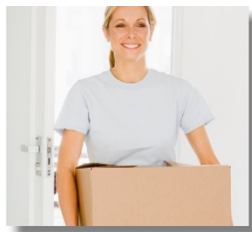


Facing Personal Change



When change is upon us, our attention is quickly drawn to the pain of moving from what is familiar to what is unfamiliar. This

occurrence is what fuels fear, anxiety, what-ifs, and worst-case scenarios. This is what you repel. So, coping with change is about wrestling with unknowns. How can you do this? Replace harmful thoughts with positive ones *as soon as you become aware of them* by imagining good outcomes that will come from the change. Use your mind's eye to see these results. You won't see a 180-degree flip immediately, but you will make a big dent in your fearfulness—usually enough to carry you to the next step: looking for opportunities in the change that create new excitement.

Take Micro-breaks to Empower Productivity



Micro-breaks are complete detachment from your work for two minutes or less. They are powerful tools for managing stress, improving engagement, increasing productivity, and improving

creativity. A micro-break might involve walking to a window to gaze out for a minute or getting a cup of coffee. Proof that micro-breaks work is, for example, spotting needed changes in a letter or authored document upon returning from a distraction. The key is remembering to take the break. For that, experiment with apps like TogglTrack or Nag, among others.

Teens and Video Gaming Addiction



Millions of teens aren't participating in youth programs and sports because they are compulsively playing video games. Video gaming

disorder (and screen addiction, internet gaming addiction, etc.) has gained recognition by the World Health Organization, with the American Psychiatric Association calling for more studies. Some surveys report 1 in 10 teens is hooked on gaming, with some playing more than 10 hours a day online. This can result in sleep deprivation, increased ability to tolerate more gaming, withdrawal (anxiety) when not gaming, lying about use, and experiencing the inability to cut back. Are you a concerned parent? Start with your EAP and then learn more at www.gamequitters.com.

Ostracized at Work?



Being ignored and excluded at work—ostracized—may be more emotionally harmful than harassment, according to one Canadian study. Although more employees say they are ostracized than harassed,

most surveyed don't perceive these behaviors as serious. Being ostracized has commonly been linked to workplace violence, so there is a compassionate aspect to helping workers feel like they belong, as well as a risk reduction rationale. Have you witnessed ostracism in the workplace? If so, what can you do to create a positive and inclusive workplace for all? (Comments found at the following resource offer insight on the impact of ostracism.

Practice Cheerfulness to Find Job Passion



Feeling a lack of passion for a job is not uncommon, but there is a potential fix. Under stress, it's easy to focus on negative emotions and thoughts in a downward spiral. You are then less likely to see the

upside, the things you do that contribute to the greater good—the part of your job you can be passionate about. The good news is that cheerfulness—demonstrating happiness and optimism—is a conscious behavior. You can use it to manage stress and increase job satisfaction. Follow these three steps: 1) Find the part of your job you do like—any aspect you can be cheerful about. If you carry groceries to customers' cars, focus on how this service benefits customers. 2) Link this benefit to your desire to find happiness in the role you play. 3) Talk up this aspect with others. If you do, you may recognize more meaning in your job. Research shows practicing cheerfulness, along with having positive thoughts and emotions, has big returns. It can build resilience for when the going gets tough. It allows you to feel more in control and less focused on negativity. It boosts desire to fend off negativity. It also helps increase the number of positive relationships you have—people will want to hang around you more, and this can lead to improved employment opportunities and even improved financial outcomes. Happiness is a do-it-yourself project. Use purposeful cheerfulness as one life skill to help you achieve it.

Power of Internal Customer Service



Imagine everyone treating fellow workers and departments like valued external customers.

This practice is called a customer-centric positive workplace strategy. It produces

a cascade of benefits, like reduced stress, fewer conflicts, improved productivity, and higher morale. It requires keen awareness but starts with showing positivity in interactions. Crucial is avoiding seeing others as a nuisance (e.g., "Oh no. It's the folks in the print shop again. What could they possibly want?"). Be empathetic so you hear beyond a request from an internal customer to identify with the need. Be proactive in helping solve problems. Don't be avoidant or keep others wondering when or if they'll hear from you again. Keep promises.

