Eighty percent of the world’s employees want better work-life balance! Craving it the most are employees in Hong Kong, at 96%. The least pressured are employees in Denmark, at 67%, but even that’s pretty high. The key is being aware of how you are using time. The top 8 areas employees strive for balance are relationships, family, finances, spirituality, health, career development, socializing, and leisure. A quick exercise to begin developing work-life balance is to schedule a daily check-in to see where free time is available in your schedule. Ask yourself, “Do I have any free time in my day or week to insert an activity to improve balance?” If yes, schedule it. Do you suddenly have two hours in your schedule between 8 a.m. and 10 a.m. tomorrow? Then start the spring garden you’ve always wanted, get lost in a book store, have breakfast with your partner, or just find a quiet spot at the park and sit. Explore the “Balancing” module online at www.MyIMPACTSolution.com for more resources and tools to help you begin to create your own work-life balance. Resource: www.tinyurl.com/randstad-2013

If an act of workplace violence occurred, would you think, “Wow, I am not surprised”? Helping prevent workplace violence is every employee’s responsibility, but knowing the signs and symptoms are key. It is not uncommon to dismiss signs or to be in denial of symptoms when they appear. You are naturally at risk for having blinders on if you have never witnessed or been a victim of violence. Warning signs may not be dramatic, and a perpetrator may not be a wild and agitated employee. If you are unsure about something that concerns you, discuss it with a supervisor or call IMPACT Solutions for support to address whatever the next step might be to prevent a violent act. Complete the online Skill Builder “Dealing with Violence in the Workplace” at www.MyIMPACTSolution.com to help you brush up on your skills, or search “Workplace Violence” for a host of articles and resources to educate yourself in the topic.

Dale Carnegie’s best seller, “How to Win Friends and Influence People,” has one idea that could improve your love life: When people feel appreciated rather than manipulated, they will more likely cooperate with you. One old-fashioned chapter on improving marriages was removed 30 years ago, but the key point still stands: Personal change is the most powerful way to influence others to also change. Many couples who still love each other watch their relationship lose luster over the years. What follows is a desire to have the other person change to get it all back. Try the opposite, even though it may be more fearful and difficult. To create positive change in your relationship, do what’s right and healthy for you, but try the following: 1) Understand what your partner truly values most about you. This is a key to gaining perspective and feeling more empowered for the next step. 2) Understand your partner’s viewpoint and what the person needs from you. It may be very different than what you think he or she wants. 3) Experiment with delivering on those needs. Evaluate your efforts at change, and consider whether reciprocal and positive change in your partner followed. Watch IMPACT’s February webinar, “Where’s the Love? Relationships that Last”, online at www.MyIMPACTSolution.com for more ideas on how to rekindle the spark in your relationship!
**Weight Loss and Your Emotions**

A Consumer Reports survey of 1,300 psychologists found overwhelming agreement that people struggling with weight loss should pay attention to the role emotions play if they hope to succeed. Managing behaviors and emotions and their impact on emotional eating was twice as important as making proper food choices in the pursuit of losing weight. Could short-term counseling help you stay motivated and deal with negative thoughts so you get a handle on behaviors standing in the way of progress? Log onto www.MyIMPACTSolution.com and read the article, “Managing Mood Without Using Food”. Resource: http://tinyurl.com/roadblock-gone

**In Search of Conscientious Employees**

Employees love conscientious employees. Some companies screen purposely in their hiring practices to find these prized workers. Higher levels of productivity flow from employees who are conscientious, and experience shows conscientious workers require lower levels of supervision and oversight. These employees are less likely to participate in counterproductive work behaviors, including procrastination. Are you conscientious in your work habits? Can you raise your conscientious quotient—your CQ? Some research shows that the conscientious personality trait is the one most closely associated with living longer! Read the article “Which Traits Predict Job Performance?” online at www.MyIMPACTSolution.com to learn about what other traits your employer is looking for or call for a referral to a professional who can help you develop your workplace skills.

**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.

**Nightshift Workers: Know Your Numbers**

Nightshift workers are employees with unique health stressors that most workers don’t face. If that's you, be sure to get a physical and talk to your doctor annually. Pay attention to lab values from blood work associated with increased risk of diabetes or heart disease. Plenty of research shows that nightshift workers can be at increased risk for these medical conditions. To spot problems early that can be linked to sleep disruption and metabolism distress, know your blood pressure, cholesterol, triglycerides, and fasting blood sugar numbers. Safeguard your health with a consistent focus on sleep strategies, and be watchful for ongoing relationship or family conflicts at home related to your work schedule. Make IMPACT Solutions the first stop for getting help in resolving these matters by calling our 24/7 hotline at 800-227-6007 for immediate, in the moment support and a referral to a professional for additional assistance if necessary. Resource: http://tinyurl.com/1nightworker

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 has a work/life website?**

Did you know that IMPACT Solutions offers you access to thousands of documents, hundreds of interactive calculators and assessments, videos and online seminars on topics such as parenting, aging, health, legal, financial, identity theft, child/eldercare, work, balancing and much, much more? Visit IMPACT on the Web at [www.myimpactsolution.com](http://www.myimpactsolution.com), and click on Member Login.

You will be redirected to a login page where you will enter your organization’s username.

Once you click “Submit” you will have access to thousands of resources prescreened by professionals.

There is information on parenting, adoption, childcare, education, childhood development, aging, disabilities, planning the future, government programs, housing options, career development, consumer tips, home improvement and care, health, caregivers, grief and loss, work, relationships, pets, safety, communication, immigration, living abroad, travel, mental health and substance abuse just to name a few. You will find health assessments, financial calculators, legal documents, child, adult and pet care locators and other helpful tools to assist you in your everyday living.

There are three centers including the Learning Center where you can find lessons to improve yourself at home, work or school with interactive tools, the Relocation Center to help ease the stress of moving and everyone’s favorite, the Savings Center where you can save on name brand, every day and luxury items and services.

You will want to visit often because every month we have a new feature, additional resources and a new webinar.

**Forgot your username? Having trouble logging in?**

No problem, give us a call at 800-227-6007.
Finding and maintaining healthy relationships can improve our sense of well-being, and even our health. Let us help you create relationships that last.

Your IMPACT Employee Assistance Program can help with:

- Articles and tip sheets about relationships
- An assessment on relationship satisfaction
- Referrals to speed dating and matchmaking services
- A Skill Builder training module on healthy communication

Call or visit us online to find information on creating healthy relationships.

TOLL-FREE, 24/7: 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.