

# BalancedLiving

June 2020



## ENCOURAGING WORKPLACE DIVERSITY

The workplaces of the 21st Century are becoming increasingly diverse. Most organizations employ a variety of people of different cultural backgrounds, religions, sexual preferences, nationalities, and others. Regardless of your personal biases or fears, the workplace is changing. It's important for you to understand that your professional reputation and future success will depend on your ability to accept and embrace the differences of others.



### Diversity Opportunities

Having a variety of cultures, opinions, and experience can bring new perspectives, innovative ideas and out-of-the-box thinking. However, this variety can also lead to miscommunication and disagreements that might lead to conflicts in the workplace. For example, if you accidentally offend someone by not understanding the element that makes that individual a diverse member of your workforce, offer an immediate and sincere apology. Explain that you didn't understand or recognize the root of the issue. If someone says something offensive to you, consider that they might not be aware of the diversity issues at hand. Calmly explain why their actions or language was inappropriate.

### Opening the Lines of Communication

Oftentimes, differences are so apparent that they can dominate our immediate impressions and weigh heavily on our reactions, interactions and behavior. Through the development of the working relationship, professionalism, and workplace coaching, those differences will fade, allowing positive working relationships to form.

- Here are some basic rules of communication to help those with differences interact with each other:
- Avoid commenting on the cultural, ethnic or racial background, or sexual orientation of a coworker.
- Actively listen to what's said, pay attention to others, and look out for the visual cues that indicate how well the exchange is going. Be responsive and engaged in the conversation.
- Avoid casual, off-color comments or jokes that might be offensive or that poke fun at others.

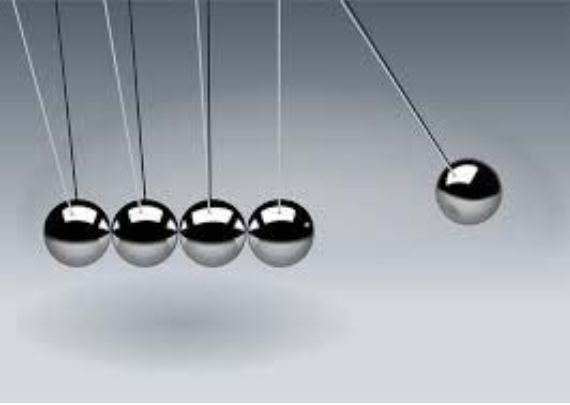
### Being a Part of the Team

No matter what the element is that makes someone diverse, every individual in the workplace wants to be judged for his or her performance, professionalism, and personal success. When labels and stereotypes are allowed to become "workplace identities," they can impede the sense of accomplishment anyone wants to feel.

Encouraging diversity includes giving diverse employees the opportunity to "fit in" with the rest of the workforce. Involve diverse employees in your life. You can invite them to lunch, talk to them in the break room, and even ask how things are going outside of work. Inclusion is a very powerful tool when supporting diversity.

*Written by Dr. Delvina Miremadi-Baldino© 2020*

## MOTIVATION FOR MAINTAINING YOUR MOMENTUM



In Physics, Newton's First Law states that as long as there are no outside forces acting against the momentum of an object, an object in motion will remain in motion. Newton's Second Law states that if a force is applied to an object that is greater than the mass of the object, the force will cause the object to accelerate.

Consider all of your goals as a single object that has a mass that fluctuates as you add or take away responsibilities, stresses, and unforeseen challenges that pop up in your daily life. As there are always things you need to take care of, you will always have some kind of opposing, outside force acting against your goals, but if you can find the right supportive force to keep you moving forward, you can maintain your momentum and your success. What is this force? It's called motivation.

Motivation is what helps you get up every morning and hit your goals hard. When you're motivated, your energy levels are high, the work feels easier to complete, and the outcomes seem so much stronger. But when you're unmotivated, it's easy to feel sluggish, resistant, and fatigued. The simplest task feels like a giant chore. And the longer that unmotivated feeling persists, the harder it becomes to maintain or even recover your momentum. You start to decelerate until it feels like you've stopped completely. If you've started to feel yourself slow down or have hit one too many roadblocks to pick up the speed that you need to achieve your goals, consider these momentum-boosting tips.

