

- 1) Mental Health
- 2) Health
- 3) Family
- 4) Work/Healthy Recipe

BHS A.S.S.I.S.T. MAY NEWSLETTER



Frequently Asked Questions About Your EAP

Q: *What is an EAP?*

A: An EAP, or Employee Assistance Program, is a professional service that offers assessment, referrals and short-term counseling for employees with mental health, substance abuse and other personal issues.

Q: *What kinds of issues can an EAP help resolve?*

A: An EAP can help you resolve a wide variety of problems, including: marital and family issues, legal and financial problems, depression, stress, alcohol and drug abuse, and other concerns which can affect your work performance and personal health.

Q: *Will matters I discuss with my EAP counselor be kept confidential?*

A: Yes. Strict confidentiality laws and regulations protect your privacy. The details of your discussions with the counselor will not be released to anyone without your express written consent.

Q: *How much will the EAP cost me?*

A: Your Care Coordinator can give you specific information on your company's benefits.

Q: *How and when may I contact the EAP?*

A: You may access your benefits 24 hours a day, 7 days a week. Just call BHS at: 800-245-1150.

May is Mental Health Awareness Month



This year's theme is B4Stage4 and focuses on how people can address their mental health early, rather than at "Stage 4" - when symptoms are more severe, and recovery becomes a longer process. Visit www.nmha.org for more information.



Controlling Allergy Triggers

1 Keep tabs on pollen and mold counts. High count days are good days to keep windows shut and turn on the AC. Pollen.com is a great resource and they have free apps for iPhone and Android users.



2 People are not allergic to an animal's hair, but to an allergen found in the saliva and dander of an animal with fur. Try to minimize your exposure by keeping your pet out of your bedroom, off of the furniture and out of any room you spend a great deal of time in.



3 To tame pollen, wash bedding every week in hot water. Pollen can accumulate in your hair and on your skin, so shower and wash your hair before going to bed.

4 If you are traveling, remember to pack all of your medications in your first aid kit before leaving. These could include an Epi-Pen™ for food allergies or a bee sting, an inhaler for asthma, antihistamines for allergies and cortisone for skin reactions.



5 You can also use allergy devices in your home, such as an air cleaner or an air conditioner. These help remove pollen and mold spores from the air. Just remember, it is important to keep the filters on these devices clean.

ALERT! If you currently take anti-depression or anti-anxiety medication, please inform your prescribing physician before you start taking an allergy medication, as side effects are possible. If you have questions or concerns you can always call your BHS Care Coordinator today at 800-245-1150.



SANDWICH GENERATION CAUGHT IN THE MIDDLE

Today the sandwich generation, people most often between the ages of 35 and 55, may find themselves providing care for aging parents **and** their children under age 21. This group of people is called the “sandwich generation” because they are wedged between dual caregiving responsibilities.

Many caregivers can rely on their siblings, neighbors, and friends or seek support from faith-based and community organizations, physicians and other healthcare agencies. Below are some suggestions to help you juggle and cope with the responsibilities and challenges of caregiving for your loved ones and yourself.

Draw Strength from Your Faith Community

Turning to your faith can help you emotionally, spiritually, and physically. Your church, synagogue and other faith-based community organizations may have volunteers to assist you with child care, running errands, preparing meals, or simply reading to your loved one. All of these services enable you to take some much-needed time for yourself.

Seek Family Support

Maintaining open communication with immediate family members and siblings lets them know how you are feeling. It gives you a chance to ask for help with tasks such as housekeeping, picking up prescriptions, or assisting with homework for a young child in your household. If proximity of additional family is a problem, consider a weekly email to keep your family informed.

Talk to Your Employer

With the majority of the sandwich generation employed full-time, the responsibilities of caregiving inevitably can affect work schedules. One of the biggest mistakes

caregivers make is to hide their responsibilities from their employers. Talk to your supervisor about your caregiving responsibilities. Ask if there is any flexibility for your work hours to accommodate doctor visits for your loved one. You never know until you ask, and most employers want to work with you to accommodate your needs and ensure you keep working for them!

Get Professional Assistance

You should also be sure to contact your doctor when you're feeling stressed about your caregiving role. Your doctor can suggest ways to alleviate stress through a variety of physical activity programs, such as yoga or brisk walks. Also, your EAP can provide referral assistance to a certified counselor who can assist you in managing stress related issues. You can reach your BHS Care Coordinator by calling: 800-245-1150.

