

## In This Issue...

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## Don't See Teen Drug Abuse as "Normal"

**Y**our teen may tell you "everybody's doing it," but don't view smoking pot (marijuana) as "normal" or a "rite of passage." When teens are using pot while suffering from depression (9%-10% of teenagers at any one time report that they suffer from depression), the risk of suicidal thoughts, plans, or attempts increases by 400% (2011 National Survey on Drug Use and Health: Summary of National Findings). You have not lost your legitimate authority as a parent if you used pot in the past. What you as a parent believe is right, right now, is what matters. According to the Substance Abuse Mental Health Administration, 20% of parents don't believe they have any influence over their teen's decision about drug use. Studies show teens think just the opposite. What a parent says does matter. The pro-pot lobby would like you to stay cool and "tune in." Fight back with the research-supported position statement against pot use endorsed by thousands of medical doctors who treat marijuana addiction. Print a copy of the American Society of Addiction Medicine (ASAM.org) policy statement on marijuana. Use it to beef up your parenting resolve to prevent drug abuse. For more information on talking to your teen, log on to [www.MyIMPACTSolution.com](http://www.MyIMPACTSolution.com) and go to "Adolescent's Health" under the Thriving module.



## Say Good-Bye to Technology Before Bedtime



**C**ould using Facebook, a smartphone, or other bright electronic device just before bedtime explain your poor sleep? Bright light is known to disturb sleep, so try keeping your last hour before sleep "technology free" to see if you notice a difference. The research is still unclear, but 95% of adults admit to using technology devices in the hour prior to going to bed. The National Sleep Foundation says 63% of people complain of not sleeping well in any given week. Is there a connection? While you sleep, your immune system rejuvenates, fights stress, and even becomes a cancer-fighting machine. Don't mess with it. Many studies have linked lack of sleep to increased risk for cancer. So seek restful and restorative sleep. Watch the Online Seminar "Let's Sleep on It" at [www.MyIMPACTSolution.com](http://www.MyIMPACTSolution.com) for more strategies to foster good sleep.

## Talk to Your Supervisor

**N**eglecting to raise concerns about the supervisor-supervisee relationship is a common complaint of managers. Chances are your boss sincerely wants to know what's on your mind if it relates to your productivity. Issues and problems employees typically hold back sharing—even at a private meeting—include 1) lack of clarity in instructions provided by the supervisor regarding assignments, 2) perceptions of favoritism or non-equitable distribution of work, 3) a lack of feedback and constructive criticism and little praise, 4) a lack of clarity about duties and essential functions of a position, 5) micromanagement, 6) lack of introduction to key players and key management officials with whom the employee must interact, and 7) checking email or not giving full attention to an employee in a private meeting. Hint: When bringing a complaint to your supervisor, always connect the concern to its impact on customers, quality of work, productivity, teamwork, and finances.



## Should You See a Professional Counselor?




**K**nowing when to see a professional counselor can help you stop a problem from growing into a crisis. If you're hesitant, remember that professional counselors help you proceed at your own pace. Counseling might be a good idea if you 1) struggle with feelings of sadness that won't let up, 2) have suddenly experienced extreme personal loss, 3) can't resolve ongoing sleep difficulties, 4) feel hopeless, or 5) experience anxiety or worry that interferes with daily functioning. Even if you're uncertain, a one-time consult can be helpful. There may be another way to resolve your issue, but speaking with an experienced professional is often the quickest way to finding the solution. Call IMPACT's 24/7 hotline at 800-227-6007 for a referral to a professional counselor.

## Do Coworkers Think You're Friendly?

**B**eing friendly facilitates relationships and productivity, reduces stress, and creates a more reciprocal and happier workplace. Build a friendly reputation with these civility tips: 1) when you approach or speak with coworkers, always insert a greeting or salutation before making a request of them; 2) show enthusiasm to your coworkers so they know you're excited to interact with them; 3) remain conscious of your smile and display it, even under stress; 4) when unsure, reach out to greet others first; and 5) make it a practice to remember something unique about the interests or hobbies of a person you meet. As a powerful relationship development technique, it's unmatched. Log in to [www.MyIMPACTSolution.com](http://www.MyIMPACTSolution.com) to take the Emotional IQ Test online to learn areas to learn about how you understand and relate to others.





## 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.

## Take Charge When Feeling Down



**F**ight the blues with behaviors that lift you up. It's a strategy proven to help a person overcome feelings of sadness when those feelings are not caused by major depression (a disease requiring medical care). The earlier you act to behaviorally change your mood, the more successful you'll be. Anniversaries, bad weather, disappointments, media news, boredom, or even a movie can trigger sadness. Take charge of your thoughts and decide "not to go there." Then take action. To influence a positive mood, do something you like: Dress differently, seek humor, alter the day's schedule, get sunshine, take a brisk walk, or go fishing. What works for you? Listen to the short audio clip "Exercise and Depression" online at [www.MyIMPACTSolution.com](http://www.MyIMPACTSolution.com) to learn why movement can be helpful.

