

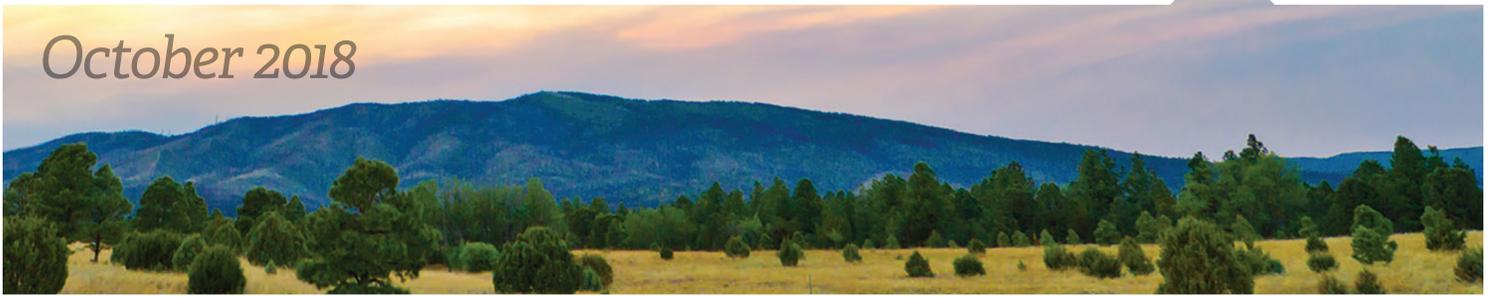


The
Solutions
Group

**Making Great Companies
Better Places to Work**

Work & Well-being

October 2018



**OCTOBER Health
Observances**

[ADHD Awareness Month](#)

[National Breast Cancer
Awareness Month](#)

[National Bullying Prevention](#)

[Children's Health Month](#)

[National Depression
Screening Day](#)

October 11, 2018

[Domestic Violence
Awareness Month](#)

[National Work and
Family Month](#)

Workplace Bullying: We're All Part of the Solution

Studies show that one in three employees in the United States will experience workplace bullying. While the method of bullying can vary from one situation to the next, verbal abuse, shunning, spreading malicious rumors and issuing outright threats are some of the most common tactics. Bullying not only has a physical and emotional impact on employees who are targeted, it reduces morale and motivation on teams, directly impacting the bottom line. Some estimates put the cost of workplace bullying at \$200 billion annually as a result of increased absenteeism, turnover and decreased productivity.

When it comes to bullying in the workplace, we're *all* part of the solution. Here are some steps you can take if you're a target of bullying or if you see it happening to a coworker:

- Document the situation
- Speak to your manager about the issue
- Reach out to Human Resources for help and policy information
- Contact your Employee Assistance Program (EAP) for confidential support and advice.



Staying Young with Yoga

In addition to helping you relax and remain flexible, yoga may reduce inflammation in the body that normally increases with stress and aging.

In one study at Ohio State University, women who regularly practiced yoga had lower levels of compounds that cause inflammation in the blood. They also showed a lower inflammatory response than women who did not regularly practice yoga when both groups were asked to do stressful tasks. Lower levels of inflammation may play a part in reducing the risk for many debilitating conditions including heart disease, stroke, type 2 diabetes, and arthritis.

Yoga has also been shown to help lower blood pressure, prevent against bone disease, promote strength and flexibility, and increase energy and feelings of well-being. No matter how physically active you are, yoga can improve both your physical and mental health, resulting in a better overall quality of life.



Photo credit: Matthew Henry

HEALTH FACT:

According to a 2016 study by Yoga Alliance and Yoga Journal, **more than 36 million Americans** say they practice yoga, up 50% from 2012.

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Schedule Your Annual Mammogram

Early detection is your best protection against breast cancer. For women with average risk, the American Cancer Society recommends breast cancer mammography screening every year starting at age 45-54 and every two years starting at age 55, for as long as the woman is in good health.

Mobile mammography vans offer a variety of screening events throughout the state. Screenings take just 10-15 minutes and can be included in an afternoon of running errands or during your lunch break. In most cases, women can self-refer and a doctor's referral is not required. Many insurance plans cover 100 percent of the mammogram cost but may limit screenings to one per every 365 days. Events are open to everyone, regardless of insurance carrier.



For more information about public events or to schedule a screening, contact:

[Assured Imaging](#)

Scheduling: 888-233-6121

Employer Groups and

Special Events: 602-803-1532

[Radiology Associates of Albuquerque](#)

Scheduling: 505-332-6967

Employer groups and

Special Events: 505-332-5800



Food Focus: Apple Cider Vinegar

Apple cider vinegar has a very strong taste and smell but very few calories. It adds lots of flavor to food and can be used in cooking, baking, salad dressings and as a preservative.

Historically used as a natural preservative, a disinfectant, and even for cleaning wounds, apple cider vinegar is growing in popularity within the natural health community. Made from fermented apple juice, bacteria turn the alcohol into acetic acid, which some research shows may help lower blood sugar and insulin levels by slowing the rate at which food and liquids leave the stomach during digestion.



6 Principles and Practices for Enhancing Resilience

Daily life is constantly throwing challenges at us, triggering feelings of overwhelm, worry, anxiety, and fear. But building resiliency can help us manage that stress so we can thrive in a demanding world.

Resilience is the capacity to recover quickly from or adjust easily to difficulties or change. Here are six ways you can train your brain to decrease negative responses and increase positive ones.

1. **Find your why.** Determining what's most important to you gives you the perspective to decide if the potential stressor is minor or major.
2. **Practice mindfulness.** You'll heighten your awareness of stress triggers and improve your ability to regulate your response.
3. **Challenge your mindset.** Are your current attitudes and perspectives working for you? Challenge your beliefs, attitudes and thoughts about stressors to have a different response.
4. **Train your thoughts.** Are they aligned with your why? Do your thoughts reflect the best version of you? Is this the thought you would want your loved ones to have in this situation?
5. **Seek recovery.** Look for ways to engage in activities that require little effort, are relaxing, social, physical, creative or fun.
6. **Prioritize self-care.** Be diligent about getting regular exercise, eating well, and getting plenty of sleep, which is the deepest form of physical recovery.

In the end, you decide whether to stress or not. You decide what it will do for you or to you. To be resilient, you must prepare. You must train.

Excerpted from a presentation by Rachel Garzon, Ph.D., New Mexico State University Cooperative Extension and founder of Revitalize Project, Inc. Dr. Garzon was the keynote speaker at The Solutions Group Annual Wellness Event in September.