- Do something about your goals right now, today. Don't wait until tomorrow. If you only have a handful of minutes, do something small that you can build on tomorrow and the next day after that.
- See challenges as something to overcome, not roadblocks or setbacks. Changing your perspective can help you take control of a situation. You become the one who defines the challenges in front of you and uncovers the hidden positives in every scenario.
- Uncover the forces in your life that contribute the most to your deceleration. Which people, activities, and situations pump the brakes for you? Determine how to approach each opposing force to reduce the frictions they create for you.
- Hitch a ride with a rocket-powered peer! There are people around you who know exactly what they want and how they're going to achieve their goals. For these people, maintaining a sense of momentum is never an issue. Follow their lead, find ways to support each other, and network your way around the challenges that will slow you down.
- Make short-term goals your best friends. Short-term goals are the easiest way to measure and track your success every day, week, and month. And best of all, they add up fast, so you can look back and see just how much you've accomplished on your way to long-term success!

## DEALING WITH CONFLICT

### **Conflict: it's part of everyone's life.**

When you were younger, an adult would often step in if you had a problem with someone else, like if someone's feelings got hurt or someone took something from you without asking. Now that you're getting older, you need to learn how to deal with conflict on your own. That's because conflict is part of everyone's life—it will show up at school, at work, at home, in your community, and in relationships. Check it out...



For small problems, a simple "I'm sorry" is often all it takes to feel better and move on. But not all conflicts are easily worked out. Some issues are not clear-cut, like if you and a friend are not getting along so well and you're not sure why. Other conflicts are felt by only you, like if you don't want to do what the rest of the crowd is doing.

Avoiding a conflict can sometimes be good, but sometimes it can make things worse. In most cases, when you are angry, it's best to tell the other person what you are feeling. If you don't talk about it, your anger will most likely come out in another way, like in the tone of your voice or in your body language. This can make the problem even worse. By avoiding conflict or trying to run from the problem, you might:

- ♦ lose a good friend
- ♦ be treated unfairly at work or school
- ♦ not get something you want or need
- ♦ feel like you can never make things better

### **Conflict: how do you react?**

It's okay to feel angry, upset, annoyed, let down, or sad when you have a problem with somebody else. These feelings are normal. Still, some people deal with these feelings in unhealthy ways. You most likely know people—maybe even some adults—who yell, shout, swear, or call people names when they're upset. Maybe they try to "get back at" the person they're mad at. Or, maybe they hit others or get into fights. These types of things make it harder to work things out. Let yourself feel your emotions, but don't let them get out of hand and lead you to do these things.

### **What if you can't work it out on your own?**

Parents/guardians, teachers, school nurses, coaches, counselors, and other trusted adults can help you deal with conflicts. Some workplaces and communities have mediation programs that help you figure out the real issue, talk through things, and find ways to fix their problems. Don't be shy about asking for help.

### **When to walk away**

You can't always find a way to solve a conflict. If the other person doesn't want to work it out—or if the conflict gets physical—give it a rest and walk away. **Keeping safe is always the smart way to go!**

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## Three “To-Do’s” with Your New Boss



Making a good impression in a new job and with the boss is everyone’s goal.

Unfortunately, being a new employee means missteps are going to

happen, so focus on gaining an overall view of your job, the work culture, and especially patterns of communication. That’s a lot to handle the first week, so set the stage for a positive relationship with your boss using these three quick tips. Observe which workplace issues create unease and concern for your manager—you’ll gain empathy for what they face and potentially understand their priorities. Ask your manager the form and frequency of communication they prefer. And show positivity. Managers live for it and feel validated when they experience it from those they supervise.

## You’re Committed, So Show It



Employers know what a committed worker looks like. It’s not those who simply perform duties and assignments well.

Committed workers bring something extra that helps

advance the work unit’s mission. 1) They solve problems; they don’t just point them out. 2) They show enthusiasm rather than casual acceptance. 3) They are proactive in reporting progress on what they are doing. 4) They demonstrate initiative—they act on perceived needs that fit with their duties before being asked. If you want to show you are a committed worker, walk the talk with these distinguishing work habits.

