



The Wellness News

Tips and resources for living well
July 2020

Safe Summer Fun

With summer around the corner, it is important to remember a few basic rules to enjoy a safe, fun summer and avoid the pesky problems that can come with being outdoors.

1. Make yourself unappealing to insects by avoiding scented soaps, perfumes and hair products that can attract mosquitoes and other biting insects. Also, avoid areas where insects nest or gather, such as pools of still water, uncovered foods, and gardens where flowers are in bloom. Using bug spray with DEET is important. DEET is the chemical that wards off ticks (which can carry Lyme disease) and mosquitoes (which can spread West Nile virus).
2. Try drinking water at least every 20 minutes. This helps to prevent heat stress and heat stroke, which is important when outside on hot and humid days. It is important to understand and recognize the signs and symptoms of heat stroke, which include:
 - Throbbing headache
 - Dizziness and light-headedness
 - Lack of sweating despite the heat
 - Red, hot, and dry skin
 - Muscle weakness or cramps
 - Nausea and vomiting
 - Rapid heartbeat, which may be either strong or weak
 - Rapid, shallow breathing
 - Behavioral changes such as confusion, disorientation, or staggering
 - Seizures
 - Unconsciousness

If you suspect someone is having a heat stroke, immediately call 911, or transport the person to the hospital.

3. Learn to recognize poison ivy and poison oak, and try your best to avoid them. When hiking, it may be helpful to carry a book with photos of these plants to refer to in cases of doubt. Especially, if you are out of range and do not have the service to look them up on your phone. It is also recommended to take a first aid kit that includes antibiotic ointment, adhesive bandages, anti-itch gels, an ACE bandage, and emergency hydration and electrolyte replacement drinks or packs.
4. If you see someone struggling in a pool or lake, you'll naturally want to help them, but it's dangerous for you to jump in. Instead, throw a Coast Guard-approved flotation device to the person in the water or use a pole to reach them. Below are a few basic water tips to practice.
 - Set limits based on each person's ability.
 - Stick to pools, lakes, and beaches where there are lifeguards.
 - Don't let anyone play around drains and suction fittings.
 - Don't allow your kids to have breath-holding contests underwater.
5. Finally, protect your skin. Using a "broad-spectrum" sunscreen will protect you from both UVB and UVA protection. Layering your protection with a hat and limiting sun exposure when the UV rays are the strongest (10am - 4pm) are also super helpful. Remember to use the sunscreen, even if it is not sunny outside.



Recognizing Heat Emergencies

Summer is finally here! Time for some outdoor fun! It is important to remember that too much sun exposure can lead to heat-related illness and even death. Plan ahead for safe summer activities and learn to recognize heat-related illness in ourselves or those around us.

Some tips for preventing health-related illness and emergencies:

- Choose light-colored, loose-fitting, lightweight clothing
- Keep cool indoors in air conditioning, go to an area that has air conditioning like the grocery store, library, or mall. Take a cool shower if you do not have air conditioning at home.
- Limit outdoor activity to early morning or evening hours to avoid the mid-day sun. Have access to shady areas to rest and help lower your body temperature out of the sun.
- Cut down on outdoor exercise or strenuous activities during the heat.
- Avoid sunburn which affects your body's ability to cool down and can lead to dehydration. Choose a broad-spectrum sunscreen that protects against UVA/UVB rays and consider wearing a wide-brimmed hat and sunglasses.
- Drink plenty of fluids in the heat. Don't wait until you are thirsty. Avoid alcohol which can cause you to lose more body fluids.
- Heavy sweating removes minerals and salt from your body that need replaced. A sport drink can replace what is lost when you are sweating.

