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We Are Here For You!

Your IMPACT Solutions Employee Assistance & Work/Life Program is available to you, your household members, dependents, parents, and parents-in-law 24 hours a day, every day of the year.

Qualified mental health professionals are always ready to help you with everyday life issues like stress, problems with teens, conflicts with co-workers, marital strife, and so much more.

To connect with services call:

800-227-6007

Chronic Pain in the Workplace

Do you have a coworker who experiences chronic pain due to a health condition? The number of employees with chronic pain will increase dramatically as the workforce ages. Often invisible, some pain-producing conditions can be easy to dismiss or overlook in our daily interactions. To support a coworker with a pain condition, do not mistake slower movement for lack of motivation or mental ability. Do not associate chronic pain or conditions with unreliability on projects or team endeavors. Those with challenging health conditions are often highly adaptive and efficient, often have great ability to support other workers with special needs, and are experienced at creating solutions for themselves. Consider these special abilities as you learn from, and team with them.



Should You Join a Support Group?

There are support groups for hundreds of problems, needs, and health conditions. Support groups are popular with investors, students, parents, the mentally ill, divorced persons, CEOs, and even Hollywood comedy scriptwriters. The power of support groups comes from the mastermind effect. This phenomenon typically produces a



greater and more satisfying outcome with more speed than any individual group member could achieve on their own. The mastermind effect results from two or more people focusing on a solution to a problem. The dynamic has been the subject of extensive books and examination since the 1920s. Could you benefit from participating in a support group? Don't dismiss it too readily.

Well-structured support groups can speed your education, recovery, or adaptation to almost any challenge you have in common with others. An online search for "find a support group" may lead you to many options, but a professional counselor can also assist you. If you would like assistance finding a support group or counselor contact your IMPACT Solutions EAP at 800-227-6007.

Mind-altering Drugs on the Internet

There is a world of illicit drug selling online. No, not necessarily the dark web, but on open Web sites that offer hallucinogens like Spice/K2, psilocybin mushrooms, “bath salts,” and other dangerous substances. Many drugs sold are manufactured compounds with formulas that avoid strict illegal definitions, but they can be even more dangerous. *Salvia divinorum*, which is illegal in only 29 states, can create a temporary psychosis so disturbing that non-users must be nearby to protect the user from self-harm. If you are a parent, insist on the ability to access your child’s electronic devices, know what apps are on phones, track credit card use, and inspect packages that arrive at your home.



When Is a Loved One Ready for Treatment?

It’s typically family members who motivate loved ones to enter treatment for health conditions. Unlike physical health conditions, motivating someone to accept help for a *behavioral health condition* like an eating disorder, addiction, gambling, among others, can be a tough sell. Denial interferes with rational arguments to get help. Threatening and badgering are rarely successful and can make problems worse. Avoiding these behaviors is so important that it is worth getting counseling to help stop it. Untreated behavioral health conditions produce crises that result in brief awareness of the need to get help. Fright, embarrassment, arrest, an acute medical incident, or even a close call may create these short windows of opportunity. At these moments, acceptance of help is most likely. Move quickly when crises appear and repeat that intervention step until you succeed.

Making Decisions Is a Life Skill

We all make decisions, but making decisions is a skill with identifiable steps. Try not to muddle through on decisions, especially big ones. Small decisions, like what color socks to wear, are easy. But big decisions with big consequences can provoke anxiety or dread. There is a way to make big decisions easier and be happier with their results. With your next big decision, rather than ask others what you should do, procrastinate, or make a decision in haste to overcome the angst, try the following:

1. Don’t delay the process of working on the decision. Dedicate focused time with a deadline for action.
2. Make decisions with a drug-free, rested, well-fed, and rational state of mind.
3. When making decisions, facts rule. Emotions and your gut feeling come second.
4. If neutral experts are available as resources, use them. This includes professional counselors. They can help you stay objective.
5. Before weighing options toward a decision, ask, “Do I have all the information to consider a decision?”
6. Think, compare, and evaluate options.
7. All decisions are associated with some risk. Know these risks before choosing an option in the decision path.
8. Make the decision.
9. Evaluate the outcome, effects, and consequences after implementing your decision.
10. Respond or adjust if possible or needed.



