

Join the “Culture of Safety” in 2013

Employers with the best safety records have what are known as safety cultures. Understand this phenomenon and you’ll reduce rates of accidents. A “culture” is a set of shared attitudes, values, goals, and practices that characterize an institution or organization. These are transmitted and reinforced by everyone. Can you see how a safety culture can influence a result of fewer accidents? Obviously, a safety culture goes beyond a desire to follow safety rules to avoid a supervisor’s warning. The desire goes much deeper. To help grow a safety culture, transmit and reinforce safety among your peers. Making it OK to depend on each other to practice safety is a key ingredient to growing a culture in your organization where fewer accidents occur. To learn more about safety in the workplace, complete the ‘OSHA Basics for Managers’ Skill Builder online at www.MyIMPACTSolution.com.



Helping Children with Traumatic Stress



The Sandy Hook Elementary School shooting raises many issues, but one still requiring closer examination is how small children respond to trauma and what can be done to effectively intervene when trauma occurs. The National Institute of Mental Health has a parents’ education guide on trauma called “*Helping Children and Adolescents Cope with Violence and Disasters.*” A copy of this guide is available for download at <http://www.tinyurl.com/little-kids-1>. You can also visit the ‘Connecticut’ tab on the homepage of www.MyIMPACTSolution.com for articles providing advice on coping with such trauma. If you have any questions or concerns around addressing a child in need, please call IMPACT’s 24/7 hotline at 800-227-6007 for immediate, in the moment support and a referral to a professional for additional assistance if necessary.

Workplace Gossip: Rules for the Road

According to a study published in the Journal of Applied Social Psychology, up to 90% of workplace conversation is gossip. It appears that this type of natural human interaction is driven by the desire to warn group members against the harmful or inappropriate behavior of others. So not all gossip is strictly bad, but a few rules for the modern workplace are important: 1) Don’t try to eradicate gossip or scold others for engaging in it. Instead model proper behavior for others. 2) If you gossip, do so in small doses. Researchers say those who gossip excessively or with too many people are perceived as untrustworthy. 3) Become a listener rather than a talker. 4) Keep your own comments about others positive and brief. 5) Hesitate to engage in trivial gossip about others. 6) Avoid taking sides in personal disputes. 7) Evaluate trustworthiness and credibility of others before acting on gossip. 8) Not everything you hear is true—ask follow-up questions. 9) Walk away when gossip becomes nasty or personal or part of an employee’s consistent bad-mouthing of others. Resource: <http://www.tinyurl.com/gossip-work>. Learn more about how to navigate gossip at work by logging into www.MyIMPACTSolution.com and reading the article, ‘Winning at Office Politics Without Selling Your Soul.’



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Instilling a Desire in Children to Exercise



Obesity, type 2 diabetes, and even heart disease are growing problems among youth, making it crucial to instill a desire to participate in regular exercise. Of course, physical benefits of exercise are just the beginning. Improved mental health and managing future stress are important too. Rule #1: Don't put exercise on par with household chores. Don't link it to pain or drudgery. Instead ask, "How can I make exercise something that is associated in my child's mind with enthusiasm, excitement, fun, and a feeling of accomplishment?" Part of the answer is modeling these emotional states yourself, both before and after exercise. Start young and begin this link-building early. Down the road, you'll be amazed by the results of your positive parenting. Log in to www.MyIMPACTSolution.com and watch the online seminar 'Fun and Fitness: Get Your Children Energized' for tips to help your children get active.

New Year's Resolutions: Producing the Magic of Motivation

If you have not committed to any New Year's resolutions, you still likely hope for a productive year. Productivity is about getting things done, and that means fending off procrastination. To fire up your commitment to follow through, experiment this year with letting people know that you are going to complete whatever difficult project you have in mind, so they are positioned to hold you accountable. Really put yourself out there, even if it means supplying a calendar marked with the very day they should contact you for a success report on the final results. Do you have friends who would love to give you a ribbing about not following through? These are your personal wizards of motivation. Does the sound of this strategy create fear and trepidation? Then—bingo—this may be the one strategy to put you over the top. Implement this motivation strategy and you will witness the magic of motivation that will compel you to act, with the upside of eliminating the struggle of mustering willpower. For help getting started on your resolutions, complete the 'Achieving Personal Goals' Skill Builder at www.MyIMPACTSolution.com.



