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Beat Heat Exhaustion

If you work in summer heat—rooftops, roads, landscaping, construction sites—you know how brutal hot, humid days can be. Staying hydrated is essential, but you need to do more to prevent heat illness. Hydration and “powering through” won’t prevent heat exhaustion, which can leave you weak and tired, and even lying down at day’s end offers little relief. Don’t be fooled—even if you’re young and fit, heat exhaustion stresses organs and may increase your risk for cardiovascular or kidney issues later. Here are OSHA’s tips for avoiding heat exhaustion: 1) Let your body build heat tolerance by gradually increasing your exposure over several days. 2) Drink water every 15–20 minutes, not just when you’re thirsty. Avoid caffeine, which dehydrates you faster. 3) Schedule breaks out of the sun and find ways to cool off. The hotter it is, the more frequent the breaks should be. 4) Know the symptoms of heat illness and watch coworkers for signs of dizziness, heavy sweating, nausea, or confusion.



Make a Peer Referral to the EAP

Ongoing performance issues in a coworker may signal deeper problems. You might not know what’s wrong, but you’ll likely notice symptoms—such as missed deadlines, mood swings, frequent absences, or others’ complaints. Since denial is common, how do you help? Start by showing concern. A calm, caring comment makes a stronger impression than showing frustration or criticism does. It also makes you more likely to be seen as someone safe to talk to if things get worse—which they often do. Chronic issues can lead to crises. Any incident may open a brief window when your coworker is willing to accept help. That’s your opportunity to suggest the EAP. This simple step—an “EAP peer referral”—can be the turning point that leads your coworker to needed support and recovery.



The Power of Decisiveness

Being decisive means you can make a decision, but also be timely and confident about it. Decisiveness is a soft skill that can be honed, and the more decisiveness you practice, the less wavering you will experience. Effective leaders are noted for their decisiveness. Decisive employees reduce delays, take action, model positive behaviors for peers, and tend to excel at seeking clarity, which means better decisions. It’s easier to be more decisive if you intervene when there are roadblocks like fear of failure, overthinking, perfectionism, and fear of not getting recognition. Self-awareness is key. Simply examining these roadblocks weakens their grip. Naming these culprits puts you in control. Remember, no decision is without risk and uncertainty—you may not know or guess what will happen. Learning to tolerate this is part of the journey, even for the greatest leaders. Need help? Talk to the EAP.



Micro-breaks—Stress Management in 30 Seconds

Micro-breaks are short, intentional pauses in your work lasting 30 seconds to 5 minutes. They interrupt the buildup of physical and mental stress. Take them throughout the day to reset focus, lower tension, and improve performance. Stretch, stand, walk, breathe deeply, or sip water. It sounds simple, but many skip micro-breaks because they are caught up in the intensity of their work. Being in “go mode” reduces awareness of your need to recharge. Mini-breaks help prevent burnout and boost productivity. Set a phone timer if needed, or take a break when you notice mental fog, forgetfulness, irritability, impatience, eyestrain, body tension, slumping, or dozing off.



Personal Wellness Matters in Customer Service



There's a connection between personal wellness and your ability to deliver great customer service. In turn, a positive customer service experience helps you feel more excited and motivated to do your job. Taking care of your mental health and well-being is key to job satisfaction, and it makes you more resilient when coping with difficult customers. Here's the point: See personal wellness as a professional responsibility with big payoffs—not just for giving you more energy, but also for handling workplace challenges. Much lip service is given to wellness, but it influences how well you focus, respond emotionally, stay patient, listen better, avoid burnout, and act professionally in tense situations. This includes not just external customers, but also coworkers and the teams you support—your internal customers. Ready to be more intentional about wellness? Focus on these five areas: mental and emotional wellness—managing stress and nurturing a positive mindset; physical wellness—getting enough sleep, ensuring hydration, and eating well; social wellness—building support and positive relationships; work-life balance—creating boundaries between energy spent on your job and personal time; and values alignment—clarifying goals and direction based on where you are now and where you want to go.



Resilience Tip: Optimize Your Energy



Being productive isn't just about goals, organization, motivation, and time management. It's also about managing the energy you have to accomplish tasks. Physical, emotional, and mental energy are your three "energy spheres." Nurture them, replenish them, and be aware of their peak periods. This is the art of energy optimization. The goal is to align tasks with the times of day when energy spheres are strongest so you can work efficiently and keep your momentum. When energy is low in one area—say, mental clarity—it's smarter to shift to a task requiring physical movement. For example, postpone a project until tomorrow morning if this is usually when your mental energy peaks. For now, with 30 minutes left in your day, straighten your desk to prepare for tomorrow when physical energy is more available. Paying attention to energy optimization can help prevent overexertion, reduce mistakes, and boost productivity. Try this: During the day, log and rate your energy using a scale ranging from 1 to 10—physical, mental, and emotional. Patterns will reveal your peaks. Once you know them, you'll likely use them to accomplish more.