## Fried Food and Focus Don’t Mix



Skip the burger and fries at lunch. You will have a clearer head and better focus in the afternoon.

New research shows one meal of fried food high in fat can zap your ability to

stay focused on an important task or project shortly after it is consumed. At work, that means choosing fewer fatty and fried foods at lunch in favor of more nutritious choices may help you score that big win or big deal, or deliver a more effective presentation! Source: [www.academic.oup.com/ajcn](http://www.academic.oup.com/ajcn) [search “saturated fat”].

## Avoid Aggressive Driving



Celebrate National Safety Month by putting the brakes on aggressive driving. National Highway Traffic Safety

Administration research shows that aggressive

driving plays a role in 56% of fatal crashes. Aggressive driving is “operation of a motor vehicle that endangers or is likely to endanger persons or property.” (Road rage is a criminal form of aggressive driving.) Riding bumpers, using your vehicle to “teach someone a lesson” (like blocking their ability to pass you), zooming around a slow driver, laying on the horn, using hand gestures—these behaviors point to how your driving practices may be influenced by anger. Learn about triggers, behaviors, and prevention at [bit.ly/aggressive-driver](http://bit.ly/aggressive-driver).



## Lessons from Social Distancing:

### Loneliness as a Health Concern



"Flattening the curve" with social distancing is the worldwide intervention being used to reduce coronavirus infections and death, but it has also created social isolation. For millions, social isolation is a risk factor for loneliness, and loneliness is a demonstrated health concern. Are you feeling the effects of loneliness? We're not talking about "Zoom fatigue" but symptoms like low self-esteem, depression, anger, nightmares, anxiety, and easily triggered anger at loved ones, to name a few. Humans are hard-wired to be social creatures, so when they are deprived of this innate biological need to engage with others, physical symptoms result. Symptoms of loneliness feel as if they are of mental origin, but they are physiologically driven, according to researchers. Before the coronavirus pandemic, loneliness was hot research news. Medical researchers call it the "new smoking" because of its adverse health effects. Note that loneliness is not equal to being alone. Loneliness is your body saying, "Find people with whom to socially interact!" The inability to get to your favorite gym, gather with friends at a favorite hangout, or mingle with coworkers who bring meaning to your life can have natural health consequences. Learning about loneliness is a key lesson of our collective experience with the coronavirus. Social distancing is likely to end in the future, but connecting to a mental health counselor now—even if it means one more Zoom session to do it—is worth the effort if it can help you lessen the impact of loneliness. Learn more at [www.news.gallup.com](http://www.news.gallup.com) [Search: "adults less worry"]

### Bored with a Great Job?



With over 30 million newly unemployed in the U.S., imagine having a great job you can't stand. Don't feel guilty. All of us have a need for fulfillment as much as we have a need for food, clothing, and shelter. Without fulfillment, you will cast a wandering eye toward whatever might help you feel more alive. If boredom and feeling unmotivated have lasted for months or years, step one is to get a depression screening to rule out this disease. Boredom and blahs may be a symptom, not the problem. Engaging a career coach, starting new projects, taking a vacation, volunteering in the community—any of these activities could help energize your life. But if nothing is lighting your fire, a medical issue like depression could underlie it all.

## Stress Management for Pandemic Heroes



If you are an essential service employee and working face-to-face with the public during the COVID-19 pandemic or you are in a job placing you at higher risk of contracting COVID-19, you can count yourself among the heroes. (Loved ones who support you and worry about you—they're heroes, too.) It's likely your employer has striven to reduce the risk of your contracting COVID-19, but it's not a 100% worry-free time. You've answered a higher calling so others can live as normally as possible during this time. If worry, anxiety, exhaustion, sleeplessness, family stress, and fear affect you, contact a professional, a support network, or your EAP for help. Tips like getting enough sleep, avoiding alcohol before bedtime, and practicing relaxation exercises are verified ideas for reducing stress and remaining resilient. They work, and you can learn more about them at [heart.org](http://heart.org) [search "stressed essential workers"].

