

BE WELL NEWS

A publication of  **THRIVEeap**

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Why don't employees use the EAP?

Let's tackle some myths about Employee Assistance Programs head-on. Do any of these apply to you? Here are the top four reasons employees have reported for not using the EAP (and the reasons why you should):

They do not believe it is truly confidential

The only information employers receive is an annual aggregate amount of EAP usage (i.e. total number of employees, total number of EAP service hours, overall satisfaction with EAP services).

They feel a stigma to ask for help

When you have a need that you cannot take care of yourself you ask for help (i.e. mechanic, plumber, day-care provider, etc.). The EAP can provide support and resources for many of life's challenges.

They think they need to ask permission (from HR, their supervisor, etc.) first

There is no need to ask anyone for permission. The EAP is a benefit your employer provides you. It is free to you...so use it!

They do not know about the EAP

Through efforts such as the Be Well News, EAP posters and flyers at work, and the [THRIVEeap](http://thriveeap.com) website you can see how the EAP can help you with personal or work-related challenges or concerns.

Don't hesitate to contact [THRIVEeap](http://thriveeap.com) with any problem, need or concern...big or little, personal or work, for you or a loved one, we are here to help.

Yoga for Work



[THRIVEeap](http://thriveeap.com) offers Yoga for Work classes. Would you like to learn how to alleviate physical and mental stress in your day? Would you like to prevent strains by learning to sit and stand with better alignment? These and many other benefits can be gained through practicing yoga during your work day.

- Each 30 minute class is taught at your business.
- Classes are usually offered as a four-part series.
- All poses are adaptations of gentle yoga poses.
- No experience with yoga needed.
- No special clothes or props.
- No additional fee!

Contact [THRIVEeap](http://thriveeap.com) to bring Yoga for Work to you.



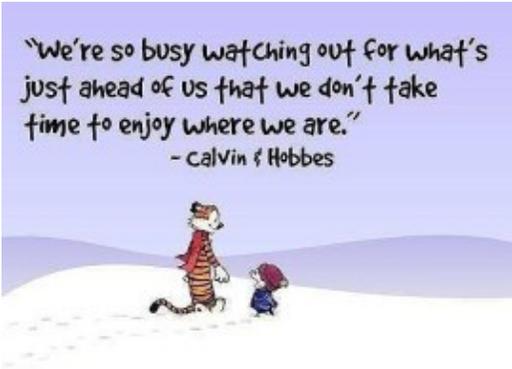
"Do not be pushed by your
problems.

Be lead by your
dreams."

~ Ralph Waldo Emerson

THRIVEeap
Jennifer Jacobs, M.A.

Mindfulness



Mindfulness means maintaining a moment-by-moment awareness of our thoughts, feelings, sensations, and surrounding environment. It involves acceptance, meaning that we pay attention to our thoughts and feelings without judging them—without believing, for instance, that there’s a “right” or “wrong” way to think or feel in a given moment. When we practice mindfulness we stop rehashing the past or rehearsing for the future. We let go of “what-ifs” and live in the present.

Practicing mindfulness, even for just a few minutes a day and for a few weeks, can bring a variety of physical, psychological, and social benefits. Some of these include boosting the immune system, improving brain

function, coping with stress, countering depression, increasing ability to focus, fostering compassion, reducing anger and hostility, and encouraging healthier eating habits.

Anyone can practice mindfulness. As Dr. Jon Kabat-Zinn, founder of Mindfulness-Based Stress Reduction, says “it’s not really about sitting in the full lotus, pretending you’re a statue in a British museum. It’s about living your life as if it really mattered, moment by moment by moment by moment.” Visit his website for more information as well as audio and video resources: <http://www.mindfulnesscds.com>.

Financial Well-being

Christmas in July: A little preparation can save a lot of \$\$\$



#1 Create a Holiday Budget: Think about all categories of holiday spending—entertaining, special meals, gifts, travel, decorations, etc. If you have access to them, use last year’s credit card statements and receipts as a guide. Set a budget that is affordable for your income and regular monthly expenses.

#2 Open a Holiday Savings Account: Make this separate from your regular savings account. Find one that offers a good interest rate and also a dis-incentive on early withdrawals. If you can, have money directly deposited to the account in small amounts (hence starting in the summer or even in late winter).

#3 Plan Ahead: Think about hidden costs that add up and how to avoid them. Generally last minute travel plans and shopping will cost you for the convenience getting things done under the wire. Avoid these fees and higher rates by planning ahead.

#4 Re-think your Regular Spending: Are there non-holiday purchases that you habitually make throughout the year that can off-set holiday expenses? Look at a week’s worth of buying...what can you do without and shift that money into your holiday saving’s account.

#5 Seasonal Sales: Make a list of what you want to purchase ahead of time and look for deals on these items... avoid impulse purchases (even on Black Friday...otherwise known as Shopping Madness Day!). Decide on travel plans well in advance and keep an eye out for deals. If you are flying, sign up for air fair email alerts.

#6 Redeem Rewards: If you use a credit card that offers rewards make sure you are familiar with the policy for accruing and redeeming them. Don’t let the points expire. Cash them in when it is to your best advantage. Also, make sure you only charge what you can pay off each month. Fees from interest offsets the benefit of accruing the points!

#7 Track Your To-Do List: Don’t let all this planning a preparation go to waste. Develop a system for keeping track of your spending, what you have purchased and what still needs to be done/bought. There are apps for apple and android devices that help you to track holiday spending and also save and categorize all receipts.