



BHS A.S.S.I.S.T. Spotlight

August 2019

Your EAP is a free and confidential service, which provides assessment and short-term counseling for a variety of mental health, substance abuse and work/life related issues. To learn more about your available benefits, contact your BHS Care Coordinator at 800.245.1150.



The Connection Between Helping Others and Your Health

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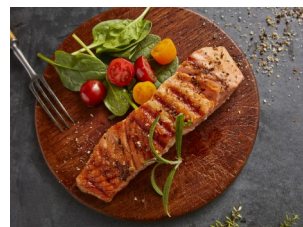
Money Saving Strategies for Back-to-School Shopping

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The Connection Between Helping Others and Your Health

Do you recall the last time you helped someone by performing an act of kindness? Remember the feeling of joy it gave you and the extra pep in your step? Evidence shows that helping others is beneficial to your mental and physical health. Putting other people's needs before our own can reduce stress and improve mood, self-esteem, and happiness.

Here's how it works:

- **Helping Others Feels Good** – Helping others promotes a rush of endorphins in the brain brought about by positive physiological changes. Offering help distracts us from our own problems, allowing us to participate in meaningful activity.
- **It Brings a Sense of Belonging** – Part of the enjoyment of helping others is that it makes you part of a social network, which leads to a sense of belonging. Face-to-face activities meant to help someone else can also aid in reducing the “helper's” feelings of loneliness or isolation.
- **Helps Keep Things in Perspective** – When you help someone in need, it often provides a sense of perspective to help you realize how lucky you are. It can enable you to have a more positive outlook on your life and what you have to be grateful for.

- **Helps Make the World a Happier Place** – Helping others can be contagious! Your good deed may encourage someone else to perform their own act of kindness.
- **The More You Do For Others, The More You Do For Yourself** – Studies show that the benefits of helping others can last long after the act itself, providing kindness memories to be drawn upon when you need to be lifted up.

Helping others isn't just beneficial to your emotional wellbeing; it also has amazing physical benefits. The simple joy of helping others reduces stress and boosts the immune system. It also flushes negative feelings like anger and aggression. Best of all, studies show of older people show those who give support to others live longer than those who don't.

Remember, helping doesn't have to cost money or take a lot of time. Start small. Providing emotional support to others with a simple phone call is a great way to begin. Research show that those who consistently help other people experience less depression, have greater calm, fewer pains, better health, and may even live longer.

“Those who are happiest are those who do the most for others.”— Booker T. Washington



Money Saving Strategies for Back-To-School Shopping

Summer is coming to an end and that means the start of a new school year. Kids generally know what to expect: new subjects to master and challenges to overcome. Parents face another type of challenge — paying for all the school supplies without overspending.

The best strategy for back-to-school shopping is to develop a plan. Begin by making a list — most schools provide a list of materials students will need during the year. Sit down with your child and review it. This allows you to determine exactly what's needed and get organized. Then, set a budget before you start shopping.

No matter your budget, the tips below will help stretch your dollar without depriving your kids:

Do your shopping during “tax free days”. They usually last for an entire weekend in July or August, and apply to things like clothes and school supplies. For information about your state's tax free days, visit http://www.taxadmin.org/fta/rate/sales_holiday.html.

Look for special promotions. During this time of year, many stores have amazing back-to-school sales. Watch for deals, like “buy one, get one free”.

Shop at local consignment stores. The end of summer is when many stores are getting great, gently used clothes. They offer amazing pricing for quality merchandise, and have strict policies for accepting items, so you don't have to worry about buying anything damaged.

Sign up for store emails. One of the best things you can do is sign up for all the store deals, discounts, and newsletters you can. Many stores send out a weekly list of what's on sale, and most even throw in a coupon too.

Keep your shopping list handy. Be ready to snatch up deals wherever they are by keeping a list of the things you need in your car or on your phone at all times.

Visit money-saving apps and websites. Use store-specific apps but also remember to download money-saving apps like **Ebates**, **Groupon** and **Amazon**.

Shop online. It's much easier to stick to your list and compare for the best price if you do it from the comfort of home. Save yourself the hassle of running from store to store by simply shopping online.

To save on back-to-school shopping, it's important not only to set a budget, but to stick to it. With proper planning and some savvy tips, you can prepare your child for another school year without breaking the bank.

If you need assistance creating a budget, your EAP can help. Call your BHS Care Coordinator to discuss the financial benefits that may be available to you.



What is Workplace Bullying and Who Is Affected?

What is Workplace Bullying?

Workplace bullying refers to repeated, unreasonable actions of individuals (or a group) directed toward an employee (or a group of employees), which are intended to intimidate, degrade, humiliate, or undermine, or which create a risk to the health or safety of, the employee(s).

Workplace bullying often involves an abuse or misuse of power. Bullying behavior creates feelings of defenselessness and injustice in the target, and undermines an individual's right to dignity at work.

Who is Affected?

Bullying is different from aggression. Whereas aggression may involve a single act, bullying involves repeated attacks against the target, creating an ongoing pattern of behavior. Tough or demanding bosses are not necessarily bullies, as long as they are respectful and fair, and their primary motivation is to obtain the best performance by setting high yet reasonable expectations for working safely.

Some bullying situations involve employees bullying their peers, rather than a supervisor

bullying an employee. The term *mobbing* refers to a group of coworkers targeting another worker. Supervisors should intervene immediately to address and stop mobbing behaviors.

Examples of Bullying

- Unwarranted or invalid criticism
- Blame without factual justification
- Being treated differently than the rest of your work group
- Being sworn at
- Exclusion or social isolation
- Being shouted at or humiliated
- Excessive monitoring or micromanaging
- Being given work with unrealistic deadlines

HEALTHY RECIPE:

Soy-Ginger Grilled Salmon

2 tablespoons vegetable oil; 3 tablespoons tamari (dark soy sauce); Grated peel and juice of 1 lime; 1 tablespoon hot pepper sauce (eyeball it); 1 - 3-inch piece fresh ginger, peeled and grated; 4 - 6 ounce salmon fillets

Preheat a grill or pan to medium-high. In a shallow dish, mix 2 tablespoons vegetable oil and the tamari, lime peel, lime juice, hot pepper sauce and ginger. Add the salmon and marinate, turning occasionally, for 15 to 20 minutes. Grill the salmon for 3 minutes on each side for medium-rare, 4 minutes on each side for fully cooked. 4 servings. Source: www.rachelraymag.com