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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

Taking Care of Yourself at Work

Combat workplace stress throughout the day with regular interventions. Whittle away at stress rather than doing something about it only when you hit the wall at day's end. Think "preventive maintenance."

The goal: leaving work feeling less exhausted.

Target four areas:

1. **The Body** – Create means of stretching, moving, and exercising during the day.
2. **The Mind** – Practice mindfulness, meditation, or breathing exercises that produce calm.
3. **Diet** – Consume energy-giving foods. See a list at "bit.ly/hi-foods".
4. **Shift Focus** – Practice focusing on enjoyable pursuits or distractions unrelated to work. These self-care interventions will increase productivity and your resilience.



Helping Kids Avoid Peer Pressure

Help your child explore what it takes to be successful at thwarting peer pressure. With the start of school again, there's no time like the present for this information. Try some fun role plays and skill builders. Circumventing peer pressure has five key components:

Saying "No" – Learning how and meaning it.

Situation Avoidance – Taking action to steer clear of events likely to include peer pressure.

Understanding Consequences – Accepting that giving in to peer pressure has consequences and effects.

Valuing Self-worth – Having confidence and valuing self-worth over peer approval.

Resilience – Learning to recover from disapproval by peers (including bullying, which often accompanies peer pressure) for making the right choice.



Expanded Eldercare Services



Caregiving for a loved one with chronic health conditions can seem like a second job. It can be very confusing to understand all the available options, services, and professionals who are providing care while balancing the demands of work and family.

Your IMPACT EAP now offers expanded resources to help caregivers address these challenges. BRI **Care Consultation**, developed by the Benjamin Rose Institute on Aging, helps caregivers by providing guidance, coaching, and information about how to deal with the challenges of caregiving.

Services Include:

- Up to 3 months of unlimited telephonic access to a **Care Consultant** for family caregivers of older adults with chronic health conditions
- Assessment, Action Planning, and Ongoing Support to create practical solutions for family needs
- Personalized assistance to help connect caregivers to available services and resources in the community
- Coaching on how to effectively communicate with doctors and other health care providers
- Strategies to help organize assistance from family members and friends so it is most beneficial to the caregiver and the older adult

To learn more about IMPACT's expanded eldercare resources call 800-227-6007

What Assertiveness Can Do for You

Here are eight benefits to motivate you to be more assertive:

1. Deciding to be assertive can **raise self-esteem** because you pat yourself on the back for speaking up or taking action.
2. Assertiveness **increases self-awareness** by helping you identify your feelings and clarify your needs more quickly.
3. Assertiveness is a proactive behavior. Rather than wait for something to affect you, **you act to effect change**. As a result, you get more of what you want out of life instead of waiting for it to come to you.
4. Assertiveness allows others to **learn more about you** and understand your needs.
5. Assertiveness allows you to **take more risks, be more creative, and have less fear of failure**.
6. Assertiveness is **self-reinforcing**. When you are assertive, you empower yourself. You reduce the natural desire to hold back, postpone a project, not take credit, or fail to test your ideas. Rather than err on the side of caution, you act, knowing that it is better to fail as a step toward success.
7. **All decisions are rooted in assertiveness**. Making faster and more effective decisions is a by-product of an assertive person.

At work, knowing what your needs are and acting to get them met **improves job satisfaction**. This affects your desire and willingness to engage, and this behavior is something employers value because it raises 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 800-227-6007.

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Elder Care Resources — Support is there when you need it

Did you know... about half of the workforce expects to be providing eldercare in the coming five years?

American Association of Retired Persons

The care of an older family member can be a very rewarding experience. It also has its' challenges especially when you are providing hands-on assistance, managing care from afar, and trying to balance work and family responsibilities. IMPACT can help with information and referrals to assist you in all areas of elder caregiving and family support.

- **Adult/Elder/Caregiver Consultation Services**

- ✓ Consultation on caregiving, insurance, and end-of-life decisions
- ✓ Referrals for in-home care, assisted living, skilled nursing care, and more

- **Extensive Care Consultation & Coaching Services**

- ✓ Up to 3 months of unlimited access to a Care Consultant for family caregivers of older adults with chronic health conditions
- ✓ Includes Assessment, Action Planning, and Ongoing Support to create practical solutions for family needs

- **IMPACT on the Web**

- ✓ Locate resources using our self-search feature for information on eldercare service providers
- ✓ Webinars on a wide range of caregiver topics



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

Elder Care

Being involved in the care of an aging loved one can be emotionally and financially taxing. It can be hard to even figure out where to start or what options you have.



Monthly Webinar Series

Legal and Financial Aspects of Eldercare

One of the most stressful aspects of caregiving is managing your loved one's financial obligations, the cost of caregiving and living expenses, and understanding the financial nuances of Medicare and Medicaid. In this session, we will discuss these important issues and participants will walk away with resources to assist them in this often-confusing process.

Watch this webinar any time throughout the month of September 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

A good place to start when caring for a loved one is by discussing their wishes with them and ensuring they have all the right documents in place. Your loved one should have:

- A current will
- Relevant legal and health powers of attorney and any written instructions relevant to their care
- Funeral wishes and other property issues

All of their necessary paperwork and information should be stored in an agreed-upon place that all key decision-makers can get to easily.

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