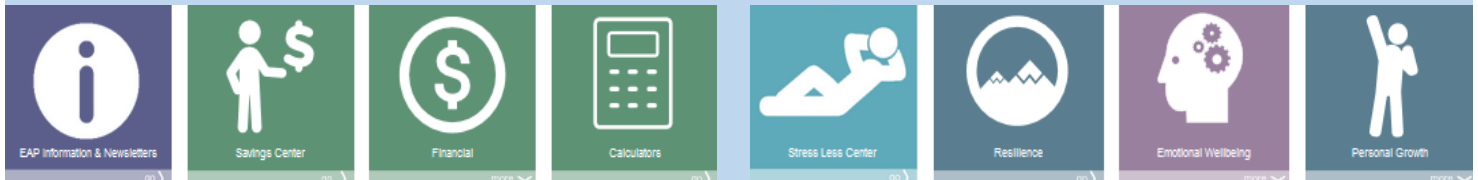
Information in IMPACT on Wellness is for general information purposes only and is not intended to replace the counsel or advice of a qualified health professional.

You can contact IMPACT Solutions for professional counseling and guidance 24 hours a day at 800-227-6007.

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How to Add Your IMPACT EAP Website to the Home Screen on Any Smart Phone or Tablet

Your smartphone or tablet's home screen isn't just for apps. You can pin your IMPACT EAP Website to your home screen for easy and convenient access to the resources you need everyday.



iPhone, iPad, & iPod Touch Users

Step 1:



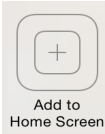
Launch the safari browser on Apple's iOS and navigate to www.MyImpactSolution.com

Step 2:



Tap the share button on the browser's toolbar

Step 3:



Tap the Add to Home Screen icon in the share menu at the bottom of the screen. Then tap Add.

Step 4:



Your short cut is complete and should appear on your home screen

Android Users

Step 1:



Launch Chrome for Android and navigate to www.MyImpactSolution.com

Step 2:



Menu

Tap the menu button

Step 3:

Print...

Find in page

Add to homescreen

Request desktop sit

Tap Add to Home Screen

Step 4:



Your short cut is complete and should appear on your home screen

Need additional support or assistance? Forgot your username?

Give us a call today at 800-227-6007

www.MyImpactSolution.com

Challenging Relationships

We all have many types of relationships in our lives: romantic partners, parents, children, friends, coworkers, and others. We must communicate well, have respect for one another, and work hard for these relationships to prosper. We all go through times when certain relationships feel like too much work, and sometimes we're even tempted to write people out of our lives for good. It's important to assess each relationship individually and with care, so that you spend your energy wisely, and nurture the relationships you want to keep.



Monthly Webinar Series

Managing Negative People

Negativity in one employee can spread, affecting the climate of the entire workplace and increasing the emotional burden of your job. While managing negative people is tough, there are methods which enable you to keep your cool, defuse employee negativity, and create a positive culture in your workplace.

Watch this webinar any time throughout the month of August when you log in to IMPACT on the Web at www.MyImpactSolution.com. Forgot your login information? Give us a call at 800-227-6007.



Points to Ponder

If a relationship in your personal or professional life is difficult right now, ask yourself:

- Is this person always this way or just this way occasionally?
- Is this person having a hard time right now that might be affecting their behavior?
- Am I having a hard time right now that may be affecting my feelings and the way I see things?
- Do I often enjoy this relationship, or do I mostly feel hurt?

It is always your choice whether or not to have a relationship with another person. Reach out to others for information and advice, but the final decision should always be yours.

To learn more, log in now at www.MyImpactSolution.com
Forgot your login information? Give us a call at 800-227-6007.