HEAT-RELATED ILLNESSES	
WHAT TO LOOK FOR	WHAT TO DO
HEAT STROKE	
<ul style="list-style-type: none">• High body temperature (103°F or higher)• Hot, red, dry, or damp skin• Fast, strong pulse• Headache• Dizziness• Nausea• Confusion• Losing consciousness (passing out)	<ul style="list-style-type: none">• Call 911 right away-heat stroke is a medical emergency• Move the person to a cooler place• Help lower the person's temperature with cool cloths or a cool bath• Do not give the person anything to drink
HEAT EXHAUSTION	
<ul style="list-style-type: none">• Heavy sweating• Cold, pale, and clammy skin• Fast, weak pulse• Nausea or vomiting• Muscle cramps• Tiredness or weakness• Dizziness• Headache• Fainting (passing out)	<ul style="list-style-type: none">• Move to a cool place• Loosen your clothes• Put cool, wet cloths on your body or take a cool bath• Sip water <p>Get medical help right away if:</p> <ul style="list-style-type: none">• You are throwing up• Your symptoms get worse• Your symptoms last longer than 1 hour
HEAT CRAMPS	
<ul style="list-style-type: none">• Heavy sweating during intense exercise• Muscle pain or spasms	<ul style="list-style-type: none">• Stop physical activity and move to a cool place• Drink water or a sports drink• Wait for cramps to go away before you do any more physical activity <p>Get medical help right away if:</p> <ul style="list-style-type: none">• Cramps last longer than 1 hour• You're on a low-sodium diet• You have heart problems
SUNBURN	
<ul style="list-style-type: none">• Painful, red, and warm skin• Blisters on the skin	<ul style="list-style-type: none">• Stay out of the sun until your sunburn heals• Put cool cloths on sunburned areas or take a cool bath• Put moisturizing lotion on sunburned areas• Do not break blisters
HEAT RASH	
<ul style="list-style-type: none">• Red clusters of small blisters that look like pimples on the skin (usually on the neck, chest, groin, or in elbow creases)	<ul style="list-style-type: none">• Stay in a cool, dry place• Keep the rash dry• Use powder (like baby powder) to soothe the rash

This chart from the CDC is a great resource for recognizing heat related illness by knowing what to look for and what to do in case of an issue.

Watermelon Yogurt Ice

Ingredients

- ¼ cup of water
- ¼ cup of sugar
- 4 cups of diced watermelon without the seeds
- 1 cup of low fat-vanilla yogurt
- 1 tbsp of lime juice

Directions

- Combine water and sugar in a small saucepan. Cook, stirring, over high heat until the sugar is dissolved. Transfer to a glass measuring cup and let cool slightly.
- Puree watermelon in a food processor or blender, in 2 batches, pulsing until smooth. Transfer to a large bowl. Whisk in the cooled sugar syrup, yogurt and lime juice until combined. Pour the mixture through a fine-mesh sieve into another large bowl, whisking to release all juice. Discard pulp. Pour the extracted juices into an ice cream maker and freeze according to manufacturer's directions. (Alternatively, pour into a shallow metal pan and freeze until solid, about 6 hours or overnight. Remove from freezer to defrost slightly, 5 minutes. Break into small chunks and process in a food processor, in batches, until smooth and creamy.) Serve immediately or transfer to a storage container and freeze for up to 2 hours.

Health Tip:

Play Smart so you can Play Hard

- Pre-hydrate and hydrate often.
- Alternate water and sports drinks if sweating profusely.
- Wear light-colored, lightweight, loose-fitting clothes.
- Choose the coolest part of the day for activity.
- Consider exercising in water on extremely hot days.

Action: *Plan ahead for safe summer workouts.*

Exercise in the Heat



Summer is finally here, and we all want to get outside and exercise in the fresh air and warmth. But, is it safe to exercise in the high temperatures in the summer? For most people it is safe. Of course, there are some precautions you can take to make sure you stay safe exercising in the heat.

Your body is an awesome machine that has many ways that it can protect itself from overheating. The blood vessels in your skin dilate to allow more blood to flow to the surface to disperse the heat. So, wear light, breathable fabrics on both your body and head to allow this process to occur. If you wear a head covering, make sure to occasionally remove it to allow some additional cooling.

The effectiveness of your body to dissipate heat is dependent on many factors including acclimation, hydration, and fitness level. If you have been exercising indoors or in cooler climate, ease into your workouts in hot weather. Let your body adjust to the new climate. It can take two weeks to adjust to the hot climate so start slow and gradually increase your workouts.

It is very important to stay well-hydrated. Drink before, during, and after exercise. Don't wait until you are thirsty. Also consider an electrolyte drink if you are sweating a lot to replenish the sodium chloride and potassium you lose through sweat work to cool you.

It is important to know your fitness level - be honest with yourself about this. The more fit you are, the better your body can adjust to the heat. If you are new to exercise or unfit, be extra cautious working out in the heat. You may consider a water exercise routine to stay cool.

Mayo Clinic suggests staying safe during hot-weather exercise by drinking enough fluids, wearing proper clothing, and timing your workout to avoid extreme heat.

We know it is not always easy to juggle everything & realize simple tips can help provide a different approach. Your EAP is here to help with family, work, health, well-being & legal issues.

