



# NuVantage<sup>SM</sup>

## Employee Resource

Your free and confidential resource for work-life wellness

News from NuVantage

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### Adult Development

Most employed people will spend a large portion of life in the workplace. People pass through many stages during the working years. With each transition comes learning opportunities, challenges, and growing pains.

In addition to major personal milestones such as getting married, having children, etc., there are professional milestones.

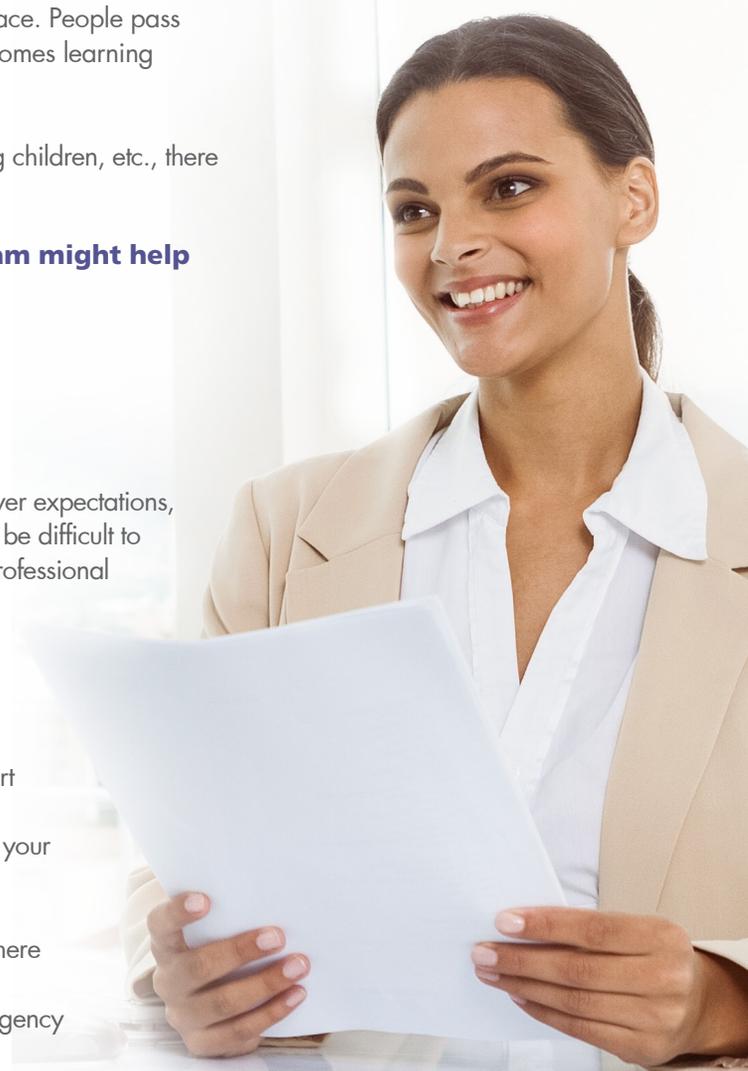
#### Allow us to profile how the employee assistance program might help you through a few of these experiences with our:

- Behavioral Health Counseling
- Financial Counseling
- Legal Advice
- Elder Care Assistance
- Financial Planning

### Early Career

When entering the workforce, new challenges emerge. Meeting employer expectations, getting along with co-workers, and managing personal finances can all be difficult to navigate. Balancing life outside the workplace while developing your professional identity will set the trajectory of the next several decades of your life. Unique struggles include:

- Struggling to pay for basic living needs along with accumulated student loan debt.
- Determining how to begin investing in a 401(k) or 403(b) plan to start planning for retirement.
- Feeling anxious as you face uncertainty over your career choice and your ability to handle new job responsibilities.
- Building and maintaining relationships inside and outside work.
- Dealing with consequences if you get caught speeding or parking where you shouldn't.
- Planning to purchase a car or house and beginning to build an emergency savings account.



### Work Time

The news magazine *Psychology Today* reports that the average person will spend 90,000 hours at work over their lifetime. The U.S. Census Bureau states that each year, the average American spends over 100 hours commuting to work.

NuVantage Employee Resource is a service of:



Lutheran Social Service  
of Minnesota  
for changing lives

**Imagine** new possibilities.  
**Create** solutions that work for your life.

## Middle Career

After spending some time in the workforce, new life and workplace issues begin to arise. The focus begins to shift from building a professional reputation to building relationships and a life outside of work hours. With career advancement comes added responsibilities often at the same time that responsibilities increase at home which presents issues such as:

- Losing interest in daily work activities and feeling burnt out by job duties.
- Experiencing stress while caring for aging parents while also caring for growing children.
- Dealing with life transitions.
- Developing a will and other legal documents.
- Investing in your family's financial future.
- Investing in your own education or career.

## Late Career

The focus of work-life balance shifts after the demands of work ends. Along with this transition often comes changing priorities and concerns including:

- Managing the emotions associated with the transition in your next stage of life.
- Financial planning for retirement becomes necessary.
- Planning what to do with your estate and assets.
- Pondering the purpose and identity of the next chapter of your life.
- Figuring out how, or if, to stay in your home.

Regardless of what life or career stage you find yourself in, NuVantage services can help address the challenges you may be facing.

**Call us today at 800.577.4727 to be connected to a professional in your community.**

## Putting On Weight At Work?

According to a Career Builder report, nearly half of workers have gained weight at their current job – 28% have gained more than 10 pounds while 13% have gained more than 20 pounds.

Learn more about your valuable EAP benefits!

**800.577.4727**  
[www.NuVantage.org](http://www.NuVantage.org)

