



# 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. Most end up working 40–50 years. People obviously 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, losing parents, becoming empty nesters, or home purchases, there are professional and biological milestones. An individual may move from being novice to an expert in a field while at the same time moving from being physically fine-tuned to being slow and easily bruised.

#### 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 difficult co-workers or superiors, and managing personal finances can all be difficult to navigate. Balancing life outside of the workplace while developing your professional identity that will set the trajectory of the next several decades of your life is a unique struggle that can lead to challenging situations including:

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



### 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 as well which presents issues such as:

- Losing interest in daily work activities and feeling burnt out by job duties. **Behavioral Health Counseling**
- Experiencing stress while caring for aging parents while also caring for growing children. **Elder Care Resources, Behavioral Health Counseling**
- Dealing with the death of loved ones as well as role transitions, such as becoming an empty nester. **Behavioral Health Counseling**
- Developing a legal will to outline how to handle estate property and care for family members should the unexpected happen. **Legal Advice**
- Investing your increased income in stocks and bonds and starting to plan for children expenses such as college. **Financial Planning, Financial Counseling**
- Deciding whether or not to further your own education or to pursue a new career opportunity. **Behavioral Health Counseling**

## Late Career

Near the end of a career, the focus of work-life balance shifts to daily living after the demands of work ends. Along with this transition often comes the calming effect of aging, the experience of slowing down of thought process, a loss of interest in new or different experiences, and changing priorities and concerns among other concerns including:

- Depression becomes more common in older adults. **Behavioral Health Counseling**
- Financial planning for a time without income becomes necessary. **Financial Planning, Financial Budget Counseling**
- Planning what to do with your estate and assets **Legal Advice, Financial Planning**
- Pondering the purpose and identity of the next chapter of your life after your career has provided you with a sense of purpose and identity for years. **Behavioral Health Counseling**
- Figuring out how to stay in your home. **Financial Counseling** for reverse mortgage, **Elder Care Assistance** to identify resources to keep you safe and healthy.

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)

