

Emotional Wellness Principles and Fitness

Like physical wellness, which has steps to improve and maintain it, emotional wellness has some of its own rules so you can stay emotionally fit. Here are a few “emotional wellness maintenance principles”: 1) Be proactive in managing stress, not reactive when it gets “bad enough.” 2) Don’t be frustrated over work-life balance. It is a moving target. Instead, make adjustments to experience more regularly. 3) Seek to eliminate self-punishing or negative self-talk that makes you feel bad. Humans are generally optimistic. If you don’t feel positive now, look forward to changing tomorrow. 4) Engage support. Humans are social creatures. If you need help, ask for it. Accept it more often when it is freely offered. Want more emotional wellness tips to use or pass along?

Visit: www.nih.gov/health-information/emotional-wellness-toolkit

Doctrine of Completed Staff Work

Looking to make a great impression and achieve an outstanding reputation in your organization? Understand the “Doctrine of Completed Staff Work” (CSW). Popular in business books of yesteryear but still viable today, CSW is completed action and study of a problem, followed by a presentation of its solution with alternatives so thorough that all that remains is for management to approve or disapprove it. Resist bringing problems to your manager without well-thought-out solutions, and you will be remembered for saving management time, energy, and money while being a better problem solver

Get a Mental Boost with Decluttering

If you think decluttering is only about dealing with the dust (or the complaints from others around you), consider other benefits discovered recently by workplace wellness researchers. One real benefit is improved mental health. Researchers found that a person can’t collect and possess a bunch of stuff and create a disorderly and chaotic environment without paying a mental health price for doing so. Researchers found that clutter undermines one’s ability to have a pleasurable and satisfying work experience and creates a risk of burnout, thereby lowering productivity. Source: www.depaul.edu/ [search “declutter”]

Working at Home Hazards

If you work remotely from home, you might think chances of being injured are zero because you are not at the workplace and no longer risk a commuter accident. The research, however, shows that your chances of being injured might go up. The most likely injury will be from a fall. You may use stairs more frequently, lift objects more often, do chores more frequently, or experience more distractions. It’s simple math. Most accidents happen in the home, and the more you are there, the higher the risk. Statistic: 75% of accidental deaths each year are the result of home accidents.

Source: www.safewise.com/blog/household-accidents/

National News, Crisis, and Effects on Children

Children are easily affected by catastrophes and national crises like the COVID-19 pandemic, but they do not exhibit symptoms of anxiety and trauma that are commonly seen in adults. If you're confused or unsure about whether your child needs additional support, psychotherapy, or even care for a psychiatric emergency, consider the following list below from the Association for Children's Mental Health. Trust your gut as a parent and seek help if these symptoms or a combination thereof signal you that it's time to get help. Some signs that your child may be experiencing a mental health crisis include rapid mood swings; extreme energy or lack of it; sleeping all the time or being unable to sleep; severe agitation, pacing; talking very rapidly or non-stop; confused thinking or irrational thoughts; thinking everyone is out to get them or seeming to lose touch with reality; experiencing hallucinations or delusions; making threats to others or themselves; isolating themselves from friends and family, not coming out of their room; not eating or eating all the time, rapid weight loss or gain; suicidal thoughts and statements such as "I want to die" or even possible vague statements such as "I don't want to be here anymore." *Learn more:* www.acmh-mi.org [search "mental health crisis expect"]]

Good Samaritan Laws and Overdose Rescue

"Good Samaritan Laws" protect 911 callers, overdose victims, or persons who attempt to save a life resulting from a drug overdose. These laws in the USA and Canada also protect against arrest and/or prosecution for simple possession, possession of paraphernalia, and/or being under the influence in an overdose situation. Tens of thousands of overdose reversals each year are helped by these laws. They also protect a person who administers an opioid overdose rescue drug called Naloxone. (The nasal spray form can be given to an unconscious overdose victim.) Most drug stores and even online retailers sell this rescue drug without a prescription. If you have a family member, loved one, or friend who struggles with opioid addiction, learn about Good Samaritan laws, get a rescue drug kit, know how to use it, and be prepared. For as little as \$7, you could save a life. *Source:* www.ncsl.org [search "overdose immunity"]].

