

YOUR EMPLOYEE ASSISTANCE PROGRAM

E·A·P Plus



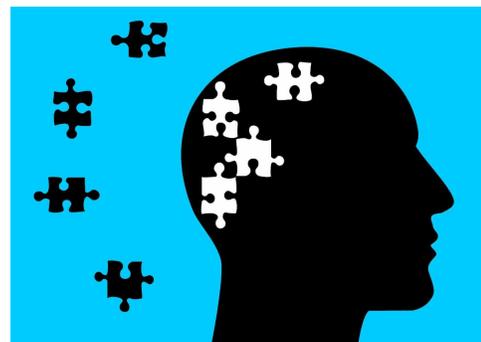
EAP PLUS & YOU

PROVIDING A MENTALLY HEALTHY WORKPLACE

June 2021

JUNE IS BRAIN AWARENESS MONTH

Alzheimer's is the most common cause of dementia. Basically, Alzheimer's is the result of the destruction and death of nerve cells in the brain, the end result being that individuals experience memory failure, personality changes, and difficulties carrying out daily activities. Although the greatest risk factor is increasing age, Alzheimer's can strike younger individuals. Approximately 200,000 Americans under the age of 65 have early-onset Alzheimer's.



Warning signs include:

1. MEMORY LOSS THAT DISRUPTS DAILY LIFE. One of the most common signs of Alzheimer's disease, especially in the early stage, is forgetting recently learned information. Others include forgetting important dates or events, asking the same question over and over again, or increasingly needing to rely on memory aids (e.g., reminder notes or electronic devices) or family members for things the person used to handle on their own. *What's a typical age-related change?* Sometimes forgetting names or appointments, but remembering them later.

2. CHALLENGES IN PLANNING OR SOLVING PROBLEMS. Some people living with dementia may experience changes in their ability to develop and follow a plan or work with numbers. They may have trouble following a familiar recipe or keeping track of monthly bills. They may have difficulty concentrating and take much longer to do things than they did before. *What's a typical age-related change?* Making occasional errors when managing finances or household bills.

3. DIFFICULTY COMPLETING FAMILIAR TASKS. People living with Alzheimer's disease often find it hard to complete routine tasks. Sometimes they may have trouble driving to a familiar location, organizing a grocery list or remembering the rules of a favorite game. *What's a typical age-related change?* Occasionally needing help to use microwave settings or to record a TV show.

4. CONFUSION WITH TIME OR PLACE. People living with Alzheimer's can lose track of dates, seasons and the passage of time. They may have trouble understanding something if it is not happening immediately. Sometimes they may forget where they are or how they got there. *What's a typical age-related change?* Getting confused about the day of the week, but figuring it out later.

5. TROUBLE UNDERSTANDING VISUAL IMAGES AND SPATIAL RELATIONSHIPS. For some people, vision problems are a sign of Alzheimer's. They may also have problems judging distance and determining color or contrast, causing issues with driving. *What's a typical age-related change?* Vision changes related to cataracts.

6. NEW PROBLEMS WITH WORDS IN SPEAKING OR WRITING. People living with Alzheimer's may have trouble following or joining a conversation. They may stop in the middle of a conversation and have no idea how to continue, or repeat themselves. They may struggle with vocabulary, have trouble naming a familiar object or use the wrong name. *What's a typical age-related change?* Sometimes having trouble finding the right word.

7. MISPLACING THINGS AND LOSING THE ABILITY TO RETRACE STEPS. A person living with Alzheimer's may put things in unusual places. They may lose things and be unable to go back over their steps to find them again. He or she may accuse others of stealing, especially as the disease progresses. *What's a typical age-related change?* Misplacing things from time to time and retracing steps to find them.

8. DECREASED OR POOR JUDGMENT. Individuals may experience changes in judgment or decision-making. For example, they may use poor judgment when dealing with money, or pay less attention to grooming or keeping themselves clean. *What's a typical age-related change?* Making a bad decision once in a while, like neglecting to change the oil in the car.

9. WITHDRAWAL FROM WORK OR SOCIAL ACTIVITIES. A person living with Alzheimer's may experience changes in the ability to hold or follow a conversation. As a result, he or she may withdraw from hobbies, social activities or other engagements. They may have trouble keeping up with a favorite team or activity. *What's a typical age-related change?* Sometimes feeling uninterested in family or social obligations.