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CARING FOR THE CAREGIVER: AN EMOTIONAL PRACTICAL & FINANCIAL IMPERATIVE

Most families and households have that person — the caregiver whom others lean on to provide the lion's share of care when a loved one is stricken by illness, injury, disability and the like.

But who's looking out for the best interests of the caregiver? As heavily as some families depend on that person during times of need, it's vital that they not only take the necessary planning steps to protect the family financially should the caregiver need care, but also recognize and address the needs of the primary caregiver.

"Often women are the caretakers and they expend all their resources — monetary, time, emotional — taking care of others," says Maggie Kirchhoff, CFP®, vice president at Wisdom Wealth Strategies in Denver, Colo. "They want to help everybody else, but they neglect themselves. Caregivers and their families need to create a plan to balance the needs of the family and the needs of the caregiver. You don't want them to run themselves ragged, so there's nobody left to pick up the pieces and take up the caregiving job."



The plan to which Kirchhoff refers, a "care plan," essentially details how to protect the most important asset in this situation — the caregiver herself or himself — as well as the family's financial assets, Kirchhoff explains. It should include preventive steps to help the caregiver maintain some semblance of a balanced life while still fulfilling their responsibilities, in addition to steps specifying how the family plan to proceed if the caregiver is no longer able to provide care and/or needs care themselves.

Here are several priority items that personal finance experts suggest families consider in drawing up a care plan:

1. Accommodate the caregiver's need to have time for themselves. Caregivers need regular breaks from caregiving. A service such as respite care can provide them that much needed and well-earned temporary relief. "It gives a caregiver time off to focus on themselves," explains Kirchhoff. Try searching "respite care" on Google to find local public and private respite care providers. Adult daycare is another viable option for giving a caregiver a break.
2. Realize the caregiver needs support and reach out for it. "It's important for the caregiver to understand what their own capabilities are — what they can and can't do, and to understand it's okay to ask for help and support," Kirchhoff says. "It's also important for the caregiver's loved ones to realize the caregiver needs support, and to help them get it." Bill-paying, housekeeping and personal concierge types of services are just a few of the ways to relieve some of the caregiver's burden. The failure to pay bills on time is one of the strongest indicators a caregiver may be overburdened, notes Kirchhoff.
3. The caregiver support network is strong. Tap into it. Kirchhoff recommends caregivers turn to local, state and national organizations for help. That includes local caregiver support groups, religious/church groups, social workers and organizations, which offers free one-on-one professional consultations to caregivers, plus a range of other resources. "The reality is, if you're a caregiver who's trying to balance caring for a loved one with a full-time job, running a household and raising kids, it's important to know these resources are there," says Kirchhoff.
4. Take stock of insurance coverage — and bolster it if necessary. Does the caregiver have life insurance, healthcare insurance, disability insurance, long term care insurance, Medicare supplement insurance and the like? What's the family's responsibility for out-of-pocket health/medical/care expenses? "It's important to understand the types of insurance coverage a caregiver needs, and what each policy does and doesn't cover," Kirchhoff asserts. For insurance guidance, and for help figuring out how insurance fits in the broader context of a care plan and a financial plan, enlist a certified financial planner.
5. Be sure the caregiver's vital documents and directives are in place and up-to-date. That includes a will, durable power of attorney for healthcare as well as for property, plus an advanced healthcare directive (living will).
6. Don't wait. Put a care plan in place before a crisis hits, so crucial decisions aren't clouded by panic and emotion.

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YOUR INTERNAL MOTIVATORS & SUPPORTING OTHERS



Every day you wake up knowing what your responsibilities are and maybe even how you're going to get them completed. You may make lists, leave yourself notes, or set alarms on your smartphone that buzz at different times throughout the day to remind you of what you need to do. For all of your organization and planning, you may not get everything done and that could be because you simply lack the motivation you need to tackle your tasks.

If you have a lot of responsibilities, you're going to have days when some tasks take more energy to complete than others. You may have days when your

energy levels are already depleted before you're even finished with your morning tasks, leaving you empty and unmotivated to take on the afternoon's projects. This lack of motivation can follow you from the classroom to your job and even to your home at the end of the day.

Whether you're feeling burned out, overwhelmed, or simply unable to stay motivated enough to get what you need done every day, here are some helpful tips for creating motivators, charging up your life, and sharing positive energy with others.

