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# BHS A.S.S.I.S.T. JULY NEWSLETTER

## Minority Mental Health Month

Each year millions of Americans face the reality of living with a mental health condition. July is Minority Mental Health Month and is dedicated to raising awareness and discussion about mental health in minority communities. Mental illness affects everyone despite their differences, but in some cultures, is a more prominent concern. Following are 9 facts about minority mental health.

1. Teenage Latinas are more likely to die by suicide than African American and white, non-Hispanic female students.
2. Less than 1 in 11 Latinos with mental disorders contact mental health care specialists.
3. In 2009, suicide was the second leading cause of death for American Indian/Alaska Natives between the ages of 10 and 34.
4. Native American males ages 15-24 account for 64 percent of all suicides among Native Americans.
5. Among women aged 15-24, Asian American females have the highest suicide rates across all racial/ethnic groups.
6. In a 2006 study, suicide was cited as the third leading cause of death for African Americans ages 15-19.
7. Only 1 out of 3 African Americans who need mental health care receive it.
8. In 2012, 14 percent of American Indians and Alaska Natives age 18-plus had co-occurring mental and substance use disorders.
9. Recovery is possible for everyone.



### What can you do?

Share your story and listen to others. Finding people around you that feel the same is very powerful, because depression is very isolating. Sharing your story could help others feel they aren't alone as well as help to reduce stigma towards people with mental illness.

If you are struggling with a mental health issue, call your BHS Care Coordinator at 800-245-1150 to discuss your available benefits.



## Stay Hydrated in the Summer Heat

**H**ot summer months mean lots of outdoor activities, lots of time in the sun, and lots and lots of sweating. These are the perfect ingredients for a dangerous case of dehydration, which can lead to heat exhaustion or even heat stroke.

The best way to stop dehydration is to take preemptive steps to prevent it. Drink lots of water and stay hydrated. On an average day, for an average person, the recommended fluid amount is 3 quarts of water, but if you're out in the sun or the heat, increase this amount.

Symptoms of dehydration in adults include

- ▶ Unusual thirst
- ▶ Less frequent urination, or dark-colored urine
- ▶ Dry skin, especially when one would ordinarily be sweating
- ▶ Fatigue, dizziness, and fainting

Symptoms of dehydration in children and infants include the same ones as those found in adults, with a few additions:

- ▶ Dry mouth and tongue
- ▶ No wet diapers for more than 3 hours
- ▶ Crying without tears
- ▶ High fever
- ▶ Being unusually tired

If any of these signs are observed, encourage the symptomatic person to get to a cool place, or at least get into the shade, out of the hot sun. Then, be sure to offer fluids, urge the person to lie down or to rest, and if available, encourage him or her to shower, bathe, or sponge off with a cold compress.

Mild dehydration is best treated with small amounts of fluid often, rather than forcing large amounts all at once. Electrolyte solutions like sports drinks or similar products and freezer pops are also helpful. Once a person becomes dehydrated, he or she is at risk for heat stroke or heat exhaustion. Stay alert for the symptoms:

- ▶ Body temperature above 104°
- ▶ Confusion or bizarre behavior
- ▶ Strong, rapid pulse
- ▶ Lack of sweating
- ▶ Faintness or unconsciousness

If any of these are observed, medical assistance may be necessary. Typical treatment consists of the administration of intravenous fluids and a hospital stay. If heat-related illnesses go untreated, seizures, permanent brain damage, or even death can occur. Remember: Dehydration and heat exhaustion are 100% preventable by being smart and sun-savvy! Drink water and embrace the shade—it's all about the balance.

## Striking it Rich in Productivity



**T**he best managers are masters of making things happen. They create more energy than they consume; instead of draining an organization's energy, they amplify and channel it back to the organization. Managers can improve their organizations by energizing individuals, energizing teams and energizing organizations.

### Energizing Individuals

The trust, respect, and consideration managers show employees through one-on-one relationships—every day of the week—is the foundation of an energized organization. One of the best ways to involve employees in an organization, and to energize them in the process, is through collecting employees' ideas. For example, the city of Phoenix, Arizona, runs a well-organized employee suggestion program to generate ideas. City employees can win cash if their suggestions: increase productivity, cut costs, improve the quality of services or boost employee morale or safety.