Voluntary: You decide when to use the program services.

Confidential: Your personal information will not be shared with your employer or anyone in your family. Only you know when you call for assistance.

Convenient: EAP offers services with professional providers with offices nationwide. Services can be accessed in-person or virtual.

No-Cost: Services under the EAP are available to you, your spouse/partner and your dependents under the age of 26.

Reset. Refocus. Recharge.

4 Self-Help Tips for a Better You This August

As summer winds down, August is a perfect time to reconnect with yourself, recharge your energy and realign your priorities. Make space for self-care and growth—one small step at a time.

Reflect & Reset. Take 15 minutes at the end of each week to journal your thoughts, feelings, and wins. Small reflections build big awareness.

Set a Boundaries Challenge. Say "no" to at least one unnecessary commitment this month. Protect your peace—it's essential, not selfish.

Move with Purpose. Commit to 20 minutes of movement daily. Walk, stretch, dance—it's not about intensity, it's about consistency.

Digital Detox Hours. Pick one hour a day to unplug from screens. Reclaim that time for rest, hobbies, or meaningful conversations.

*This August, choose yourself—mind, body, and soul.
Because your well-being is your foundation.*



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WELLNESS @ MINUTE

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VACCINES: THE CORNERSTONE OF PUBLIC HEALTH AND PERSONAL WELL-BEING
DEBUNKING MYTHS: THE TRUTH ABOUT VACCINES AND SAFETY
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STRENGTHENING YOUR IMMUNE SYSTEM THROUGH FITNESS

VACCINES: THE CORNERSTONE OF PUBLIC HEALTH AND PERSONAL WELL-BEING

Vaccines stand as one of the most profound achievements in the history of public health, a testament to the power of scientific innovation and community effort. Since their inception over two centuries ago, vaccines have been pivotal in controlling and eradicating infectious diseases, thereby saving millions of lives globally. This remarkable public health success story underscores vaccines as a cornerstone of modern health strategies.

The principle of vaccination is simple yet profound: by introducing a harmless component of a pathogen into the body, the immune system is trained to recognize and combat the actual disease if encountered in the future. This not only protects the individual but also contributes to community immunity, a critical factor in safeguarding those who are unable to be vaccinated due to medical reasons.

Over the years, vaccines have not only curtailed diseases like smallpox and polio but have also played a crucial role in reducing the global burden of diseases such as measles, rubella, and whooping cough. The COVID-19 pandemic further highlighted the indispensable role of vaccines in managing public health crises. Despite the unprecedented speed of vaccine development during this period, vaccine hesitancy emerged as a significant barrier, impacting vaccine coverage and posing risks of preventable disease outbreaks.

As we age, vaccines continue to preserve our well-being and independence by protecting against diseases like influenza, pneumococcal disease, and shingles, which can have severe consequences in older populations. The ongoing development and deployment of vaccines are crucial in maintaining public health and reducing morbidity and mortality across the globe.

In essence, vaccines are not just a medical intervention; they are a foundation upon which much of modern public health is built. They represent a collective commitment to protecting both individual and community health, highlighting the interconnectedness of personal well-being and public safety. As we continue to face new health challenges, the story of vaccines reminds us of the power of science and solidarity in the pursuit of a healthier world.

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DEBUNKING MYTHS: THE TRUTH ABOUT VACCINES AND SAFETY



Vaccines have been a cornerstone of public health for decades, protecting individuals and communities from a wide array of infectious diseases. However, despite their proven efficacy and safety, vaccines continue to be the subject of numerous myths and misinformation, particularly in the age of social media.

One prevalent myth is that vaccines aren't worth the risk. This misconception persists despite the overwhelming scientific evidence supporting the safety and effectiveness of vaccines. Contrary to these myths, there has never been a credible study linking vaccines to long-term health conditions. Vaccines, in fact, stimulate the immune system safely, akin to learning fire safety through drills rather than experiencing an actual fire.

Furthermore, the advent of COVID-19 vaccines brought a surge of misinformation. Myths surrounding these vaccines spread quickly, fueled by fears and uncertainties early in the pandemic. Despite these challenges, the science behind the vaccines is robust, demonstrating their significant role in reducing the severity and spread of the virus.