Just this Much Fentanyl is Fatal



Fentanyl is an opioid pain medication 50-100 times stronger than morphine. Carfentanyl is even more potent—100 times stronger

than fentanyl. These drugs are illicitly sold and lethal in extremely small amounts (see image). It is impossible to know how much of—and even whether—either drug might be mixed with other illicitly sold drugs. This phenomenon is increasingly common and a cause of over 70,000 opioid deaths in the USA and Canada in the past year. This makes intervention to get drug-dependent persons in treatment more crucial than ever. Talk with professionals knowledgeable about intervention if you are concerned about a loved one. Start with your company EAP. Also, consider joining a suitable support group to help you energize your desire to end your enabling of your loved one and to empower change in the relationship that makes treatment non-negotiable.

Did You Start a Side Business Recently



Did you start a side business during the pandemic to help close the income gap in your household? Millions of people did—or had to—but as work schedules return to normal, and with the security of your job still crucial, be sure to continue

to demonstrate the same commitment and high level of performance you did before the pandemic. Many employers have concerns or rules about outside jobs because they fear divided loyalty and conflicts of interest. Avoid these six side-job mistakes: 1) allowing a side job to interfere with attendance or availability; 2) conducting side-job business on the clock; 3) using the employer's office, phone, proprietary information, or supplies; 4) competing with the employer; 5) asking coworkers to work for you; and 6) using the employer's name in promotional literature as a sales aid.

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, & legal issues.

To access your EAP services
1-800-343-3822 | TDD 1-800-448-1823
www.AWPnow.com

Here for you as life happens ...





Back-to-School Safe Driving Tips

Kids in school buses, children on foot and bikes, harried parents in cars: Back-to-school days bring congestion—and an increase in potential hazards.

“This can be a dangerous time because children—as well as drivers—are adjusting to back-to-school routines,” says Alex Epstein, director of Transportation Safety for the National Safety Council (NSC).

Fortunately, a few key tips can help improve safety for everyone. Here’s what Epstein recommends that drivers be aware of, as well as some reminders for parents to share with their kids.

Driving in the School Zone Area

- Slow down and drive extra cautiously.
- Don’t load or unload children across the street from the school.
- Don’t double park; it blocks visibility for other children and vehicles.
- When flashers are blinking, stop and yield to pedestrians crossing the crosswalk or intersection.
- Be prepared for kids to appear in unexpected places, like from between parked cars; if they’re on bikes, prepare for them to turn in front of you without looking or signaling.
- If you need to use your phone, be sure you’re pulled over safely.
- Watch for kids walking while looking at their phones. One study found that a full 20 percent of high school students cross the street while distracted.
- If possible, carpool to reduce the number of cars at school.
- Don’t ever block a crosswalk; it forces pedestrians to go around you and could put them in the path of moving traffic.

Driving Safely When You See a School Bus


- Most of the children who lose their lives in bus-related incidents are four to seven years old and on foot, according to the NSC. They’re hit by the bus or by a motorist passing a bus that’s stopped to load or unload children—something that’s illegal in all 50 states.
- If you’re driving behind a school bus, allow a greater following distance than if you were driving behind a car—at least three car lengths.
- Stay alert for flashing lights on a bus, which warn drivers of an impending stop. Treat yellow flashing lights the same as a yellow stop light and decrease your speed. Stop when you see red flashing lights.
- The area 10 feet around a school bus is the most dangerous for children; stop far enough away to allow them space to safely enter and exit the bus.

800-343-3822

AM@alliancewp.com

www.AWPnow.com

Your EAP is provided to you at no cost and is 100% Confidential.

alliance work partners
A WAP Program 



Back-to-School Safety Tips

Staying Safe When Taking the Bus to School

- Take your time and pay attention every time you get on and off the bus. If a hand railing is available, use it.
- Always wait for the bus at the spot where it arrives. And wait until the bus is completely stopped—with its stop arm extended—before you approach to board or stand to exit.
- If seat belts are available, buckle up.
- Never cross in front of the bus. If you must, walk at least 10 feet in front of it and make sure any drivers can see you. Make eye contact and wait for them to wave you on before crossing.

Riding a Bike to School

- Always wear bright-colored clothing and a helmet that's fitted and secured properly.
- Ride single file on the right side of the road; come to a complete stop before crossing streets and walk the bike across.
- Watch for opening car doors and other hazards.
- Use hand signals when turning.

