How Incivility Spreads in the Workplace

Uncivil behaviors in the workplace may include condescending statements, put-downs, sarcasm, and/or silence if it is used purposely to withhold a compliment or kind remark. Incivility is contagious because employees develop reflexes to reciprocate it, and may passively become uncivil toward others who did not provoke it. Fatigue from ruminating about negative exchanges may be common, and employees normally disinclined to act uncivilly may begin doing so. Does any of this sound familiar? To repair and maintain your work group to keep it healthy and collaborative, regularly spend time giving feedback to each other in group meetings. Discuss communication issues and spend time inquiring about unresolved problems. Doing so will reduce tension among you and decrease the frequency of incivility that leads to dissatisfaction and job turnover.

Source: [http://msutoday.msu.edu](http://msutoday.msu.edu) (search "incivility")

Personalized Medical Guidance® (PMG) Corner

School has started up again and summer is nearing an end. Already our kids are back at extracurricular activities, band practices, and participating in school sports schedules. Are they really ready to participate in all of those strenuous physical activities? What should you know about those Pre-participation Sports Physicals? Is that all you need to do to be on top of your child’s medical well-being? Check out the Doctor’s Tips Article to find out what you should know regarding pre-participation physicals for children and teens.

Unlimited access to your own Physician Coach for education and guidance regarding your health care issues.

To access PMG services, register online at the PMG center
Stress Tip...Improve Your Self-Starter Ability

We all procrastinate, but the stress of a looming deadline and feeling you can’t act until it’s crunch time can make you feel out of control. Stop this self-punishing cycle by becoming a better self-starter.

1) Ignore the desire to plan and organize yourself until you feel “ready” to start a project. This is resistance masquerading as preparation. Instead, dive in.

2) Decide how much to accomplish within a set amount of time, for example, one hour. This shrinks the perceived size of your task.

3) If you procrastinate, you may also be distractible. Both may play a role in helping you avoid work. Fight back by working in a “boring” location and taking planned breaks instead of allowing distractions. Close down Enemy #1—email, and its never-ending signal alerting you to another message.

Childhood Obesity Awareness and Tips

Childhood obesity has exploded in North America—up 400% in the U.S. since the 1960s. In Canada, 31% of children are now obese, with an increased risk of health problems like type 2 diabetes and heart disease. Recommendations from the Centers for Disease Control for parents: Any increase in activity can help—a bike ride, playing at the park, or a family walk after dinner. Limit screen time—time spent on the computer, watching TV, or playing video games—to prompt other activities. Serve more vegetables, fruits, and whole-grain foods, and fewer prepared foods. Make sure your child gets enough sleep, because there is a connection between sleep and the hormones that affect metabolism.

http://www.cdc.gov/healthyschools/obesity/facts.htm

Stay Energized at Work

Working out or going to the gym every day before work can be a big challenge, but it will help you stay more consistently energized during the workday. If you typically get groggy in the afternoon, try this five-day experiment. Schedule a 20-minute brisk walk daily during your lunch hour or early afternoon. This routine will cause you to feel more awake, less sluggish, and less likely to doze off in the afternoon, thereby raising your productivity.
Did you know… that 13% of children enrolled in public school have been identified as having a special need? (Source: National Center for Education Statistics)

As a parent with a child/adult who has special needs, you face many challenges including stress, burnout, anxiety and fear for your child's well-being, isolation, financial worries, marital and relationship strain, educational/intervention planning, vocational placement, medical care, balancing work and family needs and much more. IMPACT understands that parenting is complex in the best of circumstances and is often overwhelming when our hopes and dreams have been altered by unexpected life events such as developmental disabilities and special needs. Your IMPACT Employee Assistance Program is equipped to help you access professional guidance and support for the multitude of issues you face as a parent and/or caregiver to a child or adult with special needs.
Listen Up!

GETTING THROUGH TO YOUR CHILD

Sometimes it feels like your kids can hear everything except the sound of your voice. As they start to become more independent, it’s natural for them to tune you out, but this can lead to frustration and arguments. We can help with some proven techniques to get their attention. Let your IMPACT Employee Assistance Program help you get through to your children.

ONLINE SEMINAR

Available on demand starting September 20th

Effective Communication With Children

Kids won’t listen? Learn techniques that help you to communicate more effectively and to avoid communication styles that hamper conversation and increase conflict.

Online seminars can be found on your home page, or you can search for them by title.

TOLL-FREE: 800-227-6007
WEBSITE: www.MyImpactSolution.com

Available anytime, any day, your IMPACT Employee Assistance Program is a free, confidential program to help you balance your work, family, and personal life.