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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**

## Stress Management Tips for Family Holiday Get-togethers

If relaxing and enjoying your family this holiday season and avoiding difficult family interactions are included in your goals, consider the following tips:

1. Decide on boundaries—types of interactions, and the amount of time you will spend with difficult relatives. What discussion topics will you avoid? What past grievances will you discard?
2. Talk to a friend, get support, and pledge to your friend that you will commit to your plan for a more memorable get-together.
3. Ask your friend to be available as a listening ear if your visit lasts several days.
4. Prepare for triggers. If Aunt Suzie always critiques the moisture content of your turkey, decide now how you will respond (or not respond).
5. Afterward, celebrate successes with your friend and lessons learned about creating a smoother holiday.



## Don't Touch That IRA!

Withdrawing money from your IRA early in life can pull the plug on your retirement fund. You can irreparably damage it.



Enormous leverage exists when an IRA sits undisturbed over time. Perhaps you have heard this lecture before, but if you are young and face a need for cash, it is hard to grasp the totality of this fact. The money you withdraw is also shockingly less because of penalties and taxes you immediately owe. Taxes won't apply to a Roth IRA—you've paid them already—but don't view this as a nice surprise. Before signing a withdrawal slip, speak with one of your EAP's financial counselors who may be able to provide some guidance on budgeting etc.

## Eldercare Spotlight



As you gather together with loved ones for the holidays, take a look around you. Do you notice that an older adult in your life has recently lost weight without putting in a deliberate effort? Is this person eating poorly or expressing a loss in appetite? If so, they may be suffering from malnutrition.

Reports suggest that malnutrition, defined as a nutritional imbalance, can cause changes in body composition and the ability to manage daily tasks, and places older adults at greater risk for health complications.

The good news: you can address, and even prevent, malnutrition in loved ones:

- Ensure that they are screened at every doctor's visit for malnutrition.
- Engage their physicians in conversation about nutrition as a core component of treatment.
- Encourage providers to prescribe meals for specific dietary needs and provide access to nutritious food at care facilities.
- Advocate with providers for nutrition education and counseling, and with government officials for increased access to healthy food.

Contributed by: Benjamin Rose Institute on Aging

**To view more caregiving tips, visit [MyImpactSolution.com](http://MyImpactSolution.com) or call 800-227-6007 for information about support for working caregivers.**

## Safeguarding Your Sobriety During the Holidays

Risk of relapse can increase for recovering alcoholics between Thanksgiving and the new year because lots of opportunities exist to socialize around alcohol. If you are newly sober and facing the holidays for the first time, relapse need not happen to you. It takes some planning and focused effort, but the rewards of making it through the season are beyond measure. Stress, alcohol everywhere, and "It just happened!" are excuses people often use to explain relapses. Getting honest means accepting the fact that relapse happens because the addictive disease patient *does things* they *should not* be doing, while *not doing* things they *should be* doing to safeguard their sobriety. Relapse is not a mystery. Best practices for prevention are found among those who've succeeded at doing it. Alcoholics Anonymous is where you will find the most help. Meetings, sponsors, reading materials, and wisdom—help is there, in the group. Still, no matter where you find guidance, even online, nearly all prevention tips fit within two idea tracks: planning strategies to avoid using substances and adding support. Planning may include figuring out how to manage stressful events and interactions or keeping a phone number to a friend in your pocket so you talk to someone who understands your program. Adding support may include attending more gatherings with like-minded recovering persons who share your goal or finding satisfying ways to spend free time away from alcohol.

Contact your IMPACT EAP for counseling support to help you stay on track during the holidays.