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...

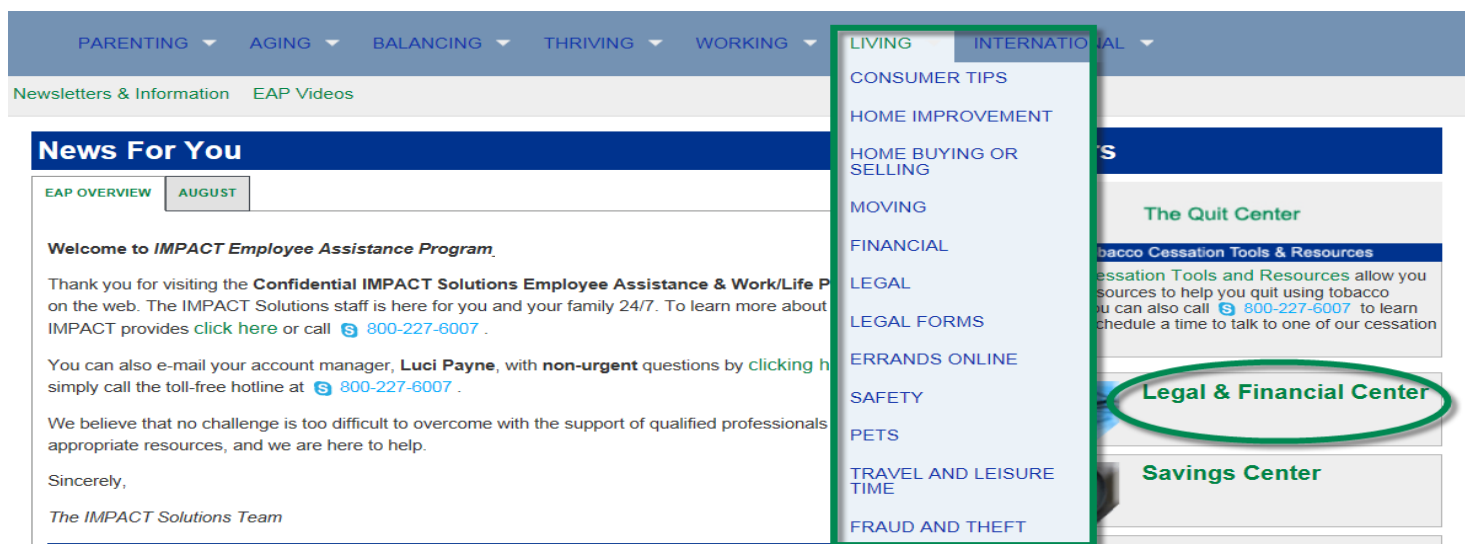
## IMPACT provides Legal Assistance?

IMPACT's Legal Assist services provide employees, household members, dependents, parents and parent-in-laws with either telephonic or in-person legal consultation.

IMPACT's Legal Assist includes:

- Consultation and referral to attorneys in your local community (nationally based network)
- A **FREE** 30 minute consultation with an attorney in your area and specialty
- 25% discount from the attorney for additional, eligible, services when needed
- Legal Assist, a library of articles on legal topics and issues including estate planning
- Over 100 legal forms for a variety of family and consumer situations
- Advanced directives and other state specific forms

To access IMPACT's Legal Assist call 800-227-6007 or go to [www.myimpactsolution.com](http://www.myimpactsolution.com) and click on "Go To Member Login" and enter your Username. Then click on the Living Section or on the Legal & Financial Center.



What are some of the topics covered under IMPACT's Legal Assist service?

- Estate planning
- Trusts & Wills
- Real Estate
- Probate
- Power of Attorney (POA)
- Elder Law, Guardianship or Conservatorship
- Landlord/Tenant
- Child custody, Child support, Adoption
- Credit and Debt issues
- Name change
- School issues
- Social Security/Disability
- Advanced Directives
- **And Much More!**

Some exclusions & exceptions include: Criminal, Employment, Workers Compensation, Taxes and Personal Business matters

**Want Additional Information? Forgot your username? Having trouble logging in?**

**No problem, give us a call at IMPACT Solutions, 800-227-6007.**



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# WHAT'S AT RISK?

PROTECTING  
WHAT'S IMPORTANT  
TO YOU



IMPACT SOLUTIONS EMPLOYEE ASSISTANCE PROGRAM

Emergencies happen. Careful planning can go a long way to prepare you for unexpected events. We can help with information and resources on disaster plans, insurance, and personal safety. We're here to help protect what's important to you.

Call or visit us online to get information for managing risk.

TOLL-FREE:  
**800-227-6007**

WEBSITE:  
**[www.MyIMPACTSolution.com](http://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

**Getting Your  
Affairs in Order:  
Five Essential Documents  
OCT 15 — 12 pm, 2 pm ET**

Be prepared and organized for your future and that of your family. Learn about the five documents that everyone should have in order to be prepared for the unexpected.



**impact**solutions