

Employee Enhancement Newsletter

Helpful Resources From Your Employee Assistance Program

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January 20, 2010

Chat Topic:

Coping with ADHD in Children
and Adolescents

Every month you'll have the opportunity to chat online with a trained counselor. These live chats are held from 6:00PM to 6:30PM CST.

January 2010
At A Glance

Blood Donor Month

<http://www.aabb.org/content>

Glacuma Awareness Month

<http://www.preventblindness.org/>

Healthy Weight Week

(3rd full week)

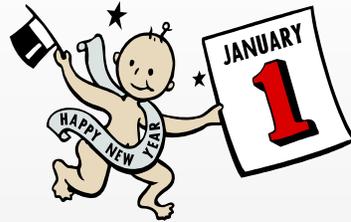
<http://>

www.healthyweightnetwork.com/

Source: 2010 National Health Observances, National Health Information Center, Office of Disease Prevention and Health Promotion, U.S. Department of Health and Human Services, Washington, D.C.



A New Year A New Beginning



A "New Year" initiates talk of resolutions that start out with the best of intentions often becoming an empty promise to ourselves or others. Most of us know logically what is best for our health, happiness, relationships, body, and mind. But trying to make changes or stick to a resolution is mired in all the intricate details of our lives; our thoughts, feelings, habits, and desires. Why aren't all New Year's resolutions kept? Maybe it is because we really, emotionally, don't want to make the changes we "resolve" to. Perhaps we don't know what we need to do. Maybe it's fear of the unknown or lack of money or time. It could be that our stressors drain our energy and erode our commitment. Whatever the reasons or excuses, tomorrow is a blank canvas and is spotless. What we did or didn't do today does not have to be the same thing we do or don't do tomorrow. **Each of us can choose a Fresh Start.**



THE PAST IS OVER

Artists can sketch a picture, erase it and sketch it again. Brush strokes can be altered or painted over. Not so our past. Nothing in the past can ever be erased, nor can we make it come out differently no matter how many times we play and re-play it in our minds. We've all experienced good and bad. We've all done some things we wished we hadn't or that we feel badly or guilty about. Starting Fresh requires letting go and forgiving. That doesn't mean you condone or approve of your own or someone else's behavior, it just means you are no longer willing to punish yourself by reliving it and keeping the wounds open. If the past is affecting how you live in the present, you may need to seek some professional help from Deer Oaks.

FIGHT YOUR SELF-SABOTEUR

We all have inner "voices" that try to undermine our resolutions; *"Dieting is no fun. I love chocolate, one little candy bar can't hurt."* We can be our own worst enemy. Identify how you are working against yourself. Talk back to the disempowering conversations in your head. Say, "Stop, Scratch that, Delete or Cancel."

BLAME AND VICTIMHOOD WON'T HELP

Clearly, we all have baggage, perhaps some real emotional scar tissue that was because of someone else, but there seems to be a mania for blaming others, particularly our parents, for all the ills in our lives. Blame puts the responsibility somewhere else. Staying a victim (*"I can't be or do anything else, I'm stuck."*) renders us powerless. There are always challenges and limitations and no one's situation is the same, but there are always choices. Once, during one of my "poor me" laments about a past job, a friend cared enough about me to say, ***"You are where you are because you haven't taken yourself anywhere else. If you are a victim you choose to be."***



Deer Oaks EAP Services, our 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

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The Art of Fresh Start Strategies



UNPLUG THE "OTHER PEOPLE" STOPPERS

Bill Cosby said, "I don't know the key to success, but the key to failure is to try to please everybody." Your desire to have a Fresh Start can meet major pockets of resistance from those close to you. Be alert to people who put you down and try to keep you or discourage you from your goals. No one can stop you unless you give him or her the power. You're the driver; you have the power of choice. It is important to remember choice also means taking other's feelings into consideration.

TRASH YOUR EXCUSES

... I tried and it didn't work Walt Disney went bankrupt at least five times. So you didn't stick to your resolution or goal say, "Oh well," and start again. ...I don't like change. Change can be hard because with every change there is a loss. People don't like loss. Change also means giving up a habit; behavior we do automatically with little conscious thought. Changing a habit developed over a lifetime requires conscious thought, willpower, determination and time. It isn't easy. Each individual has to want to change and must decide that the personal gain is worth the effort.

GET YOUR VALUES, NEEDS AND PASSIONS CRYSTAL CLEAR

Once clear, ask yourself are you supporting these things behaviorally? If not, determine how that makes you feel. An emotional shift or wake up call is more likely to transform your mind to make wise decisions and set goals. Focus on the word "Willing." What are you willing to do to make positive changes in your life?

IDENTIFY YOUR GOALS

Get a fix on precisely where you are and where you want to be or don't want to be and write it down.

BE A CONSULTANT

What advice or steps would you give a loved one with the same goal as yours?" Now take that advice yourself. What encouragement would you give this person? Cheer yourself on.

BREAK GOALS DOWN

A big goal can be daunting and easy to avoid. Breaking a goal into smaller, more manageable ones is easier to handle. For example: Reduce smoking to one pack per day by March 1; ½ a pack by April 2.

IGNITE YOUR MOTIVATOR

Motivation to change varies from individual to individual. Some people choose not to change; some easily keep their resolutions, while others need the motivation of adversity, hitting rock bottom, fear, or the threat of death. If you can't see the benefit of a fresh start, the resolution may not seem worth the effort. Try listing all the benefits of the resolution or Fresh Start. Example: LOSE WEIGHT: Benefits: become healthier, like self better, look better in clothes, reduce cholesterol, more energy etc. Keep focusing on your gains. And not what you have lost.