Walking to School Safely

- Don't walk to school with headphones in your ears or while looking at your phone.
- Walk on the sidewalk; if there's no sidewalk and you must walk in the street, walk facing traffic.
- Before crossing the street, stop and look left, right and left again to see if cars are coming.
- Always cross the street at crosswalks. If no crosswalk is available, cross at intersections; never in the middle.
- Remember that there's safety—and visibility—in numbers. Whenever possible, walk in groups rather than alone.
- If a stranger approaches you and offers you a ride home, don't answer—run away. Head into a store or restaurant if you're not near a safe spot like your school. And if you feel like you're in danger, yell for help.

source: www.geico.com/living/driving/auto/car-safety-insurance/safety-spotlight-school-buses/

800-343-3822
AM@alliancewp.com
www.AWPnow.com

Your EAP is provided to you at no cost and is 100% Confidential.

alliance work partners
A wap Program





Caregiver Stress

Caring for a loved one strains even the most resilient people. If you're a caregiver, take steps to preserve your own health and well-being. As the population ages, more caregiving is being provided by people who aren't health care professionals. These informal caregivers provide 80 percent of long-term care in the United States. A caregiver is anyone who provides help to another person in need, such as an ill spouse or partner, a disabled child, or an aging relative. However, family members who are actively caring for an older adult often don't self-identify as a "caregiver." Recognizing this role can help caregivers receive the support they need.

Caregiving is rewarding but stressful

Caregiving can have many rewards. For most caregivers, being there when a loved one needs you is a core value and something you wish to provide.

But a shift in roles and emotions is almost certain. It is natural to feel angry, frustrated, exhausted, alone or sad. Caregiver stress — the emotional and physical stress of caregiving — is common.

People who experience caregiver stress can be vulnerable to changes in their own health. Risk factors for caregiver stress include:

- Being female
- Having fewer years of formal education
- Living with the person you are caring for
- Social isolation
- Having depression
- Financial difficulties
- Higher number of hours spent caregiving
- Lack of coping skills and difficulty solving problems
- Lack of choice in being a caregiver

Signs of caregiver stress

As a caregiver, you may be so focused on your loved one that you don't realize that your own health and well-being are suffering. Watch for these signs of caregiver stress:

- Feeling overwhelmed or constantly worried
- Feeling tired most of the time
- Sleeping too much or too little
- Gaining or losing a lot of weight
- Becoming easily irritated or angry
- Losing interest in activities you used to enjoy
- Feeling sad
- Having frequent headaches, bodily pain or other physical problems
- Abusing alcohol or drugs, including prescription medications


Too much stress, especially over a long time, can harm your health. As a caregiver, you're more likely to experience symptoms of depression or anxiety. In addition, you may not get enough sleep or physical activity, or eat a balanced diet — which increases your risk of medical problems, such as heart disease and diabetes.

800-343-3822

AM@alliancewp.com

www.AWPnow.com

Your EAP is provided to you at no cost and is 100% Confidential.

alliance work partners
A wwp Program 



Caregiver Stress: Tips for Taking Care of Yourself

Strategies for dealing with caregiver stress

The emotional and physical demands involved with caregiving can strain even the most resilient person. That's why it's so important to take advantage of the many resources and tools available to help you provide care for your loved one. Remember, if you don't take care of yourself, you won't be able to care for anyone else.

To help manage caregiver stress:

- **Accept help.** Be prepared with a list of ways that others can help you, and let the helper choose what he or she would like to do. For instance, one person might be willing to take the person you care for on a walk a couple of times a week. Someone else might offer to pick up groceries or cook for you.
- **Focus on what you are able to provide.** It's normal to feel guilty sometimes, but understand that no one is a "perfect" caregiver. Believe that you are doing the best you can and making the best decisions you can at any given time.
- **Set realistic goals.** Break large tasks into smaller steps that you can do one at a time. Prioritize, make lists and establish a daily routine. Begin to say no to requests that are draining, such as hosting holiday meals.
- **Get connected.** Find out about caregiving resources in your community. Many communities have classes specifically about the disease your loved one is facing. Caregiving services such as transportation and meal delivery may be available.
- **Join a support group.** A support group can provide validation and encouragement, as well as problem-solving strategies for difficult situations. People in support groups understand what you may be going through. A support group can also be a good place to create meaningful friendships.
- **Seek social support.** Make an effort to stay well-connected with family and friends who can offer nonjudgmental emotional support. Set aside time each week for connecting, even if it's just a walk with a friend.
- **Set personal health goals.** For example, set a goal to establish a good sleep routine or to find time to be physically active on most days of the week. It's also crucial to fuel your body with healthy foods and plenty of water.
- **See your doctor.** Get recommended immunizations and screenings. Make sure to tell your doctor that you're a caregiver. Don't hesitate to mention any concerns or symptoms you have.

