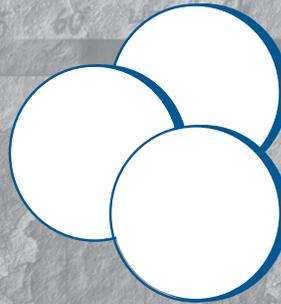


FALL

Fall 2016



**Key Solutions**  
Employee Assistance Program



## **Lack of Sleep is Nothing to Yawn About**

*By Travis Bradberry*

I've been reading a lot of posts lately about sleep...or more specifically, the lack of it for many of us. Some people don't think "sleep" is a serious problem. I beg to differ.

The Institute for Health and Productivity Management (<https://www.ihpm.org/>) lists failure to address sleep as a major health and performance issue, although they are hardly alone in pointing this out. According to the National Sleep Foundation (<https://sleepfoundation.org/>), about 20% of Americans report that they get less than 6 hours of sleep on average and the number of Americans that report that they get 8 hours or more has decreased.

### **The Effects of Not Getting Enough Sleep**

Major studies and Sleep in America polls (<https://sleepfoundation.org/sleep-polls>) have linked sleep deficits with poor work performance, driving accidents, relationship problems and mood problems like anger and depression. Heart disease, diabetes and other health conditions have also been traced to chronic sleep loss.

Today's go-go 24/7 society, with its endless stream of electronic stimulation, plus busy work and parenting schedules and bad lifestyle habits like too much caffeine, alcohol and nicotine are all to blame.

### **Talk to Your Doctor!**

Doctors point out that sleep is just as important to overall health as diet and exercise and yet many people don't like to talk to their physicians about sleep issues because they just assume that hardly anyone gets enough sleep, so why bother to mention it?

If lack of sleep is interfering with your work or personal life, you should bring it up! Insomnia, sleep apnea and other health conditions could be at the root of the problem. It's worth investigating because in such instances, medical treatment can help a great deal.

But in other cases, whether they realize it or not, people make more of a voluntary decision to not get enough rest..."I'm too busy with work to sleep that much," some think.

### **Why Suffer?**

Doesn't it make more sense to wake up at least reasonably refreshed and get more done in your day, than to not get enough sleep night after night and slog through the day with little to show for it? Now I don't profess to get enough sleep all of the time – do any of us? Rather, I'm referring to a lack of sleep night after night after night.

### **Summary.**

All I know for sure is that sleep is something I need to take seriously or suffer the consequences of being lethargic, cranky, or worse! Why would I want to feel like that day in and day out? When you think about it, sleep is really a quality of life issue. I, for one, think that makes sleep deprivation a very bad idea.

**May the holidays bring you all the love and joy they can, and may the true meaning of the season touch your heart.**

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### Healthy Recipe: Black Bean Quesadillas



#### INGREDIENTS:

One 15-ounce can black beans, rinsed  
1/2 cup shredded Pepper Jack cheese  
1/2 cup prepared fresh salsa, divided  
Four 8-inch whole-wheat tortillas  
2 teaspoons canola oil, divided  
1 ripe avocado, diced

#### DIRECTIONS:

1. Combine beans, cheese and 1/4 cup salsa in a medium bowl. Place tortillas on a work surface. Spread 1/2 cup filling on half of each tortilla. Fold tortillas in half, pressing gently to flatten.
2. Heat 1 teaspoon oil in a large non-stick skillet over medium heat. Add 2 quesadillas and cook, turning once, until golden on both sides, 2 to 4 minutes total.
3. Transfer to a cutting board and tent with foil to keep warm. Repeat with the remaining 1 teaspoon oil and quesadillas. Serve the quesadillas with avocado and the remaining salsa.

#### NUTRITIONAL VALUE:

Calories Per Serving: 377  
Carbohydrates: 46 g.  
Protein: 13 g.  
Fat: 13 g.  
Saturated Fat: 5 g

## Questions and Answers

### The Cell Phone Problem

**Q:** My co-worker, Jane, sits in a cubicle next to mine, and she has her cell phone on all the time, when she should be working! What can I do?

**A:** I'm assuming you talked to Jane about this problem and that didn't get you anywhere? Regardless, you need to speak to your supervisor about this problem. This isn't "tattling", it's recognizing that there needs to be a policy in place regarding cell phone use, because chances are if Jane is abusing their use, it's a good bet that she isn't the only colleague doing this. Many workplaces have a policy in place in which cell phones are either banned completely or they are only allowed on breaks and lunch hours. Your workplace needs to get with the times and devise one or there will be a LOT more unhappy employees.

#### Healthy employees are happy employees.

An estimated 78% of employees in excellent health report being happy with their current job, as opposed to only 51% of employees in poor health.

#### Healthy employees are better off financially.

Compared to employees in poor health, healthy employees are more confident in their financial future – and by wide margins.

- 69% of healthy employees have a plan for achieving major financial goals, but just 43% of unhealthy employees do.
- 87% of healthy employees feel they are able to make ends meet, while just 61% of unhealthy employees feel the same.

#### Healthy employees value their benefits more than others.

- 75% of employees in excellent health are satisfied with their benefits.
- 56% of employees in fair or poor health are satisfied with their benefits.

## ATTENTION ALL EMPLOYEES:

KeySolutions EAP is available to **all employees** and dependent family members. You **do not** need to be enrolled in your employers insurance to utilize this benefit.

## How KeySolutions Works for You...

**Counseling Services:** KeySolutions is here to **help you** and your family with any of **life's challenges**. During your appointment, you will meet with one of our experienced professionals and together decide on a **plan of action**.

**Free and Confidential:** Employee Assistance Program services are at **no charge** to you or your immediate family. All services will remain **confidential**.

**Employees and Family:** KeySolutions is available to all **employees** and **dependent family members**.

**Anywhere You Live:** The Employee Assistance Program is available to you wherever you live. We have a network of counselors ready to serve you. Please call KeySolutions first and we will inform you of those counselors.

**Contact Us:** You can visit us on the World Wide Web at [www.keysolutionseap.com](http://www.keysolutionseap.com) or email us at [keysolutionseap@crchealth.com](mailto:keysolutionseap@crchealth.com). Call us at 605-334-5850 or toll-free at 888-450-7844.

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