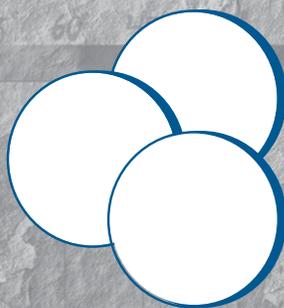




Summer 2016



Key Solutions

Employee Assistance Program



Get Out of that Summertime Rut By Nancy O'Reilly

When we approach life in general with enthusiasm and intensity—whether we're learning how to paddle a kayak, taking a Zumba class, or something else—we learn, gain new skills, and expand our sphere of influence. And when we see that taking risks pays off, we're willing to take more of them. Let's start with the rapidly upcoming summer months. If you're stuck in a summertime rut, and many of us are, the following are some suggestions for getting out of it.

Don't waste the weekend.

How many times have you realized that it's Sunday evening and you haven't accomplished *any* of the things you meant to do over the weekend? Set a goal to do something different every weekend this summer. This isn't really that hard! Weekend #1—Check out a state park you haven't been to in years, or visit one for the first time. Weekend #2—Learn a new sport or take up an old one. Dust off those old golf clubs or give Frisbee golf a try. Weekend #3—Throw a neighborhood block party! Weekend #4—Tired of grilling the same old fare? Try a new type of cuisine for dinner. You get the idea.

Get out of your vacation rut.

Is your family going to a certain beach this summer because, well, that's what you always do? Even if your family enjoys a familiar destination, consider making plans to also visit someplace *new* this summer. For example, instead of just experiencing the usual sand and surf, you might rent a mountain cabin or plan a road trip through several national parks.

Find creative day trips.

Can't afford or have the time for a longer vacation? Not to worry because there are tons of exciting experiences nearby that many of us overlook. Imagine a 100-mile radius around your home. Chances are there are more fun places and events in that radius that you can cram into one summer. Does your family like to exercise? What about hiking trails? History? Check out historic sites and/or museums. Maybe there's a fun-looking lake and beach not that far from where you live that you've overlooked because you're on your way to a different destination. If you run short of ideas, a local Chamber of Commerce or Visitors Center would be glad to help!

Learn a new skill.

One of the great things about summer is that the pace of daily life *does* tend to slow at least a little. Take advantage of longer days and more relaxed schedules by taking the time to learn something new. Sign up for a yoga class, give gardening a try, or go kayaking. Remember, the idea is to challenge yourself, and that won't happen if you're not stretching yourself past the boundaries of what feels comfortable.

Source: Nancy O'Reilly is a co-author of *Leading Women: 20 Influential Women Share Their Secrets to Leadership, Business, and Life*. (Adams Media, 2015. www.dmancyoreilly.com.)

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*Healthy Recipe:
Chipotle & Orange Grilled Chicken*



INGREDIENTS:

- 2 tablespoons orange juice concentrate, thawed
- 1 tablespoon finely chopped chipotle peppers
- 1 tablespoon balsamic vinegar
- 2 teaspoons unsulfured molasses
- 1 teaspoon Dijon mustard
- 1 pound boneless, skinless chicken breasts

DIRECTIONS:

- Preheat grill or broiler.
- Whisk together orange juice concentrate, chipotle pepper, vinegar, molasses, and mustard in a small bowl.
- Lightly oil grill or broiler rack. Season chicken with salt and grill or broil for 2 minutes. Turn, brush with the glaze and cook for 4 minutes, brushing occasionally with glaze. Turn again, brush with the glaze and cook until the center is no longer pink, 1 to 2 minutes longer.

NUTRITIONAL VALUE:

Calories Per Serving: 150	Sodium: 227 mg.
Protein: 23 g.	Fat: 3 g.
Carbohydrates: 7 g.	Saturated Fat: 1 g.

ATTENTION ALL EMPLOYEES:

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

Questions and Answers

You CAN be too Cheery on the Job

Q: *I have a super cheerful, bubbly coworker who drives everyone up the wall a little bit. Is it possible to be too cheery on the job?*

A: I think so. Positive affect can reach a level such that an employee perceives herself as doing well and doesn't feel like it is necessary for her to take on any extra initiatives. In other words, if Jan already thinks everything is terrific, she won't be motivated to make improvements, which is something every workplace—no matter how good an environment or how successful a company—still needs.

Instead of focusing on at-work happiness, it's more useful to set a goal of thriving at work, a University of Michigan study says. "When one is thriving, they have the joint experience of feeling energized and alive at work at the same time that they are growing, getting better at their work and learning" states Gretchen Spreitzer, an author of the study.



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**.

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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.

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