Respite care

It may be hard to imagine leaving your loved one in someone else's care, but taking a break can be one of the best things you do for yourself — as well as the person you're caring for. Most communities have some type of respite care available, such as:

- **In-home respite.** Health care aides come to your home to provide companionship, nursing services or both.
- **Adult care centers and programs.** Some centers provide care for both older adults and young children, and the two groups may spend time together.
- **Short-term nursing homes.** Some assisted living homes, memory care homes and nursing homes accept people needing care for short stays while caregivers are away.

The caregiver who works outside the home

Nearly 60 percent of caregivers work outside of the home. If you work outside the home and are feeling overwhelmed, consider taking a break from your job. Employees covered under the federal Family and Medical Leave Act may be able to take up to 12 weeks of unpaid leave a year to care for relatives. Ask your human resources office about options for unpaid leave.

You aren't alone

If you're like many caregivers, you have a hard time asking for help. Unfortunately, this attitude can lead to feeling isolated, frustrated and even depressed.

Rather than struggling on your own, take advantage of local resources for caregivers. To get started, contact your EAP for resources such as your local Area Agency on Aging (AAA) to learn about services in your community.

source: <http://www.mayoclinic.org/>

800-343-3822

AM@alliancewp.com

www.AWPnow.com

Your EAP is provided to you at no cost and is 100% Confidential.

alliance work partners
A wap Program





The Wellness News

Tips and resources for living well

August 2021

Psoriasis Awareness Month

Psoriasis is an immune mediated disease (dysfunction of the immune system) that causes inflammation in the body. This inflammation can sometimes become visible on the skin, revealing scales, or raised red plaques.

Psoriasis can appear anywhere on the body, but is most common on the elbows, knees, and scalp.



Symptoms often start between the ages of 15 and 25 but, can start at any age. There are 5 different types of psoriasis, and it is possible to have more than one type. Treatment varies depending on the type of psoriasis and location of inflammation. It is important to treat psoriasis to avoid complications and control symptoms.

There is no cure for psoriasis but there are effective treatments available. Treating psoriasis can help improve symptoms as well as lower the risk of developing other conditions such as psoriatic arthritis, heart disease, obesity, diabetes, and depression.

Improvement in symptoms may take 3 to 6 months. The main goals of treatment are to reduce the severity of plaque psoriasis so that it covers 1% or less of a person's body within 3 months of starting a treatment.

People with psoriasis deal with symptoms, flare ups, multiple different treatments, and related diseases. It can feel overwhelming and complicated at times. It is important to reach out for support from your doctors, friends, and family. Check your skin daily for anything unusual and have a plan to connect with your doctor if something does not look or feel right.

International Overdose Awareness Day

International Overdose Awareness Day is a global event held on August 31st each year. It aims to raise awareness of overdose and acknowledges the grief felt by families and friends whose loved ones have died or have a permanent injury because of drug overdose.

An overdose represents a level of drug toxicity that overwhelms normal bodily functioning. Symptoms of an overdose vary, and some may not realize they are experiencing an overdose, especially if they are heavily under the influence of the drug. Some general symptoms associated with overdose states include severe chest pain, seizures, severe headaches, difficulty breathing, delirium, extreme agitation, or anxiety.