### Curb Impulse Purchases to Save Money



If the household budget is stretched, cutting costs without added hardship can be difficult. Consider curbing impulse purchases as a path to finding more dollars. You could save over \$5,000 a year by decreasing this behavior. Impulse purchasing is the tendency to engage repeatedly in spontaneous, on-the-spot purchases without consideration of the potential consequences. Sixty-four percent of us do it. The risk of an impulse purchase begins as soon as you enter a store, not when you see the item of interest. Most impulse purchases are groceries, not clothing. Try these tips: 1) Shop with a buddy. 2) Use cash. 3) Gain control and insight from two studies: A) [www.ncbi.nlm.nih.gov/pmc](http://www.ncbi.nlm.nih.gov/pmc) [search "eyes wide shopped"] and B) [www.slickdeals.net/corp/impulse-spending.html](http://www.slickdeals.net/corp/impulse-spending.html).

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# The Wellness News

Tips and resources for living well

June 2020

## Migraine & Headache Awareness

Long gone are the days that a migraine is looked at as just another type of headache. According to NIH, researchers believe that a migraine is the result of fundamental neurological abnormalities caused by genetic mutations at work in the brain. The Association for Migraine Disorders uses the phrase “migraine disorders” to emphasize common underlying biology that links some unexpected symptoms such as imbalance, difficulty finding words, ear and sinus pressure, sleeping



poorly, and feeling anxious. Common symptoms of a migraine disorder include chronic dizziness, ear pressure, facial pressure and recurrent sinus infections. Use the tool on

<https://www.migrainedisorders.org/migraine-disorders/signs-symptoms/> to click on different areas of the body to see signs and symptoms associated with that area.

While some migraines are brought on spontaneously, many people who experience migraines can point to specific triggers that set them off. A trigger can be internal or external stimuli that provoke a headache. Common triggers fall into 6 general categories including: food, exercise, hormones, weather conditions, sensory stimulus and stress. Keeping a symptom diary evaluating all these categories can help identify your specific triggers so you can better address or avoid them.

A National Institute of Health (NIH) study cited that **12-60% of patients**, varying among a few different studies, reported foods as a trigger. The top three reported food factors were alcohol, cheese and chocolate. Intense or sudden changes in exercise can trigger a migraine in some people. Hormone fluctuation is another common trigger and can occur with menses, ovulation, pregnancy, hysterectomy, etc. Changes in barometric pressure, seasons, and lighting have also been associated with migraines. Other sensory stimuli can trigger them such as flickering lights, excessive noises, odors, fragrances, tobacco smoke, and high altitude. Stress is another common trigger for migraines. Some common stressors include jet lag, fasting, missing meals and abnormal sleep.

If you experience any of the signs or symptoms of a migraine and have never been diagnosed, it is important to discuss with your doctor. According to the Association of Migraine Disorders, almost 50% of those suffering have not been diagnosed. According to NIH, responsive prevention and treatment of migraines is incredibly important. Evidence shows an increased sensitivity after each successive attack, eventually leading to a chronic daily migraine in some individuals.

# Managing Stress for Your Health



Changes in levels of hormones produced by daily stress can hurt your health. When stress levels increase, it results in an overproduction of stress hormones that weaken the immune system. This can lead to physical and psychological problems, making it important to manage your stress for your health.

Chronic, or long-term, stress often results in high anxiety, depression, insomnia, stress, high blood pressure, heart disease, obesity, and gastrointestinal problems. In some cases, it can even lead to dependency on alcohol and drugs. There are some studies that show hormones associated with chronic stress are linked to increase fat in the abdomen, which increases the risk of chronic illness and

disease such as diabetes.

Learning how to manage your stress takes practice, but if you take practical steps to manage your stress, you may reduce the risk of negative health effects. Here are some tips that may help you to cope with stress:

## Exercise

Exercising regularly is a great way to relax your body and mind, along with improving your mood. Try working your way up to 2 hours and 30 minutes of moderately intense exercise per week like brisk walks or 75 minutes of a more vigorous exercise per week like swimming laps, jogging, or other sports.

## Deep Breathing

Deep breathing is a powerful tool that can help ease stress and help you feel less anxious.

1. Close your eyes.
2. Imagine yourself in a relaxing place. It can be on the beach, in a beautiful field of grass, or anywhere that gives you a peaceful feeling.
3. Slowly take deep breaths in and out.
4. Do this for 5 to 10 minutes at a time.

