The Solutions Group
Making Great Companies Better Places to Work

Work & Wellbeing

July 2016

July Health Observances

Fireworks Safety Month

National Park and Recreation Month

UV Safety Month

Do you or does someone you care about struggle with substance abuse or addiction?

Presbyterian's Intensive Outpatient Program (IOP) for adults can help by providing assessment and support for people struggling with family, relationship, health and legal issues as a result of substance abuse. Click here for more information.

Work & Wellbeing
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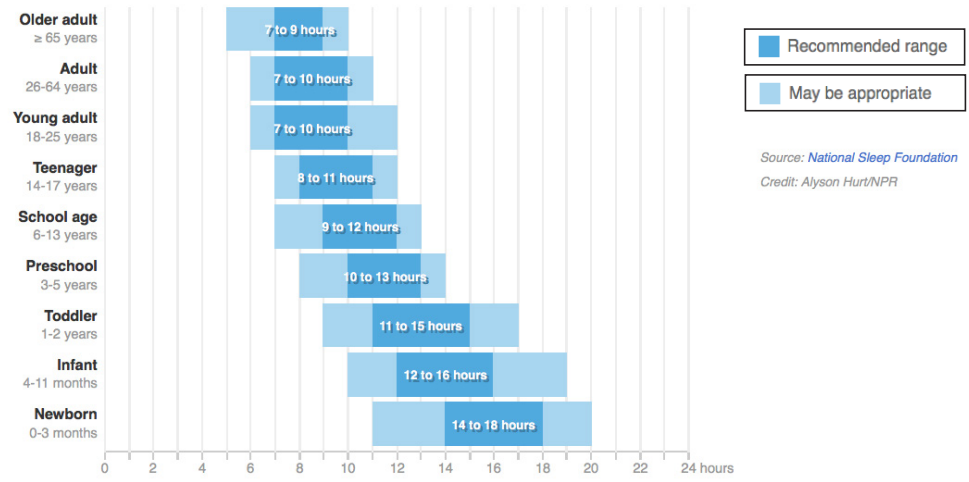
Wake Up to the Dangers of Too Little Sleep

A recent survey by Accountemps, an accounting services firm, estimates that nearly 75 percent of workers get less than the recommended seven hours of sleep per night. For employers, the effects of fatigue in the workplace are costly and can result in burnout, employee turnover, loss of focus, costly mistakes and accidents. On a personal level, getting enough sleep can help benefit brain function, memory, heart health, and make you less prone to depression, diabetes and illness.

Americans are sacrificing more and more sleep every year, says William David Brown, a sleep psychologist at the University of Texas Southwestern Medical School and author of *Sleeping Your Way to the Top*. Fatigue is cumulative, he says, and missing the equivalent of one night's sleep is like having a blood alcohol concentration of about 0.1 — above the legal limit to drive.

Consider these tips for coping with sleep deprivation:

1. **Manage workloads:** Meet with employees and or colleagues regularly to evaluate priorities and set realistic expectations. Hire temporary help if needed to prevent burnout among full-time workers.
2. **Take breaks:** When you're tired, you aren't effective or productive. Everyone needs an occasional time-out to recharge.
3. **Try using other options:** Consider flexible schedules, telecommuting options, or providing rest areas in the workplace.
4. **Lead by example:** If you're a manager, set a good example by taking breaks away from your desk and working normal business hours. This will help staff feel like they can do the same.



Apps for Better Health

A recent article in Health Data Management magazine rated some of the top apps in health and wellness. Here are a few to check out:

- **AsthmaSense:** Asthmatics can set medication and testing times, record symptoms and triggers, and measure rates of wheezing.
- **Castlight Health:** A health benefits platform that helps employees make better-informed healthcare decisions covering health status, selecting providers, cost management and other factors.
- **Diabetes Tracker:** Comprehensive diabetes tracking, enables users to add blood glucose, insulin and medications tracking.
- **Fitnet:** Allows anyone with a busy lifestyle to conduct a five-minute workout. The mobile device's webcam analyzes users in real time and provides feedback.
- **Glucose Buddy:** Data storage for diabetics. Users can manually enter glucose numbers, carbohydrate consumption, insulin dosages and activities.
- **Hello Heart:** Tracking app allows users to measure and record blood pressure. App uses data to provide real-time explanations of what blood pressure readings mean and tells users how they are doing overall.
- **RunKeeper (FitnessKeeper):** Activity tracking app for runners, cyclists and hikers. Tracks users' progress, provides audio cues and workout comparisons. More than 45 million users.
- **Sleepio (Big Health):** Helps employees improve sleep schedules by teaching them cognitive behavioral techniques. Includes a variety of other tools including a daily schedule, relaxation music, email reminders and an in-depth sleep test.
- **Weight Loss Coach (Fooducate):** A one-step dietary source that offers users a community of people trying to change their eating habits and become smarter food consumers. Rates the quality of food, health values of products, discussions, recipes and dietary tips.

Regardless of your current physical condition, it's not too late to get moving! Even lower levels of activity are better than none at all. As always, be sure to check with your physician before beginning any exercise routine.

It *Is* All About You

This month we're focusing on self-care and resilience, because if you don't take care of yourself, you won't have the physical or emotional energy to care for your loved ones, manage your work, or be a part of the community. Exercise and nutrition are fundamental, but self-care and resilience go beyond that.

- **Practice mindfulness** – Focusing on the here and now helps reduce stress around current issues and past regrets.
- **Make sleep a priority** – In addition to many physical benefits, getting enough sleep boosts creativity, memory, attention span, and a sense of well-being.
- **Cultivate a support group** – identify a few people you can rely on for advice, inspiration, or a helping hand.