IMPACT Solutions—We Are Here For You!



Remember—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 in over 140 languages! 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. Whenever you need assistance, all you need to do is call 800-227-6007 and we'll be here to help.

Avoid Teaching Emotional Eating

"Comfort food"—it has a pleasant inviting sound to it, but it refers to the inappropriate use of food for purposes other than to satisfy nutritional needs or hunger. Research has shown that weight gain is strongly associated with emotional eating, even more so than with any other lifestyle factor. Tying emotions to food can happen quickly and be reinforced unwittingly. What did you learn about food and feelings growing up? Are you passing the "use food for comfort" message to those you love? Boredom, anger, depression, happiness, loneliness, stress, and resentment are common feeling states that trigger eating behaviors. To intervene, learn more about emotional eating. The latest book on this subject will be released in June 2013, "Why Can't My Child Stop Eating? A Guide to Helping Your Child Overcome Emotional Overeating" by Debbie Danowski, Ph.D. You can find it at online bookstores like Amazon.com. Resource: <http://www.tinyurl.com/comfort-food-1>.



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 1-800-227-6007.

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Did You Know...

IMPACT provides parenting resources and professional referral assistance?

As a parent, you are guiding your child on their journey to adulthood with every decision and choice you make along the way. Each developmental stage of your child's life from infancy to adulthood is filled with new challenges and considerations that often require careful planning, special knowledge, and precious time. IMPACT understands that parenting at any age is complex at best and overwhelming when our hopes and dreams have been altered by unexpected life events such as divorce, trauma, addiction, emotional stressors, mental health concerns, special learning needs or developmental disabilities. Resources include:

- Unlimited Phone support available 24/7 at 800-227-6007
- A professional assessment and referral to short-term counseling for marital, family, child management or development concerns
- A comprehensive work/life website at www.MyIMPACTSolution.com

The screenshot shows the IMPACT Solutions website. At the top, it says "IMPACT on the Web" and "The IMPACT EAP offers confidential professional support for work/life matters". The logo for "impact solutions" is on the right, with the text "Live immediate assistance, 24/7 800-227-6007". A navigation bar contains several dropdown menus: "PARENTING", "AGING", "BALANCING", "THRIVING", "WORKING", "LIVING", and "INTERNATIONAL". Below the navigation bar, there are sections for "News For You" and "Centers". The "News For You" section has tabs for "EAP Overview", "Connecticut", and "December". The "Centers" section lists "Savings Center", "Learning Center", and "Relocation Center". The "Learning Center" is circled in red.

The IMPACT website includes information pertaining to parenting issues at all developmental stages.

- **Parenting:** Offers information on adoption, developmental milestones, discipline, child safety, bullying, media and internet awareness and more.
- **Balancing:** Offers information on divorce, blended families, single parenting, assessment tools for anger, conflict management and more.
- **Thriving:** Offers information on common health & wellness issues specific to infant/toddler, children and adolescent health.
- **The Learning Center:** Provides tools and strategies specific to parenting and child development, mental health and personal development that may helpful to parents of teens and young adults.
- **Locate Resources:** Find community child care, summer camps, state and federal agencies, educational information, homeschooling, at-risk youth resources, special needs, and more.

Forgot your username? Having trouble logging in? No problem, give us a call at IMPACT Solutions, 800-227-6007.

JAN
2013

NOT ENOUGH HOURS IN THE DAY?

BEING EFFICIENT AT WORK AND HOME



EMPLOYEE SUPPORT PROGRAM

Make a resolution to use your time more effectively. We can help with tips and techniques to prioritize and manage the tasks you need to do, leaving more time for the things you want to do. Creating a plan is the first step to finishing projects at work, completing chores at home, and finding more hours in the day.

Call or visit us online to get started on your time management skills.

TOLL-FREE:
800-227-6007

WEBSITE:
www.MyIMPACTSolution.com

Available anytime, any day, your employee support program is a free, confidential program to help you balance your work, family, and personal life.



WEBINAR

Maximizing Your Day: Effective Time Management

JAN 15 — 12 pm, 2 pm ET

Learn time management processes and characteristics of effective time managers. Discover the importance of prioritizing important events and explore the role of delegation.



impactsolutions