

Employee Enhancement Newsletter

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Deer Oaks EAP Chat Sessions now have audio!

Our Deer Oaks counselor now has the capability to conduct the live chat session in audio and all participants can respond via text.

March 2011 Chat Topic: Communicating with Sensitivity

Every month, you will have the opportunity to chat on-line with a trained counselor. These live chats are held from 12:15-12:45 PM & 6:00-6:30 PM CST.

Come Join Us!

March 2011 At A Glance

National MS Education and Awareness Month March 1st—31st

Visit
www.msfocus.org
for more information

National Brain Injury Awareness Month March 1st—31st

Visit
www.biausa.org
for more information



Balancing Your Two Lives



Among the essential ingredients of a balanced life are meaningful activity, physical and mental health, satisfying relationships and peace of mind. To achieve that balance, you must successfully juggle the demands of your work, personal life, family and relationships.

Try to do these three things every morning to start your workday with a sense of balance and purpose:

- Eat breakfast.
- Write down daily goals.
- Create top priorities and plan your day.

Balancing Career and Caregiving

So you finally got the job of your dreams; you're moving up the corporate ladder, opening up your own business or becoming well known in your field. Suddenly, you're confronted with the needs of an aging relative. What do you do? You'll need to look at the work that you do as a caregiver as another job, with all of the responsibilities that go along with a second job. But this does not mean that your career has to suffer. If you're organized and flexible, you'll be able to fit in your personal life with your working life, balancing the demands of each.

Find Help

Finding help-home health care, homemaker services, friends, family, and neighbors-can be a lifesaver if you are trying to balance a career with your role as a caregiver. Look for help everywhere you can, including through social and community services, meals-on-wheels programs, transportation programs and senior centers. Don't think that if you get help, you are a failure as a caregiver; in fact, it just shows what a dedicated caregiver you are.

Evaluate Your Career Choice

If you find that your role as a caregiver conflicts too much with your career, you might need to make some hard choices about your career. Does your job ask you to travel too much? Are you unable to find the time simply to get home and sleep, let alone provide care for someone else? It might not be the easiest thing to do, but you may want to consider alternative careers- or at least another job within the same field.

Flextime

More and more jobs allow for "flextime"-a term referring to flexible hours or flexible schedules. Flextime is particularly desirable for caregivers, since you never know when you will be needed and for how long. Flextime arrangements are usually based on the principal that the most important thing is that you get the job done-not that you sit at your desk from 8 to 5. Talk to your boss to see if flextime is an option.

Telecommuting

Telecommuting-the use of the telephone, computer and other telecommunications devices to stay in touch with the office while working at home-is a growing trend for today's workforce. Caregivers can use this trend to their advantage, since it allows flexibility in where they do their work. Depending on the needs of your job, you may telecommute for several days a week or you may telecommute full-time. Evaluate the work that you do and put together a telecommuting proposal for your boss. It may help to ease the tensions between your career and your caregiving, and allow you to visit and care for your elder at their need and your convenience.

For more information, please visit:
<http://www.e-dependencare.net/ourservices/yourenewsletter.html>

Deer Oaks EAP Services, your Employee Assistance Program, is always available to you and your dependents. If you are struggling with children, finances, or just want some practical advice on health or the mind-body connection, contact Deer Oaks at:

1 (866) 327-2400

eap@deeroaks.com

www.deeroaks.com

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National Nutrition Month

American Dietetic Association
Offers Consumers Help in
Applying 2010 Dietary
Guidelines to Everyday Eating

The newly released 2010 *Dietary Guidelines for Americans* offer a practical roadmap to help people make changes in their eating plans to improve their health, according to the American Dietetic Association.

"Research including ADA's *Nutrition and You* consumer surveys shows one of the main reasons people don't do all they can to eat healthier is that they don't want to give up foods they enjoy," says registered dietitian and American Dietetic Association Spokesperson Bethany Thayer.

Recommendations of the 2010 *Dietary Guidelines* on consumption of sodium and fats are of particular concern because of their links to serious health conditions such as heart disease and hypertension.

Sodium

The *Dietary Guidelines* maintain their previous recommendation of no more than 2,300 milligrams of sodium — about 1 teaspoon of salt — for most people, but now recommend reducing daily consumption of sodium to 1,500 milligrams — about $\frac{2}{3}$ of a teaspoon of salt — for people over age 51, African-Americans and those with a history of high blood pressure, kidney problems or diabetes.

"This reduction in sodium will require a gradual approach to changing consumers' dietary choices along with reformulation of food products. This will mean investing in consumer messages and education about eating plans that help consumers meet their overall nutrition needs while reducing their sodium intake," Thayer says. "There are many ways people can meet the recommendations of the *Dietary Guidelines*, such as reducing their sodium intake," Thayer says. High levels of salt in the diet are associated with high blood pressure, heart disease and stroke, particularly among certain vulnerable groups and individuals.

Thayer's suggestions include:

- Prepare food using little salt or fewer high-sodium ingredients. For example, skip using salt in cooking pasta, rice, cereals and vegetables.
- Taste food before salting it. Lightly salt food only as needed, not as a habit.
- Eat fresh fruits and vegetables, which are naturally low in sodium.
- Use herbs, spice rubs and fruit juices in cooking in place of salt.
- Check food labels comparing like items and choose lower sodium foods. Also watch for terms like "low sodium," "sodium-free" and "no added salt."
- Eat fresh, lean meats, poultry, fish, dry and fresh beans and peas, unsalted nuts and eggs, all of which contain less sodium.