Intervening with "Nomophobia"

Nomophobia is the "fear of being without access to a working smart (cell) phone." Experts question whether nomophobia is a real addiction, but they have decided upon four symptoms of it: experiencing panic over losing your phone; obsessively checking for missed calls, emails, and texts; using your phone in inappropriate places like the bathroom or church; and missing out on opportunities for face-to-face interactions. Want to cut back on digital dependency? Start with awareness. Is it a problem you want to change? If so, experiment with separating yourself from your phone when participating in other activities. Get an accountability partner (who also wants to cut back) and tackle a mutual goal. Use a timing device to interrupt mindless phone surfing. More tips and tricks can be found by searching "tips on cutting back smartphone use." *Source:* archives.drugabuse.gov [search "nomophobia"]]

COVID-19 Stress Scale

Pandemic stress is real, but how well are you coping? To help people evaluate stress, the COVID Stress Scale was developed as a research tool this past year. Its schedule of questions may help you self-assess the impact of the pandemic on your well-being, your coping behaviors, and the effect of anxiety in daily functioning. You can then decide whether additional support could be helpful. See the page of questions at the following link: *Source:* www.ScienceDirect.com [search "validation covid stress scale" and view PDF, p.3] Fighting stress of any kind ultimately boils down to self-care. *Evaluate how well you understand and are investing in the eight areas of self-care by googling "self-care-rating scale Satir pdf" for the PDF*

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UNDERSTANDING YOUR ROLE AS A TEAM MEMBER

With multiple people involved in accomplishing a project, it's critical that everyone know what is and is not expected from them in their team activities. In most cases their technical contributions are the primary reason they were selected for team membership, and that expertise will form the foundation of their participation. However, there is much more to being an effective team member than knowing how to perform specific tasks. How well you end up working together, and therefore, how well you meet the team's objectives depend on how well you understand your role.

You need to:

- Commit to team goals.
- Ask for clarification if necessary.
- Identify and define related roles.

Commit to Team Goals

Team goals are often established by the person who assembled the team. Generally, the task is identified first, and then the decision is made to form a team to tackle it. But sometimes the team sets its own goals at the beginning of its life cycle. In either case, to be a fully empowered and effective team member, you must clearly understand the team's purpose, goals and objectives, and vision for success and feel that they are yours.

Fully participate in any discussion and encourage the team to spend enough time on decisions that that you feel comfortable committing to those decisions. Whether serving as a member of a team is something you do full-time or an add-on to your usual job, you must feel committed in order to be willing to expend the energy it will take to be effective.

Ask for Clarification

Team members often leave their first meeting with even more questions than they had when they arrived. If there is one word that describes what it takes to be an effective team member, that word may be initiative. From the beginning, you need to take responsibility to clarify anything you don't understand.

Asking clarifying questions is particularly vital in a team setting. The difficulty of communicating effectively increases exponentially with the number of people involved, and a misunderstanding on a team can be very expensive in hard costs and human costs alike.

Asking clarifying questions also helps your team leader overcome the challenges he or she faces. The more you seek and obtain answers, the less the team leader has to worry about whether you understand, are committed, and are on board. So, ask questions, and don't wait for someone else to notice that you need answers!

Identify Related Roles

You are on the team to provide some professional or technical expertise required to accomplish the team's goals. If it's not clear to you why you were included, ask your team leader. If others with related expertise are on the team, identify how you can integrate your efforts to avoid redundancy and ensure that all bases are covered.

You have another role besides a technical one—that of team member. Do you have responsibilities related to getting the team going, helping it function, pulling it back on track, performing administrative tasks? Clarification of roles and responsibilities is an important team process, and if your leader doesn't do it in a formal way, you can request that it be done. Being aware of the roles of others on the team will facilitate smooth working relationships.

Effective teams don't spontaneously occur just because a group of people has been put together in a room and given an assignment. High performing teams start their development process with a shared vision of what it means to be a team and how the team will work together to accomplish its goals.

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HOW TO COACH AND COUNSEL YOUR STAFF

One important step to becoming an effective supervisor is mastering your coaching and counseling skills. Coaching skills help direct workers to be better employees. By being a coach to your staff, you can help them with behavioral or performance problems that are a result of a lack of knowledge about job duties. As a counselor, you can help employees work through issues that stem from personal problems. When you use your abilities as both a coach and a counselor, everyone wins: Employees have someone they can trust and go to for advice, and you'll have employees who are better able to perform and work alongside coworkers.