## Eat Well

Eating a regular, well-balanced meal can help control your moods and generally help you feel better. Try aiming for meals that are full of vegetables, fruit, whole grains, and lean protein for energy. It is important to not skip any meals, as it can impact your mood and increase your stress.

## Be Observant

Recognize the signs of your body's response to stress, such as difficulty sleeping, increased alcohol and other substance use, being easily angered, feeling depressed, and having low energy.

## Talk to your Health Care Provider or a Health Professional

You should seek help right away if you have suicidal thoughts, are overwhelmed, feel you cannot cope, or are using drugs or alcohol more frequently as a result of stress. Your doctor may be able to provide a recommendation. You can also discuss treatment options and resources with your health coach.

## Set Goals and Priorities

Decide what is and is not a priority. Start practicing and learning to say "no" to new tasks if you start to feel overwhelmed. Try to be mindful of what you have accomplished at the end of the day, not what you have been unable to do.

## Call the National Suicide Prevention Lifeline

If you or a loved one is having thoughts of suicide, call the confidential toll-free National Suicide Prevention Lifeline at 1-800-273-TALK (8255), available 24 hours a day, 7 days a week.

# Coconut Quinoa

## Ingredients

- 1 cup of uncooked quinoa
- 1 cup of coconut milk
- 2/3 Tbs of Agave or honey
- 1/2 cup of Pumpkin seeds
- 1 cup of water
- 1 cup of whole strawberries or other berries



## Directions

1. Place rinsed and drained quinoa, coconut milk, and agave in a medium-sized pot. Stir ingredients and bring to a boil. Reduce heat to a low simmer and cover pot. Cook for 10-15 minutes, until liquid is absorbed.
2. In the last few minutes of cooking, add a little water if needed for desired consistency
3. Divide quinoa into bowls and top with fresh berries. Enjoy!

## *Health Tip:*

### Headache Prevention

- *Keep a headache log* to evaluate triggers.
- *Avoid triggers* as much as possible.
- *Get enough sleep.*

**Action:** *Eat* a magnesium rich diet.



## Men's Health | Prevent the Top Threats

Many of the leading causes of death among men can be preventable. The top causes of death in the United States for men are heart disease, stroke, cancer, lower respiratory diseases and unintentional injuries. Lifestyle changes play a big role in preventable deaths. Take charge of your health with better choices:



- **Eat a healthy diet.** Choose a variety of fruits, vegetables, whole grains, and lean proteins. Limit foods high in trans fats, added sugars and salt.
- **Get moving.** Regular exercise can help control your weight and lower your risk of stroke, heart disease and certain cancers. Find an exercise you enjoy and work towards 150 minutes per week of moderate intensity exercise.
- **Manage stress.** Managing stress is important to a healthy lifestyle. Being under prolonged periods of high stress can affect your lifestyle habits and choices.
- **Maintain a healthy weight.** Weight loss and maintaining a healthy weight can lower your risk of heart disease, stroke, and certain cancers.
- **Limit alcohol.** Only consume up to 2 drinks per day for men, which is 12 ounces of beer, 5 ounces of wine or 1.5 ounces of distilled spirits. Excessive alcohol use increases your risk of high blood pressure, stroke, and liver disease.
- **Quit smoking.** Smoking puts you at a higher risk of heart disease, stroke, COPD, and lung cancer. Ask your doctor about options for preparing to quit.

It is important to acknowledge that a common cause of death among men is motor vehicle accidents. It is important to always wear your seat belt and follow the speed limit. Never drive under the influence of drugs and alcohol. Limit distractions like your cell phone and avoid driving while sleepy.

Another leading health risk for men is suicide. If you are experiencing symptoms of depression – feeling sad, hopeless and loss of interest or pleasure in activities – talk with your health care provider. If you're experiencing thoughts of suicide, go to the nearest emergency room. Treatment is available.

Preventive care is important for maintaining health. Ask your doctor about when you should be scheduling cancer screenings, health evaluations and any needed vaccines. Don't wait until something is seriously wrong to visit your doctor. For those who have health issues like high blood pressure, high cholesterol, and diabetes, adhere to your doctor's treatment plan and follow up with your health care provider regularly.

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