Fat

The *Dietary Guidelines* recommend people consume less than 10 percent of calories from saturated fatty acids by replacing them with monounsaturated and polyunsaturated fatty acids.

"For optimal health, most people should reduce their consumption of solid fats, which are high in trans fats and saturated fats and low in polyunsaturated and monounsaturated fats. Solid fats are found in fatty animal-based foods such as well-marbled meat, poultry skin, bacon, sausage, butter and whole milk products or foods made with vegetable oils that have been partially hydrogenated, such as cookies, donuts, pastries and crackers.

"In place of solid fats, most fats in the diet should be polyunsaturated or monounsaturated, such as liquid vegetable oils like canola, olive, peanut and soybean and high-fat plant-based foods like nuts, seeds, olives and avocados," Thayer says.

Eating plans should also include foods containing omega-3 polyunsaturated fatty acids, says Thayer. Omega-3s are found in seafood, especially cold-water fish like Atlantic or Pacific mackerel, albacore tuna, salmon, sardines and lake trout. The new *Guidelines* encourage Americans to consume at least 8 ounces of seafood each week.

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Matters of the Heart

Power Food

Health Benefits:

The pomegranate is hot. And for good reason. It's naturally high in polyphenol antioxidants, which can help your body's cells resist damage from free radicals, which affect everything from aging to cancer. In fact, pomegranates may have more antioxidant power than cranberry juice or green tea. This seedy fruit may lower cholesterol and improve blood flow to the heart in people with ischemic coronary heart disease. Pomegranate juice also may slow the growth of prostate cancer.

Portion Control:

Some studies indicate that drinking 1-1/2 ounces of pomegranate juice daily is enough. But it's rather pricey in terms of money and calories, so you might want to mix it with mineral or seltzer water



Pomegranate Fizzes

Place 1/4 cup of mint leaves in a pitcher. Use a wooden spoon to bruise leaves. Add 4 cups pomegranate juice and 1/4 cup sugar; stir to dissolve. Cover and chill for 8 to 24 hours. Use a slotted spoon to remove mint leaves; discard. For each serving, fill a glass with ice.

Pour 1/4 cup of the pomegranate juice mixture over ice. Top with carbonated beverage or champagne (about 1/2 cup). Note: After the mint has been removed, the syrup may be stored in the refrigerator for up to 48 hours.

Please visit my.hearthealthyonline.com for more information



National Poison Prevention Week

National Poison Prevention Week, the third week in March each year, is a week nationally designated to highlight the dangers of poisonings and how to prevent them. Here are some things we all can do to prevent poisoning:

- Use child-resistant packaging properly by closing the container securely after use.
- Keep all chemicals and medicines locked up and out of sight.
- When products are in use, never let young children out of your sight, even if you must take the child or product along when answering the phone or doorbell.
- Keep items in original containers.
- Leave the original labels on all products and read the label before using.
- Do not put decorative lamps and candles that contain lamp oil where children can reach them because lamp oil is very toxic.
- Always leave the light on when giving or taking medicine. Check the dosage every time.
- Avoid taking medicine in front of children. Refer to medicine as "medicine," not "candy."
- Clean out the medicine cabinet periodically and safely dispose of unneeded medicines when the illness for which they were prescribed is over. Pour contents down drain or toilet and rinse the container before discarding.

If you think someone has been poisoned from a medicine or household chemical, call 1-800-222-1222 for your Poison Control Center. This new national toll-free number works from anyplace in the U.S. 24-hours-a-day, 7-days-a-week. Keep the number on your phone. It will connect you to a poison control center. There are currently some 64 Regional Poison Control Centers in the United States that maintain information for the doctor or the public on recommended treatment for the ingestion of household products and medicines. They are familiar with the toxicity (how poisonous it is) of most substances found in the home or know how to find this information.

For more information, please visit <http://www.poisonprevention.org/faq.htm>

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Five Habits of Financially Successful People

by Tanisha Warner



What is the true definition of financial success? Although it varies from person to person it can usually include: the ability to pay bills without worry, being free of debt, and having enough money in savings for things such as emergencies, family vacations, retirement, college funds, and more.

Being financially successful is easier said than done. There are no quick fixes or magic formulas for achieving financial success. Financially successful people understand the difference between wants and needs and how to create clear financial objectives for achieving their goals. Below are five habits of financially successful people.

1. **They have a “big dream”.** Thinking outside the box allows you to develop clear financial goals and priorities that are worth sacrifices, because strong desires bring strong results. Start by writing down your financial goals. Then, list realistic target dates for each goal. It’s important to also list short-term goals such as family vacations and major purchases.
2. **They have a plan.** Developing a long-term financial plan that supports your financial goals provides a clear sense of direction. It should include a realistic budget and spending plan that fits your personal lifestyle and prioritizes items accordingly.
3. **They are financially educated.** Understanding money and credit, including your credit report, interest rates, and how to protect yourself from scams and fraud, are key elements of success.
4. **They know the value of saving.** Money set-aside for a rainy day, an emergency, or even the holiday shopping season will protect your budget and credit card balances from any temporary setbacks. Building savings for the future will also help develop good financial spending habits.
5. **They are confident.** Don’t get discouraged by temporary setbacks. Success begins with a state of mind; you must believe you’ll be successful in order to become a success. Your road to financial freedom doesn’t have to be perfect. You can ‘try again’ as many times as needed.

Building a secure financial future is hard work, but the payoff is true financial freedom. Work hard and make all the necessary sacrifices to get what you want to become a financially successful person.

About Money Management International

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