10. CHANGES IN MOOD AND PERSONALITY. Individuals living with Alzheimer's may experience mood and personality changes. They may be easily upset at home, at work, with friends or when out of their comfort zone. *What's a typical age-related change?* Developing very specific ways of doing things and becoming irritable when a routine is disrupted.

WHAT'S NEXT? If you're concerned that you or someone you know is displaying any of these signs, take action: Talk to someone you trust.

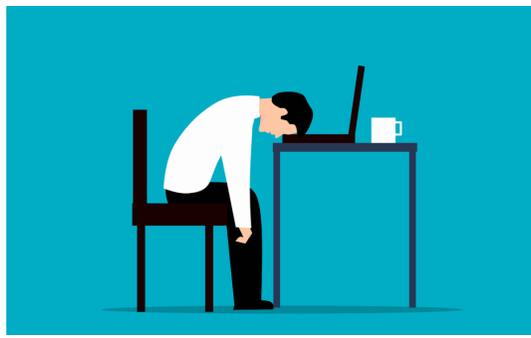
It can be helpful to confide in a friend or family member. For tips on how to have a conversation, visit [alz.org/memoryconcerns](https://www.alz.org/memoryconcerns).

See a doctor. Get a full medical evaluation to determine if it's Alzheimer's or something else. Early diagnosis gives you a chance to plan for the future, access support services and explore medication that may address some symptoms for a time. Visit [alz.org/evaluatememory](https://www.alz.org/evaluatememory) to learn what an evaluation may include.

Get support and information. Call the Alzheimer's Association 24/7 Helpline (800.272.3900) or visit [alz.org/10signs](https://www.alz.org/10signs). Note: This list is for information only and not a substitute for a consultation with a qualified medical professional.

Source: Alzheimer's Association

DOZING AT YOUR DESK?



Suddenly your eyes close and you're dozing at your desk—perhaps with your fingers still on the keyboard. You may discover willpower has little effect on this frustrating after-lunch phenomenon (caused by several metabolic processes), but you can manage it by planning ahead for it rather than fighting the losing battle. Begin with simple stretching exercises for a minute or two before sitting down to work after lunch. Every 30 minutes, stretch again. Engaging muscles will help counter sleepiness.

For more tips, go [here](#):

WILL GRATITUDE ADD TO YOUR LIFE?

Thanks to research, the practice of having an attitude of gratitude is beginning to take its place alongside meditation, yoga, and mindfulness as a health practice with demonstrated value.

Magazine articles, books, web sites, diaries, greeting cards, and calendars all promote the attitude of gratitude. More than 20 gratitude-focused research studies have cataloged the health benefits of gratitude, including improved life satisfaction, vitality, hope, optimism, and reduced levels of depression and anxiety.



Practicing gratitude is a conscious process that includes the intention of regular thankfulness (i.e., "Today, I am thankful for..." or "My favorite part of today was...") and training one's mind to see the good in any situation. Will it work for you?

Source: www.tandfonline.com [search "grateful experiences and expressions"]

DEALING WITH DIFFICULT SITUATIONS AT WORK

Major errors, sudden change, conflicts, and emotional meltdowns—affect every workplace. Often full of drama, difficult situations (you know them when you experience them) require maturity, skill, and a cool head. Minimizing disruption to the workplace is the goal, and bosses typically know who they will turn to for help in managing difficult situations. Here are a few tips to help that person be you:

1. Challenges and curveballs happen at home

and at work. Don't be surprised by them. See conflict as normal and change as inevitable.

2. Accept these realities when they happen, and resist the impulse to emotionally respond to them.

3. Avoid being pulled into the drama of a difficult workplace situation.

4. Maintain a cool head by understanding that all crises, large and small, have beginning and end points; a resolution will come.



5. When focusing on resolution, avoid blame and over-attention to symptoms. Think: "What's the real problem here?" to help identify the best approach.

6. Maintain an attitude of "opportunity found." This "lens" or point of view will help you spot opportunities to make things better that can help prevent a recurrence of a similar difficult situation.



Meet your new EAP Manager!

Mary Jane Kocian-Figueroa, Psy.D., MPH

Feel free to reach out to Mary Jane directly with any questions or needs at **937-528-3176**. We care about your company's well-being and that of your employees.

Information in this newsletter is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional.



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