Durable Power of Attorney for Finances
- Health Care Power of Attorney or Health Care Proxy
- Do Not Resuscitate (DNR) Order
- Living Trust
- Last Will and Testament
- Living Will

Contributed by: Benjamin Rose Institute on Aging

To view more caregiving tips, visit MyImpactSolution.com or call 800-227-6007 for information about support for working caregivers.

Stress Tip: Reduce Catastrophic Thinking

Humans worry, but when we focus on the worst-case scenario, it is called catastrophic thinking. It's worry on steroids. Catastrophic thinking is agitating and exhausting and it can be toxic to your mental health. Catastrophic thinking can be applied to almost anything—child safety concerns, bills, personal health, the environment, deadlines, etc. Remaining concerned while avoiding focusing on one's worst fears is possible by following some of these tips:

1. Recognize that catastrophic thinking is a drain on your mental energy.
2. Reduce worry levels by constructing contingency plans and solutions *in writing*.
3. Take a mental break with "thought blocking" by refusing to worry about something for a set period of time.
4. Consider how you engaged in catastrophic thinking in the past, but here you are today with those past fears or concerns never having come to pass or coming without the impact you originally imagined.



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 800-227-6007.

IMPACT on Wellness is copyright protected by DFA Publishing LLC, 2018.

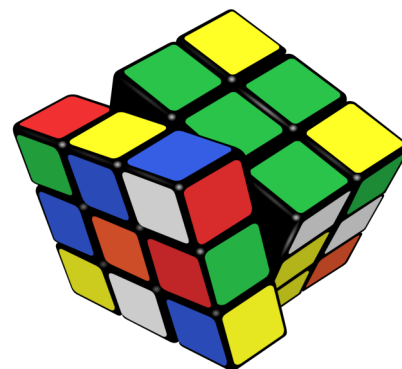
IMPACT SOLUTIONS EMPLOYEE ASSISTANCE & WORK/LIFE PROGRAM

IMPACT on the Web

FINANCIAL	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.
LEGAL	The orange tiles contain legal information and resources. Here you will find over 100 common legal forms, wills, authorizations, agreements, notices, and more.
HEALTH	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.
EMOTIONAL WELLBEING	The light purple tiles contain information on emotional wellbeing including topics such as addiction, depression, anxiety, stress, grief & loss, suicide, abuse, trauma, and other emotional health issues.
PERSONAL GROWTH	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.
FAMILY	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.

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**

When you need assistance, we are here for you!

CALL 24/7 FOR CONFIDENTIAL SUPPORT

800-227-6007

www.MyImpactSolution.com

Forgot your login? Give us a call.



Workplace Differences

Your workplace is a rapidly changing environment with a diverse workforce. Knowing how to communicate with all of the unique individuals at your place of work is an important part of helping to promote balance, equality, and growth in your organization.



Monthly Webinar Series

Five Generations in One Workplace

Traditionalists, Baby Boomers, Gen X, Millennials, Gen Z... all with different work styles and expectations! Join us to better understand each generation and learn how to maximize the fabulous advantages of these generations working in tandem.

Watch this webinar any time throughout the month of November when you log in to IMPACT on the Web at www.MyImpactSolution.com. Forgot your login information? Give us a call at 800-227-6007.



Points to Ponder

Here are some tips to consider when communicating with colleagues:

- Respond to your coworkers based on what they do and not who they are.
- Avoid rushing to judgments.
- Recognize when your own biases and stereotypes are influencing how you interact with others.
- Be sensitive to religious, cultural, and social backgrounds of your coworkers.
- Avoid casual language that includes slang or slurs that are offensive.
- Avoid thinking in an "us" and "them" way that promotes tension in the workplace.

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