



NuVantageSM

Employee Resource

Your free and confidential resource for work-life wellness

News from NuVantage

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Factor of Money

Money is a significant factor for many of life's decisions and consequences. Fostering a healthy relationship with your money takes intentional and conscious time and effort, just like any relationship. As in all areas of life, healthy money choices are not simply a result of adequate knowledge and skills, but are also influenced by attitudes and values.

Consider the following as you reflect on your past financial decisions:

- Comfort level in talking about money and finances. Fear and discomfort lead to avoidance and create barriers to reaching out for help when feeling overwhelmed.
- Internal scripts about money. These are stories that often work to "explain" or "rationalize" habits and that have developed from direct experience, family stories, and observation of parental attitudes.
- Connection between money and sense of status, self-esteem, or self-confidence. Motives connected to a generalized sense of self can lead to making decisions based on perceived "image" and "worth" rather than personal values and life goals.



- Impulse control, coping strategies, boundaries. Decisions can be based on whether life is viewed through a long-term or a short-term lens as well as wants versus needs. Money can be used to soothe extreme emotions or replace loneliness. Financial stress can result from an inability to set limits and say "no".

NuVantage can provide Financial Counseling for debt, but you can also make use of NuVantage to talk with a counseling professional about assessing and managing your money relationship. Call NuVantage today to connect with a counselor in your area to begin examining how you view and use money in order to help relieve stress and restore work-life balance. **800.577.4727**

Unexpected Emergencies Can Happen

to anyone at any time. NuVantage Wellness Portal resources can help you plan for life altering events. Create a will, a power of attorney, or a health care directive to clearly communicate your wishes to your loved ones during urgent and stressful situations.

www.nuvantage.org Password: wellness

NuVantage Employee Resource is a service of:



Developing Personal Goals

As the leaves begin to change colors and summer fun slowly turns to the routine of autumn, this transition creates an opportunity to develop personal goals for lifestyle change. Whether you want to start a new exercise program, eat a healthier diet, start a meditation routine, use social media less frequently, or spend more time reading books, there are steps you can take to create a plan to guide you on your journey.

Imagine the future as you'd like to see it. Ask yourself the "miracle question": if you could waive a magic wand and create your own reality what would it look like? Create a vision board that represents this ideal reality so that you have a tangible reminder of what you are trying to achieve.

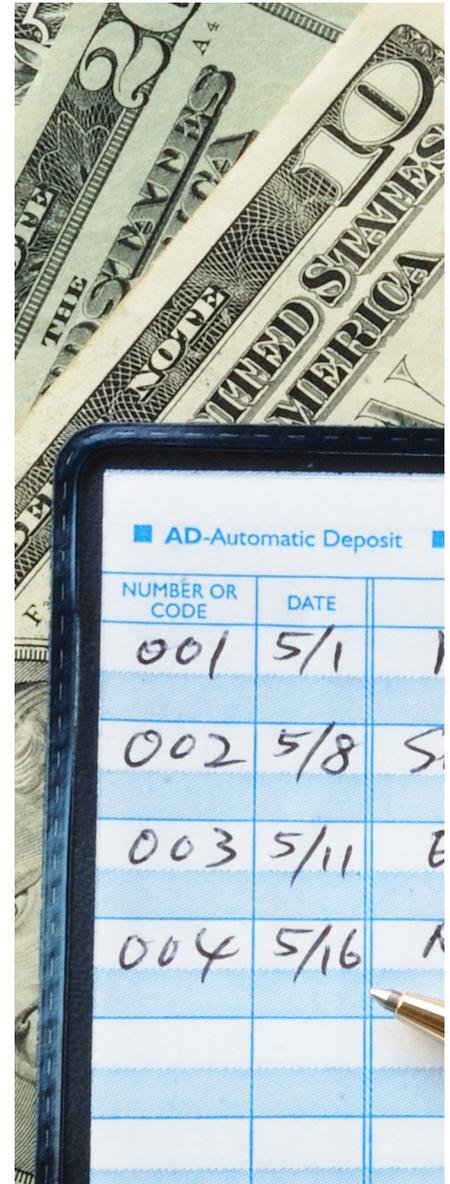
Assess where you are at. Be honest with yourself and identify areas for development. On a scale of 1 to 10, with 10 being your ideal future, how close are you to where you'd like to be?

Identify a target behavior. What do you need to do to move up one number along the scale? Pick one thing to do differently. Think of the behavior as a current preference rather than an immovable choice.

Uncover resources, support and strengths. Think of times in the past when you were closer to your ideal reality. What did you do differently during that time? Who or what did you rely on for support? What advice would you give to someone who has set the same goal? Use positive expectancy talk – you will achieve your goal.

Visually track your progress. Create a sticker chart or a calendar tracker. Be sure to celebrate even small movement toward your goal. Be gentle with yourself during setbacks – reassess your goals and reformulate your plan as necessary.

Making any life change can be scary and can seem overwhelming. Reaching out to a mental health professional can help you focus and establish your priorities. Call NuVantage to connect with a counselor in your area today. **800.577.4727**



Prolonged screen time is a reality in many work places.

You can take steps to reduce computer - related eyestrain in order to protect your eyes while maintaining productivity.

Try some of these easy and quick exercises:

- 20/20/20. For every 20 minutes of screen time, look 20 feet in front of you for 20 seconds.
- Roll your eyes. Literally. 20 seconds both clockwise and counter - clockwise motion.
- Palming. Cover both eyes with palms tightly for 3 minutes.
- Feed your eyes. Eggs, nuts, carrots, spinach, watermelon, papaya and fish are all healthy - eye choices.

Learn more about your valuable EAP benefits!

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