



The
Solutions
Group

Making Great Companies
Better Places to Work

Work & Well-being

June 2021



National Fresh Fruit and Vegetable Month

Add color to your meals during National Fresh Fruit and Vegetable Month in June. As the peak season for many early garden crops find their way into markets, it's an excellent time to take advantage of these freshly picked fruits and vegetables.

As we head into a season where more variety is available, our family gets to enjoy the benefits of early summer's bounty in vibrant color.

Skip the canned and frozen aisle and check out the delicious fresh fruits and vegetables coming into the grocery, farmers markets, and even your garden every day in June. Maybe visit a pick-your-own-fruit-and-vegetable farm and bring home the fruits of your labor. Savor the goodness of these delicious foods and use #FreshFruitAndVegetableMonth to share on social media.

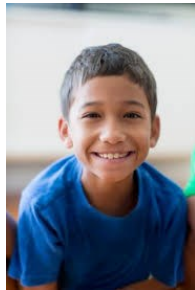


Positive Psychology

Positive Psychology is the scientific study of the strengths that enable individuals and communities to thrive. Positive psychology focuses on the positive events and influences in life, including:

- Positive experiences (like happiness, joy, inspiration, and love).
- Positive states and traits (like gratitude, resilience, and compassion).
- Positive institutions (applying positive principles within entire organizations and institutions).

As a field, positive psychology spends much of its time thinking about topics like character strengths, optimism, life satisfaction, happiness, wellbeing, gratitude, compassion (as well as self-compassion), self-esteem and self-confidence, hope, and elevation. These topics are studied and practiced in order to learn how to help people flourish and live their best lives. To learn more about how to apply these principle in your life visit: <https://ppc.sas.upenn.edu/> or call your EAP.



What is gaslighting? And how to know if it's happening to you?

The term "gaslighting" refers to a specific type of manipulation where the manipulator is trying to get someone else (or a group of people) to question their own reality,



memory or perceptions. And it's always a serious problem. Gaslighting may happen in personal relationships, in professional relationships at work, social relationships and even by public figures. When someone is gaslighting you, it means that they are doing things that cause you question your own judgement and reality, which can lead to doubting your own sanity. People who gaslight someone tend to use specific techniques.

Some examples include:

- Countering: telling you that you remember something incorrectly
- Trivializing: making you feel like your thoughts and feelings don't matter
- Withholding: keeping information from you
- Stonewalling: refusing to listen or engage with you in conversation
- Ignoring: Making you feel invisible
- Blocking: changing the subject
- Diverting: questioning the validity of your thoughts
- Forgetting: pretending to forget things that happened
- Denying: telling you something never happened
- Discrediting: convincing others, you're insane or unstable
- Reframing: twisting your thoughts, behaviors, and experiences to favor their perspective

If you believe someone might be gaslighting you, call The Solutions Group for support and guidance. Help is just a phone call away.

Work and Wellbeing is a monthly publication for employees and their family members

Call our toll-free number for 24 x 7 support 1-866-254-3555 or visit our website: www.solutionsbiz.com for more information and to use this free and confidential benefit

Curb Impulse Purchases to Save Money



If the household budget is stretched, cutting costs without added hardship can be difficult. Consider curbing impulse purchases as a path to finding more dollars. You could save over \$5,000 a year by decreasing this behavior. Impulse purchasing is the tendency to engage repeatedly in spontaneous, on-the-spot purchases without consideration of the potential consequences. Sixty-four percent of us do it. The risk of an impulse purchase begins as soon as you enter a store, not when you see the item of interest. Most impulse purchases are groceries, not clothing. Try these tips: 1) Shop with a buddy. 2) Monitor your urges. 3) Plan your purchases in advance.

To learn more visit: <https://www.thesimpledollar.com/save-money/10-simple-ways-to-beat-impulse-buying>

Bored with a Great Job?



With 10 million unemployed in the U.S., imagine having a great job you can't stand. Don't feel guilty. All of us have a need for fulfillment

as much as we have a need for food, clothing, and shelter. Without fulfillment, you will cast a wandering eye toward whatever might help you feel more alive. Try these tips to reenergize your job.

1. Plan ahead of time. As boring as it sounds, planning is actually an essential way to successfully stop yourself from being bored.
2. Go in the garden. So, we know that this will only apply to employees who actually have a garden. But if you do, then make use of it! Get outside even for a few minutes.
3. Listen to music. If you don't own a Pandora, Spotify or YouTube account, now is the time to sign up for a free account! Finding some new tunes and having music on in the background is a great way to keep you from feeling bored.
4. Workout at lunch. According to a Harvard business study, regular exercise is a key factor in our work performance and can have cognitive benefits such as improved concentration, sharper memory, faster learning, prolonged mental stamina, enhanced creativity and lower stress.
5. Use conferencing tools. On top of being bored, a lot of workers report being lonely if they are working from home. Online meeting software like Skype, Zoom and Microsoft Teams are a fantastic way to stay connected with your colleagues.

If boredom and feeling unmotivated have lasted for months or years, step one is to get a depression or burnout screening. Your EAP is here to help. Simply call us at 866-254-3555.

Workplace Model for Discussions About Race



The national unrest and news associated with racial tensions has many employees feeling the need to process the crisis in an honest discussion. The following tips can help navigate this sensitive topic in the workplace and set the tone for appropriate behavior:

- Managers should exemplify respectful behaviors towards co-workers, peers and customers to set the bar for appropriate actions and language.
 - Managers should communicate conflict resolution policies and processes to create a sense of safety in the workplace and provide an outlet for employees to report incidents should they feel the need. It is also important to ensure that employees understand any no retaliation policies regarding expressing concerns in the workplace.
 - To help employees cope with any emotions they might be experiencing, remember to use your employee assistance program (EAP). EAP will help alleviate stress and worry, connect employees with the resources they need to manage their mental health, and help prevent potential conflict before it occurs.
- The Society for Human Resource Management, has assembled a guide for addressing workplace concerns. It appears adaptable to any diversity-related issue or concern. You can find the guide at SHRM.org (search "tips for discussing racial injustice in the workplace").

"SmartMom" App Helps with Parenting Questions

Here's a special find: the Smart-Mom app. Its purpose is helping moms find community with other moms and get answers fast to virtually any problem via a digital network. Three million questions have been answered on this app. Moms are more often faced with domestic burdens such as managing multiple schedules, over-seeing online school expectations, coordinating activities, being chauffeurs, handling domestic chores, and more. The COVID 19 Pandemic has exacerbated the domestic and workplace needs placed on moms. This app can lead you to a lot of answers quickly and provide support immediately when needed. It is easy to find on your smart phone. Simply look for the "smartmom" app or visit www.smartmom.com.