Coaching and counseling your staff can lead to higher job satisfaction and productivity in the workplace. Here are some tips on how to coach and counsel your department:

Coaching Benefits

Being a coach to your workers can help them:

- Have higher overall skill levels
- Take on delegated tasks, leadership, and responsibilities
- Plan goals and know how to achieve them
- Lead and inspire the team
- Have pride in their work
- Receive better performance appraisals
- Work as an effective and positive team
- Know which risks to take and which ones to avoid

Counseling Benefits

Counseling can help employees:

- Be more productive
- Stay at a company for longer periods of time
- Talk about problems that may interfere with their career
- Talk about what they like to do and what they do not like to do
- Have higher self-esteem and self-confidence
- Work better with others
- Stay motivated to do their best
- Feel content and satisfied about their workplace
- Feel an important part of the team
- Value their skill sets and know that their abilities are significant to the team's success

Written by Life Advantages - Author Dr. Delvina Miremadi ?2021



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Healthy Lung Month

Breathing is a task that our bodies complete without us even having to think about it. We seem to breathe effortlessly until we get sick, experience asthma, or are diagnosed with a lung related disease. It is important to take care of your lungs now before trouble arises.

Lung disease affects many Americans. Around 10 million are diagnosed with bronchitis each year, 25 million are living with asthma, and over 150,000 die from lung cancer annually.

What YOU can do now to keep your lungs healthy:

1. **Stop smoking.** Not only will you be able to breathe better, but the sooner you quit the better your chances are of preventing a devastating diagnosis in the future.
2. **See your doctor regularly.** Our doctors listen to our lungs at every visit for a reason! Any shortness of breath should be addressed and discussed openly.
3. **Keep your house clean.** Regularly cleaning your house helps to prevent buildup of dust, dirt, and mold. These can aggravate allergies and sensitivities that may make it hard to breathe. Change your household cleaners to gentler, non-toxic varieties. Cleaners with strong fumes should be avoided.

If you have a cough that won't go away, see your doctor. It could be an early sign of a respiratory condition and should be addressed early to prevent any damage to the lungs. Other symptoms include tightness in your chest, wheezing, and ongoing shortness of breath. This month, take a deep breath and make your health a priority!



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Benefits of Exercise for Mental Health

Mental illness has become an epidemic, striking one out of every four people in the world today. It is worsening in both youth and adults. According to Stanford University Medical Center, we often think of mental health as something controlled by the brain. When any one aspect of our mental health is out of alignment, mental illness can develop. According to Vanderbilt University Medical Center, mental illness is not a result of one's shortcomings, and the presence of mental illness does not mean someone is flawed. It comes down to the delicate balance of brain chemistry, physical health, life stressors, genetics, and experiences.

According to the National Institutes of Health, lifestyle modifications can be especially important for individuals with serious mental illness. Many of these individuals are at a high risk of chronic diseases associated with sedentary behavior and medication side effects, including diabetes, hyperlipidemia, and cardiovascular disease. An essential component of lifestyle modification is exercise.

Exercise improves mental health by reducing anxiety, depression, and negative mood and by improving self-esteem and cognitive function. Exercise has also been found to alleviate symptoms such as low self-esteem and social withdrawal. It is especially important in patients with schizophrenia as these patients are already vulnerable to obesity because of the additional risk of weight gain associated with antipsychotic treatment, especially with the atypical antipsychotics. Aerobic exercises, including jogging, swimming, cycling, walking, gardening, and dancing have been proven to reduce anxiety and depression.

Some of the health benefits from regular exercise that are associated with mental well-being include:

- Improved sleep
- Stress relief
- Improvement in mood
- Increased energy and stamina
- Reduced tiredness that can increase mental alertness

There are many ways that exercise positively influences your mental health:

- Promotes the release of "happy hormones", like endorphins and serotonin
- Helps you sleep better so you rest fully at night and have more energy during the day
- Gives you a sense of accomplishment as your fitness improves and you start achieving your goals

Exercise has many proven health benefits including those that can positively affect your mental health. However, it is important to have an open dialog with your doctor about this. Do not start a new exercise program or significantly increase your activity level without specific recommendations from your doctor.