Critics often target vaccine safety, arguing that the risks outweigh the benefits. However, this perspective fails to acknowledge the millions of lives vaccines have saved and continue to save. Vaccines not only protect individuals but also contribute to herd immunity, reducing virus prevalence to such low levels that widespread outbreaks become unlikely.

Another myth suggests that vaccine-preventable diseases aren't that dangerous, diminishing the perceived necessity of immunization. This belief overlooks the fact that vaccines are a victim of their own success; they have nearly eradicated diseases that once caused significant morbidity and mortality.

The misinformation landscape is further complicated by media narratives that circulate unfounded claims. Despite the absence of serious hesitancy in scientific communities, these myths persist in public discourse, often overshadowing factual information. It's crucial to rely on credible sources and scientific expertise to navigate these myths and make informed decisions about vaccination.

The truth about vaccines is clear: they are a safe, essential tool in protecting public health and combating infectious diseases. By debunking myths and spreading accurate information, we can counteract misinformation and ensure that vaccines continue to safeguard our communities effectively.

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SUMMER BERRY AND QUINOA SALAD

A refreshing and nutritious salad featuring seasonal berries, packed with antioxidants and vitamins to support your immune system.

INGREDIENTS:

- 1 cup quinoa, cooked and cooled
- 1 cup fresh strawberries, sliced
- 1 cup fresh blueberries
- 1/2 cup fresh raspberries
- 1/4 cup feta cheese, crumbled
- 1/4 cup almonds, sliced
- 2 tablespoons fresh mint, chopped
- 2 tablespoons olive oil
- 1 tablespoon lemon juice
- 1 tablespoon honey
- Salt and pepper to taste

INSTRUCTIONS:

In a large bowl, combine cooked quinoa, strawberries, blueberries, raspberries, feta cheese, almonds, and mint.

In a small bowl, whisk together olive oil, lemon juice, honey, salt, and pepper.

Drizzle the dressing over the salad and toss gently to combine.

Serve chilled or at room temperature.

INDOOR CIRCUIT TRAINING: BEAT THE HEAT WHILE STAYING FIT

In today's world, where health is a top priority, understanding the relationship between fitness and immunity is more vital than ever. Let's delve into the narrative of how regular exercise can be a powerful ally in strengthening your immune system, helping you lead a healthier, more resilient life.

Imagine your immune system as a well-trained army, ready to defend your body against invading bacteria and viruses. Like any army, it requires proper training and support to perform at its best. This is where regular exercise comes into play, acting as a crucial part of your immune system's training regimen.

THE ROLE OF EXERCISE IN IMMUNITY

Exercise is more than just a means to maintain physical fitness; it's a strategic tool for enhancing your body's defense mechanisms. Engaging in regular physical activity helps your immune system fight off infections from bacteria and viruses, reducing your risk of various diseases, including heart disease, osteoporosis, and cancer.

But how does exercise achieve this? When you engage in physical activity, your body experiences a temporary boost in the circulation of immune cells, such as neutrophils, natural killer (NK) cells, and cytotoxic T cells, which are crucial for fighting infections. This boost acts like a call to arms for your immune system, preparing it to respond more effectively to potential threats.

THE LONG-TERM BENEFITS

While the immediate effects of exercise on immunity are impressive, the long-term benefits are even more significant. Consistent physical activity has been shown to improve the immune system and prevent various infections over time. It's like maintaining a regular training schedule for your immune army, ensuring they're always in peak condition.

CHOOSING THE RIGHT ACTIVITIES

The good news is that you don't need to engage in intense workouts to reap these benefits. Any exercise, from walking to strength training, can build your immunity over time.

Walking, in particular, is one of the easiest and most accessible forms of exercise, offering a gentle yet effective way to enhance your immune function.

Experts recommend aiming for at least 30 minutes of physical activity three days a week, whether it's walking, biking, yoga, or other low-impact workouts. This consistent routine not only supports your immune system but also contributes to overall health and well-being.

EXERCISING OUTDOORS

One of the best ways to improve your immune system is by exercising outdoors. A running session or a walk in the sun provides you with a dose of vitamin D, which plays a vital role in immune function. This combination of physical activity and natural sunlight creates a powerful synergy for boosting your body's defenses.

A BALANCED APPROACH

While exercise is a powerful tool, it's important to remember that it works best as part of a balanced lifestyle. Alongside regular physical activity, maintaining a diet high in fruits and vegetables, not smoking, and keeping a healthy weight are essential components of a strong immune system.

Regular exercise is a cornerstone of a robust immune system. By incorporating physical activity into your daily routine, you not only enhance your body's ability to fight off infections but also contribute to your overall health and longevity. Embrace the journey of fitness and let it empower your immune system to stand strong against any challenge.

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