Different drugs are associated with various overdose effects. Some signs of overdose for the following types of drugs include:

- Central nervous system (CNS) depressants: shallow breathing, weak pulse, clammy skin, coma, death from respiratory arrest
- Hallucinogens: psychotic features, agitation, delirium
- Inhalants: marked CNS depression, loss of consciousness, stupor or coma, arrhythmia, sudden death
- Marijuana: profound drowsiness, unsteady gait, vomiting, tachycardia (fast heart beat), agitation, psychosis
- Opioids: depressed level of consciousness, respiratory depression/arrest, cold/clammy skin, cyanosis (bluish skin), markedly constricted pupils (dilated if anoxic brain injury has occurred)
- Stimulants: hyperthermia, tachycardia, hypertension, arrhythmia, agitation, hallucinations and other psychotic features, seizures, cardiovascular emergencies

If you suspect that you or someone nearby is suffering from a drug or alcohol overdose, call 911 immediately. The person should not be left alone, so it is important to stay with them until medical professionals arrive.

If you witness an overdose, and the person has passed out, they should be placed on their side just in case they vomit. This should help prevent any choking accidents, if the person does vomit. The person should also not eat or drink anything. If friends know what substances were taken, they should report this to emergency responders so appropriate treatment can be given.

If you or someone you know that is battling with addiction, reach out to your health care provider, health coach, or therapist for additional resources for support.

Sources: <https://americanaddictioncenters.org/overdose>

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.

1-800-343-3822 | TDD 1-800-448-1823 | www.AWPnow.com

Here for you as life happens

Avocado Toast

Ingredients

- ¼ avocado
- ¼ tsp ground pepper if desired
- 1/8 tsp garlic powder
- 1 slice whole grain bread toasted
- 1 large egg, fried in a nonstick pan with a little olive oil
- 1 Tbs scallion sliced if desired
- Add arugula and a small amount of dressing if desired



Preparation

1. Combine avocado, pepper, and garlic powder in a small bowl and gently mash.
2. Top toast with the avocado mixture and fried egg.
3. Garnish with scallion, arugula if desired.

Health Tip:

Don't Wait. Vaccinate!

- Vaccines provide long-lasting immunity to serious diseases.
- Immunizations protect you from a disease before it makes you ill.
- Protect those around you who are more susceptible to illness.
- If you do get sick, it can make your illness milder.
- Vaccines are especially important for people with chronic health conditions.

Action: *Check with your healthcare provider to see what vaccines are right for you.*

Exercise Recovery

Exercise is important for your overall health and wellness. However, proper recovery from your exercise is just as important. Here are a few ways to improve your exercise recovery:

- Drink plenty of water and stay well hydrated
- Have a balanced snack after exercise such as an apple with peanut butter or hummus with pita
- Eat a small snack that includes protein before bed
- Try an Epsom salt bath or a massage for muscle soreness
- Get plenty of sleep



As you can see, many of the suggestions above are about diet or nutrition. Proper nutrition is important to fuel your sport and exercise as well as to assist with recovery. According to the Sports Dieticians of Australia, the importance of recovery nutrition depends on the type and duration of exercise completed, body composition goals, and personal preferences.

The goals of the recovery nutrition are to:

- Appropriately refuel and rehydrate the body
- Promote muscle repair and growth
- Boost adaptation from the training session
- Support immune function

Consuming the right nutrients after exercise can help you rebuild your muscle proteins and glycogen (think energy!) stores. It also helps stimulate growth of new muscle. Carbohydrates provide the fuel your body needs for exercise and to recover from exercise. Carbohydrates also help replenish the glycogen consumed during exercise. Protein, which is made up of amino acids, is needed to repair muscle after a workout. A post-workout meal with both carbs and protein will enhance muscle glycogen storage and protein synthesis. Consuming a ratio of 3:1 (carbs to protein) is a practical way to achieve this. Eat your post-workout meal within 45 minutes of exercising.

Also, adequate fluid intake helps your body regulate heat and blood pressure and transports those nutrients throughout your body. You should hydrate before, during, and after your workouts to guarantee proper hydration. The American College of Sports Medicine (ACSM) recommends drinking 16–20 ounces (0.5–0.6 liters) of water at least four hours before exercise and 8–12 ounces (0.23–0.35 liters) of water 10–15 minutes before exercise. It is also recommended to replenish with 16–20 fl oz of water after a workout.

Most regular exercisers have a plan for their workouts. For example, they know how many miles they plan to run on their jog or what exercises they are going to perform at the gym. Be sure to also have a plan for your workout recovery to maximize the benefits from these well-planned workouts!