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Depression Screening Day Oct 7

Clinical Depression is a common medical illness affecting more than 15 million American adults each year. National Depression Screening Day is intended to call attention to the illness of depression on a national level and is designed to educate the public about symptoms and effective treatment.

Like other health problems such as heart disease, high blood pressure, or diabetes, many people with depression are not aware of their illness. Depression screenings are a quick and easy way to identify the first signs of a problem and can help reach those who might not seek professional medical advice. Like screenings for other conditions, depression screenings should be a routine part of healthcare.

Symptoms of depression often include:

- A persistent sad, anxious, or "empty" mood
- Sleeping too little, early morning awakening, or sleeping too much
- Reduced appetite and weight loss, or increased appetite and weight gain
- Loss of interest or pleasure in activities once enjoyed
- Restlessness or irritability
- Difficulty concentrating, remembering, or making decisions
- Fatigue or loss of energy
- Thoughts of death or suicide

A depression screening is not a professional diagnosis, but it is often the first step in getting help. It can point out the presence or absence of depressive symptoms and lead to a referral for further evaluation if needed. It is recommended that one should see their doctor or a qualified mental health professional if experiencing five or more of the symptoms listed above for longer than two weeks or if the symptoms are severe enough to interfere with daily routine.

It is very important to understand the relationship between mental health, physical health, and overall well-being. An initiative such as National Depression Screening Day 2021 works to provide options for those that are reluctant to seek help. It also establishes prevention and early intervention.

<https://www.mhanational.org/national-depression-screening-day>

We know it is not always easy to juggle everything & realize simple tips can help provide a different approach.

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Slow Cooker Pumpkin Chili with Bulgur

Ingredients

- ½ cup dried kidney beans soaked overnight
- 1/3 cup bulgur dry
- 1 large onion, chopped
- 1 large jalapeno, chopped
- 1 cup pumpkin puree
- 1 tbsp chili powder
- ½ tsp cinnamon
- ½ tsp salt
- 3 large tomatoes chopped

Preparation

- Place all ingredients in a slow cooker
- Stir to combine
- Cover and cook on high 3 hours or low 5 hours
- Chile is done when beans are tender, and chili is thick

Health Tip

Increase your physical activity to reduce breast cancer risk by at least 10%:

- No matter your age, increase your physical activity as you are able
- Slowly work up to 30 minutes of focused physical activity a day
- Do what you enjoy like walking, biking, dancing, etc.

Action: Discuss this goal with your doctor and follow your doctor's instructions regarding increasing your physical activity.

PRACTICING BETTER POSTURE

Good posture improves your appearance and reduces stress on muscles, joints, and ligaments. This means you're less likely to have strains and pain, especially in your neck and lower back.

The human back has three natural curves, according to the American Physical Therapy Association (APTA). Keeping your ears, shoulders, and hips lined up maintains the "S" shape, which is the goal of good posture.

Your posture may improve with practice:

- Stand tall. Keep your chin parallel to the ground. Don't round your shoulders or throw them back. Avoid locking your knees and pointing your toes in or out.
- Stretch. Sitting for most of the day may shorten leg muscles over time. This may affect your posture. Taking stretch breaks can help you stay limber.

Stretches for Good Posture

- Hip and groin stretch. Sit on the floor with the soles of your feet touching each other.
- Hamstring stretch. While standing on one foot, put your other heel on a low stool. Then, lean over as if to touch your chest to your knee. Repeat with the other leg.
- Calf stretch. Stand with the balls of your feet on the edge of a step. Let your heels fall below it for five to 10 seconds.

Sit with Support

Try these tips from the APTA:

- Use a chair with lumbar support, or put a cushion or rolled-up towel behind the small of your back.
- Two inches of air should be between the seat and the backs of your knees.
- Keep feet flat on the floor with your knees a bit higher than your hips.
- Pull your seat in so that you don't have to lean forward.

Strengthen Muscles

Many people with poor posture have weak lower abdominal muscles. To make them stronger, stand up and clasp your hands on your lower abdomen. Then, pull your abs up and in, away from your hands. Hold this position for 10 seconds. Relax and repeat up to five times.

Choose Sensible Shoes

Wear good fitting shoes. Don't wear high heels or platforms for long, if at all. Stick with heels that are no more than one inch high.

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