Set Aside Time for Yourself

The emotional stress of caring for others can be overwhelming. Try setting aside just one hour a day for something that you like to do. Although spending this time on yourself may seem like an indulgence at first, taking it will help you avoid burnout and give you a well-deserved break.

Although the demands of caregiving are challenging at times, sandwich generation caregivers feel that providing care enhances relationships with their loved ones and also brings them a sense of personal satisfaction.

EAP
EMPLOYEE
ASSISTANCE
PROGRAM

If you would like to speak with someone about available resources to assist with caregiving needs, call your BHS Care Coordinator for confidential assistance at 800-245-1150.

TAKE CHARGE OF YOUR NEXT PERFORMANCE REVIEW

Do you dread your upcoming performance review like a patient being wheeled into surgery? It doesn't have to be a traumatic experience. Try taking an active, positive role in the process:

BEFORE

Learn what to expect. If you're new to an organization, ask how employees are evaluated and what is covered in a formal review.

Document your achievements and efforts. Don't rely on your manager or your own memory to remember accomplishments from eight or nine months ago. Keep a workplace log to record resolutions, results, trainings, and anything else relevant to your evaluation.

Communicate throughout the year. Even if your supervisor doesn't meet and follow-up with you on a regular basis, keep him informed about what you're doing and ask questions designed to show your commitment to high-quality work.

DURING

Contribute to the discussion. Don't sit back and listen passively. Talk about your year, ask questions, and renew your commitment to learning new skills and improving your performance.

Brag (a little). Whether you're filling out forms or talking face-to-face, don't be shy about telling the boss what you've accomplished. Be prepared with specific facts and details like: "In May, I completed the Smith project, which

generated \$100,000 in revenue." Focus on results, not efforts, because trying to close a deal isn't as impressive as actually making the sale.

Don't get defensive. It's a manager's job to help you improve, so if she gives constructive criticism, stay calm and be objective. If you're confused about her perspective, ask for clarification about your performance, but don't turn it into an argument that you'll never win.

AFTER

Take something of value away. No matter what happens during the review itself, spend some time after it's over thinking about the conversation. Celebrate any praises that you received, and consider suggestions or constructive criticism objectively. In the very least, you'll have a better idea of what your manager wants and how to succeed during the next performance review.



Chicken Quesadillas With Roasted Corn Salsa



Prep Time: 10 minutes
Cook Time: 14 minutes
Yield: 4 servings (serving size: 1 quesadilla)
Nutrition: *Cal: 351, Fat: 11g, Protein: 25g, Carbs: 40g, Fiber: 4g*

- 1 cup frozen whole-kernel corn
- 3/4 cup chunky bottled salsa
- 2 tablespoons minced fresh cilantro
- 2 tablespoons fresh lime juice
- Chicken: 1 pound skinless, boneless chicken breasts, diced into 1/2-inch pieces
- 1 tablespoon fresh lime juice
- 1/2 teaspoon chili powder
- 1/2 teaspoon ground cumin
- 1/4 teaspoon salt
- 1/8 teaspoon black pepper
- 4 teaspoons olive oil, divided
- 2 garlic cloves, minced
- 4 (8-inch) flour tortillas
- 1/2 cup grated queso fresco or Monterey Jack cheese

Instructions:

1. Heat a 12-inch nonstick skillet over medium-high heat. Add corn; cook 5 minutes, stirring until lightly charred. Remove from heat; wipe skillet clean.
2. Combine corn, salsa, cilantro, and 2 tablespoons lime juice in bowl.
3. Place chicken in medium bowl. Add 1 tablespoon lime juice, chili powder, cumin, salt, and pepper; stir well and set aside.
4. Heat 2 teaspoons oil in skillet over medium heat. Add chicken; cook 5 minutes or until it is heated through, stirring occasionally. Add garlic during last 30 seconds of cooking. Transfer chicken to a plate; wipe skillet clean.
5. Wrap tortillas in a paper towel; microwave on HIGH about 15 seconds or until warm. Sprinkle 2 tablespoons cheese over half of each tortilla; top each with chicken and 2 tablespoons salsa. Fold tortillas in half; brush tops with remaining oil; sprinkle with salt, if desired.
6. Heat skillet over medium-low heat. Add 2 quesadillas, oiled sides down, pressing to flatten. Cook 1 minute or until lightly browned. Flip; cook 45 seconds and transfer to a cutting board. Repeat procedure with remaining quesadillas.
7. Cut quesadillas into wedges; serve hot with remaining salsa.