- **Buddy up**: If you partner up with someone who shares a similar interest or is working toward the same goal, you'll have an easier time staying motivated to show up and do the work when its time. Your buddy is counting on you to be an active participant, and you can bet your partner knows that you're counting on him/her to do the same.
- **Don't try to tackle everything at once**: The more tasks you throw into your day or week, the easier it's going to be to find yourself struggling to get your to-do list done. This is critical, because some tasks need care and an attention to detail to truly complete. Rushing through your projects can create errors, miss necessary elements, or leave things unfinished, which may create a negative impression of your character or capabilities.
- **Use positive thinking**: Your mindset at the start of the day or going into a task can immediately have an impact on your chances of success. If you can make that first moment of every day the best possible moment, you're setting off on the right foot. If you hit a problematic task on your list, remind yourself of the positive outcomes completing that need will create. If you're feeling unenthusiastic or unmotivated to complete a task, consider assigning yourself a small reward for working through the task that you can look forward to once you're finished. These techniques also work with a partner who needs a little encouragement to attack his/her tasks.
- **Give yourself a break**: Feeling overwhelmed or demotivated may actually be a warning sign of a larger issue that the pace of your life is contributing to. If you find that your responsibilities are too great or getting in the way of other goals, take a moment to realign what needs to get done and how you're going about completing those tasks. Maybe you can cut out a project or two. Maybe you can put something off until the following week. Maybe you can ask your friends or loved ones for an extra set of hands instead of trying to take everything on all on your own. If necessary and possible, take a mental health day when you can focus only on the things that bring you joy and can help you re-center yourself. If needed, speak to a trained counselor about your life and responsibilities and what specific changes you can make for your personal success.

USING EFFECTIVE COMMUNICATION

Whether you're in the classroom, at work, attending a doctor's appointment, or even ordering a meal, being able to effectively communicate with those around you is a critical part of expressing yourself, accurately relaying information, and making sure what you request or need is understood. Creating a sense of understanding is the goal of communication. If you are understood, you have effectively communicated. If you aren't, you may ultimately face additional challenges that are exacerbated by additional misunderstandings. If you have trouble expressing yourself or find that you frequently end up in situations where misunderstandings or difficulty expressing yourself create unnecessary frustration or conflicts, consider these recommendations to improve your chances of being understood.



- Expand your vocabulary. Words can have subtle meanings that people interpret or use in different ways. Finding the right word or words can quickly convey your ideas.
- Plan ahead. If you know you have something important that needs to be carefully communicated, spend the time you need to prepare your message.
- Study how people communicate. Your favorite books, films, and TV shows are filled with people exchanging views, working through conflicts, and getting their points across. Spend an evening analyzing how different characters communicate and what works and doesn't in their delivery.
- Test your message. Ask someone to listen to your delivery of a message and provide feedback on how well you conveyed your ideas.
- Be an active listener. Communication is a two-way street. If you don't listen to what the other party is saying or asking for, you may end up responding with a message that misses the mark. Take the time to give the other party your full and undivided attention.
- Don't rely on your words alone. If "a picture is worth a thousand words," then using an image to clearly illustrate what you're trying to communicate can be extremely beneficial. This is helpful when communicating with others who have difficulty understanding abstract concepts and require more concrete examples.

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When a Coworker Has Cancer



About 40% of us will be diagnosed with cancer in our lifetime. This fear of a cancer diagnosis can hamper your ability to say the right things when you discover a coworker has cancer. Your genuine and heartfelt words (consistent with your relationship and how well you know your coworker) are best. For example, "I am really sorry you are facing this. I care and want you to know I am here for you." Don't overreact, don't try to cheer up a cancer victim or share cancer stories, don't give pep talks or advice, and don't use phrases like, "keep your chin up." When offering help, be specific about a task or project you can accept to lessen your coworker's burden. Don't say, "Let me know how I can help." Above all, don't stop treating your coworker like a coworker. That's who they are.

Resources for Parenting in COVID Times



The "2020 Stress in America" survey was just published by the American Psychological Association. It shows the COVID-19 pandemic has "altered every aspect of daily life, from health and work to education and exercise." Parental stress is particularly great with disrupted routines, missing graduations, and difficulty structuring free time for kids. A comprehensive list of resources is available just for parents. It covers nearly all aspects of parenting during the COVID pandemic—things to do with children, routines, safety, helping teens, parental discipline, taking care of yourself, and more. See the new PDF at www.keltymentalhealth.ca (search "parenting covid").