GET HELP IF NEEDED

Tomorrow is spotless. Keep in mind a fresh start takes work; change can demand a lot more from us than we realize and lifestyle changes can be stressful. If you need help with your Fresh Start or in making changes, **DEER OAKS CAN HELP.**

Elizabeth Ashe



Change
does not just happen

A FRESH START IS
ABOUT ACTION

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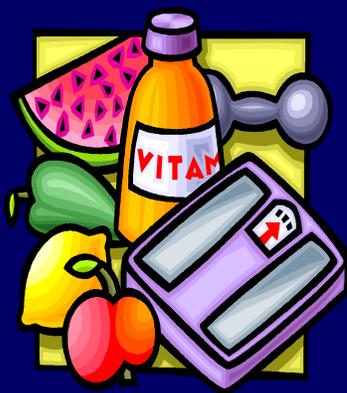
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Multi-Vitamins: How Much is Enough

Did you know that the daily value information is incorrect for many nutrients in supplements because the base values haven't been reset by the FDA since 1968? That was over **40-years** ago! For example, kid's vitamins that claim 100% of DV of vitamin A actually provide 2 to 3 times more than they should and often exceed tolerable intake levels. **What is the right amount of a vitamin or mineral to get each day?** To help you, below are recommended intake levels for selected nutrients based on RDAs (Recommended Daily Allowances) from the Institute of Medicine (IOM) of the National Academy of Sciences. In cases where no RDA is established, the IOM has developed AIs (Adequate Intake) levels, which are shown. Is it possible to get too much of nutrient? Yes. For this reason, ULs (Upper Tolerable Intake Levels) are also set by the IOM and are provided below. There is an increased risk of an adverse event when exceeding the UL – although sometimes these risks are acceptable when the nutrient is used in medical treatment.



Matters of the Heart



Age	Vitamin A		Folic Acid (Vitamin B-9)		Vitamin C		Vitamin D		Calcium		Iron	
	RDA ¹	Upper Limit ²	RDA ³	Upper Limit ⁴	RDA	Upper Limit	Adequate Intake ⁵	Upper Limit	Adequate Intake ⁶	Upper Limit	RDA	Upper Limit
1 - 3	1,000 IU	2,000 IU	150 mcg	300 mcg	15 mg	400 mg	200 IU	2,000 IU	500 mg	2,500 mg	7 mg	40 mg
4 - 8	1,300 IU	3,000 IU	200 mcg	400 mcg	25 mg	650 mg	200 IU	2,000 IU	800 mg	2,500 mg	10 mg	40 mg
9 - 13	2,000 IU	5,666 IU	300 mcg	600 mcg	45 mg	1,200 mg	200 IU	2,000 IU	1,300 mg	2,500 mg	8 mg	40 mg
14 - 18	1,000 IU	9,333 IU	400 mcg	800 mcg	75 mg (m)/ 65 mg (f)/ 80 mg (preg)/ 115 mg (lact)	1,800 mg	200 IU	2,000 IU	1,300 mg	2,500 mg	11 mg (m)/ 15 mg (f)/ 27 mg (preg)/ 10 mg (lact)	45 mg
Adult	3,000 IU (m)/ 2,300 IU (f)	10,000 IU	400 mcg/ 600 mcg (preg)/ 500 mcg (lact)	1,000 mcg	90 mg (m)/ 75 mg (f)/ 85 mg (preg)/ 120 mg (lact)	2,000 mg	400 IU (51-70 years)/ 600 IU (71+ years)	2,000 IU	1,000 mg (to 50 years)/ 1,200 mg (51+ years)	2,500 mg	8 mg (m)/ 27 mg (preg)/ 9 mg (lact)/ 18 mg (f to 50 years)/ 8 mg (f 51+ years)	45 mg

Dietary Reference Intakes (1997-2001)

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Top Ten Financial Resolutions to keep in 2010

For many, the magic of the holiday season begins to fade as soon as they realize how much they spent over the holidays and calculate how big their credit card bills are going to be. On the bright side, the New Year offers the perfect opportunity to set attainable financial goals. Following are some examples of financial New Year's resolutions worth keeping:

1. I will make informed financial decisions, understanding the difference between wants and needs.
2. I will communicate with my family about money matters so that we are all working toward the same goals.
3. I will be aware of the effects of advertising on the financial decisions I make, and resolve not to be influenced by them.
4. I will take care of my finances *today* by tracking expenses and creating a budget that is flexible and realistic.
5. I will take care of my finances *tomorrow* by saving for my future.
6. I will meet the credit obligations I have made on time and as agreed.
7. I will continue my personal education about financial health, budgeting, credit, and personal debt.
8. I will plan for periodic expenses, including the next holiday season.
9. By setting a good example, I will teach my children the importance of budgeting, saving, and the wise use of credit.
10. Finally, if I am over-obligated, I will take the necessary steps to seek assistance.

To help you keep your financial resolutions, make sure that the goals you set are *realistic* and *flexible*. For more tips on setting and keeping financial resolutions in 2010, check out Money Management International's free eBook at MoneyManagement.org/Resolutions.

About Money Management International

Money Management International (MMI) is a nonprofit, full-service credit-counseling agency, providing confidential financial guidance, financial education, counseling and debt management assistance to consumers since 1958. MMI helps consumers trim their expenses, develop a spending plan and repay debts. Counseling is available by appointment in brand offices and 24/7 by telephone and Internet. Services are available in English or Spanish. To learn more, call 800.432.7310 or visit www.MoneyManagement.org.



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About Finances