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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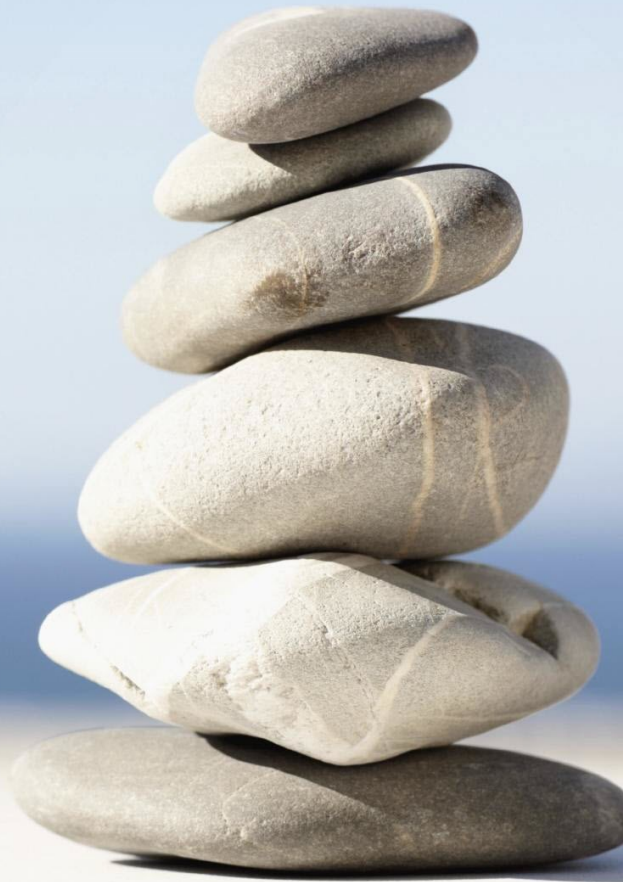
## *Mindfulness Coaching*

**Did You Know....** Mindfulness practice is a way to strengthen your ability to concentrate, relax, develop self-awareness, and new habits for paying attention that can decrease stress and internal friction? According to expert Jon Kabat-Zinn, “Mindfulness is the awareness that emerges through paying attention on purpose, in the present moment, and non-judgmentally to the unfolding of experience moment by moment”. It is a new way of relating to ordinary experiences that when practiced consistently over time, can result in new insights and shifts in perspective that improve your well-being and mood.

### **Who can benefit from Mindfulness Coaching?**

- Someone who finds it impossible to not respond to their cell phone ringing or finds themselves wasting time distracted by social media or the internet while getting behind on work tasks
- Someone who feels nervous about public speaking
- Someone with chronic pain who is interested in developing new habits for relating to discomfort
- Someone who finds themselves awake in the middle of the night and is unable to get back to sleep
- Someone who worries all the time and is unable to take breaks from problem-solving mode

Mindfulness Coaching does not replace professional counseling but can be used to make other interventions such as therapy, medication intervention or medical care more effective.



To learn more about the benefits of Mindfulness Training, or schedule a telephonic appointment with a Mindfulness Coach, contact IMPACT 24/7 at 800-227-6007. For more information on IMPACT services you can also visit the IMPACT website at [www.MyImpactSolution.com](http://www.MyImpactSolution.com). Remember to enter your organization's username. Forgot your login information? Give us a call at 800-227-6007.



## Mindfulness

Maybe being more mindful seems like a great idea, but how do you work on it in the context of a busy work day? You might have emails, phone calls, meetings, and presentations to deal with and more. The good news is, you can enjoy the positive effects of mindfulness by spending just a few minutes a day - even one - focused on the present moment.



### Monthly Webinar Series

#### Mindfulness in the Workplace

In the last decade, research supporting the benefits of mindfulness in the workplace has soared. Mindfulness has been shown to protect us against anxiety, stress, and depression. It improves performance and decision making, and it promotes learning, attention, and self-control. But how does this all work exactly? How and why should one, in the midst of their extremely busy workday, pause to make time for a touchy-feely fad like mindfulness? Join us in this webinar where we learn the science behind this helpful practice and discover practical mindfulness strategies that can increase your overall success in the workplace.

Watch this webinar any time throughout the month of December when you log in to IMPACT on the Web at [www.MyImpactSolution.com](http://www.MyImpactSolution.com). Forgot your login information? Give us a call at 800-227-6007.



### Points to Ponder

Try setting an automated reminder to help snap you out of auto-pilot mode and get you to be more mindful, even for a minute:

- Set an alarm on your phone
- Put a moment of mindfulness in your calendar
- Put a small note or picture on your desk to remind you to be mindful
- Associate a certain activity with mindfulness, such as lunch time or a walk around the block

To learn more, log in now at [www.MyImpactSolution.com](http://www.MyImpactSolution.com)  
Forgot your login information? Give us a call at 800-227-6007