SHRM's Workplace Model for Discussions about Race



The national unrest and news associated with racial injustice has many employees feeling the need to process the crisis in an honest discussion. If that's true for you, check out the Society for Human Resource Management, which has assembled a guide for doing so. It appears adaptable to any diversity-related issue or concern. You can find the guide at SHRM.org (search "tips for discussing racial injustice in the workplace"). You will find recommended outlines, rationales, procedural steps, definitions, and listening/replying guidelines that bring people together, and more.

Inhalants Abuse: It's Still Around



An estimated 21.7 million Americans have used inhalants, and most were children between 12 and 18 years when they first experimented. Inhalant abuse is breathing or "huffing" volatile substances like solvents, aerosols, White-Out, felt-tip pens, glue, paint, gasoline, and other substances to get high. Hundreds of other volatile products can be huffed. Any of them could cause brain damage or death. *Parent advice:* Remain aware of this health concern, because more teens experiment with illicit drugs *for the first time* in June and July. Explain to children the danger of inhalants, and learn more about this problem so you can be proactive in prevention. Parents' guide: www.drugabuse.gov/sites/default/files/inhalant_srrs.pdf. Sources: DrugAbuse.gov, National Inhalant Prevention Coalition of Canada, and National Survey on Drug Abuse and Health at SAMHSA.gov.

Remote Worker Dieting and Fitness Tips



If you are working remotely from home, consider how your job can interfere with a healthy diet and personal fitness. Distractions, hunger (or ignoring hunger), postponing meals, interruptions, deadlines, focus, stress, and how tired you become can each influence decisions about diet and fitness. For example, while wearing earphones on a call, you wander into the kitchen and engage in unconscious eating. Under a high-pressure deadline, you skip exercise. Too busy to eat dinner, you go for the late-night ramen noodle cup. Here are five ways to be a healthier remote worker: awareness, setting boundaries, creating structure, planning, and preparation. Working from home can be satisfying, but use *awareness* to create the right environment. Manage this environment with *boundaries* where distractions and unhealthy food temptations are not present. *Create structure* by arranging your day so snacks, meals, and chores are predictable, not intrusions. *Plan* a schedule in which health and fitness behaviors remain central to your well-being. Finally, *prepare* your workplace and do the groundwork daily with “pre-flight” tasks to make your day a healthy and productive one. Get a water bottle in place, flip the switch on your eight-hour Crock-Pot recipe, make a sandwich ahead of time, set up healthy snacks, and lay out your exercise clothes to allow a smooth transition from your job to your workout.

Overcome Struggles with Tardiness



Studies show surprising ripple effects caused by tardiness within organizations, so it's a problem worth overcoming if you are constantly in a rush to get to work and still don't make it on time. Start by conquering two hurdles. One is figuring out what is *really* making you run late, and come up with an intervention. For many, this is not as easy as it sounds. You may benefit from working with a counselor or EAP to discover the right intervention. Of the top five causes of frequent tardiness, three are associated with oversleeping, being too tired to get up, and forgetting something. These are *internal* rather than external causes. This points to the value of working with an empathic professional. The other hurdle is getting past the fear of asking for help, but once you experience relief and success, you will wonder why you didn't call sooner. www.careertrend.com (search “late to work”).

Try a Formula to Solve Problems



An orderly plan for solving problems can help you arrive at a more satisfactory solution. Unless you are a scientist, social worker, or philosophy major, you may not have studied the “problem-solving process.” There are many variations, but the main advantages are increased focus, better deliberation, and less guessing that can lead to a harmful solution or none at all. Apply these steps to personal or work-related problems: 1) define your problem—but be sure not to confuse symptoms (that which is undesired) with the problem (that which causes what is undesired); 2) brainstorm solutions; 3) analyze the solutions and pick the best one; 4) implement the solution; and 5) review the results. Each step may have sub-steps. Use a team or family group of those who have a stake in the solution for even greater impact.

Questions to Bring to a Professional Counselor



If you decide to see a professional counselor, maximize the benefits of your first visit by answering these questions before you go: 1) What is causing stress and tension in your life? 2) How does the tension affect you, your family, and your job? 3) Are these stress or tension issues short term or long term? 4) Who in life represents your support group? 5) What are you willing to change or give up to have less stress or tension in your life? 6) When you have successfully reduced stress and tension on your own, how have you done so? 7) What has not worked? 8) If counseling is successful, how do you envision life afterward?

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