### Energizing Teams

To energize employees, managers need to empower teams to act independently, decide what needs to be done and how to do it. Utilize these keys to team success:

Empower teams. This means "giving the team the authority to make decisions and then act on them." Teams should be given the power to select the level of risk that offers the highest likelihood of success. Teams must make all decisions on project matters, including financial determinations.

Recognize the phases teams progress through. Managers must recognize when teams needs additional management support or coaching to get through rough times.

Let teams be involved in the reward process. No one knows better what motivates the team than its members.

### Energizing Organizations

Energy can spring from managers and workers alike. But many organizations actually de-energize employees through strict rules and procedures that reduce employee initiative to finding the right page in a policy manual. An organization can be flexible—providing options, resources and tools to its employees—or it can be bureaucratic and policy-bound, creating an environment that erodes the confidence, self-esteem and energy of its employees.

Many organizations have found that if they provide flexibility and support, employees will repay them with loyalty and hard work. Dedicate yourself to cultivating this spirit at your workplace. Your employees will repay you with enhanced effectiveness and involvement in their jobs, and your organization will reap the rewards through improved productivity and reduced costs.



If you would like help navigating workplace productivity, contact your BHS Care Coordinator at 800-245-1150 to discuss available options.

# DO YOU NEED A BOOST IN SELF-CONFIDENCE?



## Do you agree with these statements?

- ▶ I do not like to try new things.
- ▶ I can't do anything right.
- ▶ If my friends criticize me, or if my teacher corrects a lot on my assignments, I get very upset.
- ▶ I don't know what I am good at doing.
- ▶ I have a hard time meeting new people or making friends.
- ▶ I am embarrassed to ask a question or speak up in class.
- ▶ Before I do something, I may think, "I can't do it."
- ▶ I don't like to try new things unless someone shows me how to do it first.
- ▶ I don't like myself.

**If these statements sound like you, you might benefit from working to boost your self-confidence.**

## What can you do?

- ▶ Think positive thoughts about yourself! Focus on your strengths—not your weaknesses. Realize that you are better at some things than others.
- ▶ Set realistic goals. This means not setting goals too high or too low, but at a level you know you can reach. Then, you can always strive to do better than your goal.
- ▶ Give yourself credit when you reach a goal and praise yourself when you have done well.
- ▶ Learn to be assertive—express your thoughts, opinions, needs, and feelings openly—but without abusing others' rights.
- ▶ Don't compare yourself to others—remember; you're just fine the way you are!
- ▶ Practice positive body language. Walk tall; don't slump. When your body says, "I can," everyone will believe you can.

## Rice Noodles with Spring Vegetables

### Ingredients:

- ▶ 1 8oz. package rice noodles
- ▶ 1 tablespoon peanut oil
- ▶ 1 tablespoon sesame oil
- ▶ 1 tablespoon grated fresh ginger
- ▶ 2 garlic cloves, finely chopped
- ▶ 2 tablespoons low-sodium soy sauce
- ▶ 1 cup small broccoli florets
- ▶ 1 cup fresh bean sprouts
- ▶ 8 cherry tomatoes, halved
- ▶ 1 cup chopped fresh spinach
- ▶ 2 scallions, chopped
- ▶ Crushed red chili flakes (optional)



### Nutrition:

Serving Size: 1 1/2 cups; 205 calories; 5 g fat (1 g sat, 4 g mono); 0 mg cholesterol; 1 g fiber; 3 g protein; 15 mg sodium

### Instructions:

Fill a large pot 3/4 full with water and bring to boil. Add the noodles and cook until tender, 5 to 6 minutes, or according to the package directions. Drain and rinse the noodles thoroughly with cold water. Set aside. In a large stockpot or frying pan, heat the oils over medium heat. Add ginger and garlic and stir-fry until fragrant. Stir in the soy sauce and broccoli and continue to cook over medium heat for about 3 minutes. Add remaining vegetables and cooked noodles and toss until warmed through. Divide the noodles among warmed individual plates and top with crushed red chili flakes, if desired. Serve immediately.