EXCHANGE HMS
SPECIALIZING IN EAP AND WORK/LIFE ISSUES

April 2011

Helping Organizations Retain Their Most Valuable Asset

LET'S SLEEP ON IT*

May 17th at 12 pm, 2 pm, and 4 pm EST

As our busy days get longer, sleep suffers. Participants will learn the importance of sleep in maintaining optimal health. This session will offer strategies and techniques to foster a great sleep environment.

You can register www.hmsincorp.com , Click "For Employee/Family Login" Enter your Username and Password On the left hand side of the page. Click access Online Work/Life Services. Go to the Bottom of the page and register for "Let's Sleep On It"

Care and Feeding of Workplace Relationships

Exercising your ability to influence others; feeling in control of your work; and getting opportunities to demonstrate your skills, especially to top management, make work satisfying. Earning trust in the organization is a door through which you must pass to maximize these experiences. Knowing how to manage work relationships is key.

All good relationships are created and managed. This doesn't mean control and manipulation. It means awareness and an understanding of what you must do to improve them and help them thrive. Think of it like maintaining a garden—a little fertilizing, weeding, and waiting. If you find yourself wondering why your job isn't more exciting or why others get the opportunities that seem to elude you, the answer may lie in how you manage relationships. Consider talking to your employee assistance representative about the care and feeding of your workplace relationships.

Half of all youth sports injuries result from playing the same sport too much and too often. Competition and specialization in one aspect of a sport increase the risk of “overuse injuries”. These injuries are not always obvious because they are not readily acute, yet there are a million of them per year requiring treatment. The American Orthopedic Society for Sports Medicine wants parents to be mindful of overuse injuries. Ironically, nearly all professional sports players of today report that while growing up they did not play their sport year round. They enjoyed other sports, too, and rest breaks.

Getting to Know Your Neighbors

Do you know your neighbors? Many people don’t know the last name of next-door neighbors, although they may periodically wave to them. Although you may be missing out on an opportunity for work-life balance, not knowing your neighbors also could be a safety and support issue. Failure to nurture these relationships may prevent you from seeking help during personal emergencies or cause you to feel hesitant about offering assistance when it’s needed. Here’s how to turn things around without trying hard: (1) Instead of hitting the couch, relax in a chair outside, see who walks by, and say hello. (2) Take a walk in the neighborhood, and when you meet others, greet them. (This tactic also counts as exercise.) (3) This year, attend the neighborhood barbeque. Perhaps it crossed your mind last year, but this year put the date on your calendar. (4) Have a garage sale. It’s a surefire way to get to know neighbors.

HUMAN MANAGEMENT SERVICES (HMS)

Provided by Your Employer For You and Your Dependents

This confidential prepaid program is designed to help employees and their eligible dependents resolve problems which may be interfering with their personal, work or home life. HMS offers help for marital and family issues, substance abuse, job concerns, emotional problems, life adjustments, legal issues, financial matters, and elder care and child care referrals. If you’re experiencing problems which are causing concern, you and your HMS counselor can work as a team to find solutions.

Call HMS for Confidential Help 24 Hours a day:

800.343.2186

www.hmsincorp.com

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