



BHS A.S.S.I.S.T. Spotlight

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Your EAP is a free and confidential service, which provides assessment and short-term counseling for a variety of mental health, substance abuse and work/life related issues. To learn more about your available benefits, contact your BHS Care Coordinator at 800.245.1150.



Building Your Child's Resilience

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Building Your Child's Resilience

Most parents think it's their job to protect children from tough times or failure. But this approach isn't always helpful when it comes to preparing your child for the future. Struggles can help your child savor life's best moments and give him or her the satisfaction of overcoming obstacles. Find out how to foster your child's resilience.

Encourage Supportive Relationships—Having the support of a stable, committed adult, whether it be a parent, caregiver or teacher, can help a child feel he or she has what it takes to overcome adversity. Connections like these can give children a buffer of stresses from the outside world, creating a protected space to grow up.

Develop A Growth Mindset—As your child gets older, you'll help him or her take on bigger and more complex endeavors. There will be more falls. Your job is to help your child get back up and try again. Make sure your child knows that the process of learning is important, immediate success isn't always the goal and failure isn't something to be feared or avoided. Instead, help your child see failure as a natural byproduct of learning and experimenting with new things.

Letting Your Child Learn—Allowing your child to learn from failure requires you to step back and let your child experience it. If your child is facing a situation in which his or her safety is at risk, your intervention is appropriate and necessary. But, if your child hasn't completed an assignment on time, let him or her face the consequences.

This will help your child learn that the rules apply to him or her and to keep better track of assignments and deadlines.

The Power Of Yet— Failure can also become a source of motivation for your child and serve as fuel to get him or her to work a little harder. Explore with your child how a different choice might have led to a different result. If your child feels defeated and says, "I can't," ask him or her to add the word "yet" to the end of the sentence. With increased effort, a new strategy or both, your child can try again — possibly with better results.

Promote Core Beliefs—To further the development of resilience, let them learn that:

- Decisions have consequences—Letting your child make their own choices (when appropriate) lets them learn from their mistakes.
- Failure is part of life—Teach your child that failure is an opportunity to learn rather than quit.
- Everyone has strengths—Help your child discover and develop their unique stretches and look for opportunities to let your child use them.

If you are concerned about your mental health, don't hesitate to seek advice. Your Employee Assistance Program (EAP) provides free and confidential assessment and counseling services. BHS is available 24 hours a day, 7 days a week by calling 800-245-1150.



Striking It Rich In Productivity

Involving and supporting employees is the key to mining their potential. Managers need new ways to get employees to do their best. Traditional carrots and sticks of management—cash, raises, bonuses and the like—aren't enough. Employees are looking for managers to have their best interests at heart and to show it on a daily basis. They're looking for more meaning in their work.

To be effective, managers must create supportive work environments that can influence, but not force, desired behaviors and outcomes. The best managers are masters of making things happen. They create more energy than they consume; instead of draining an organization's energy, they amplify and channel it back to the organization. Managers can improve their organizations by energizing individuals, energizing teams and energizing organizations.

Energizing Individuals The trust, respect, and consideration managers show employees through one-on-one relationships—every day of the week—is the foundation of an energized organization. For example, to keep employee morale and energy high during busy times of the year, executives at one company have been known to personally push coffee around the office, serving drinks and refreshments to front-line partners. Employees appreciate such gestures, which also provide opportunities to bring up and resolve customer issues at the same time.

Energizing Teams In recent years, teams have become fixtures in the business world. Organizations use ad hoc teams, cross-functional teams, self-directed work teams and more. Unfortunately in many cases, teams continue to take orders from managers and have few opportunities to act independently. To energize employees, managers need to empower teams to act independently, decide what needs to be done and how to do it.

Energizing Organizations Energy can spring from managers and workers alike. However, many organizations actually de-energize employees through strict rules and procedures that reduce employee initiative to finding the right page in a policy manual. An organization can be flexible—providing options, resources and tools to its employees—or it can be bureaucratic and policy-bound, creating an environment that erodes the confidence, self-esteem and energy of its employees.

If you are concerned about your mental well-being, Behavioral Health Systems is available 24 hours a day, 7 days a week by calling 800-245-1150. With a robust network of providers, BHS is able to provide care tailored to your specific needs and preferences.



Back-To-School Budgeting Tips

Take Inventory—When you receive the supply list provided by the school, begin with what you have on hand. You might be surprised with the supplies your child still has around the house. See what clothes your child has that still fit and are in good condition for the upcoming year.

Create a Budget—Make sure you are spending a comfortable amount and covering the basics. Going to a big box store without a budget is an almost guaranteed way to overspend. Don't forget to include things like pediatrician visits in your budget as well.

Plan Ahead—Start saving money as early as possible. If you think your estimated back-to-school expenses will be \$500, set aside a reasonable amount from each paycheck leading up to the back-to-school shopping season.

Saving Challenges—If you're running out of time to build a back-to-school budget, try to carve out portions of your existing budget. When grocery shopping, perhaps spend \$10 less on non-essential items and apply that toward school supplies.

Shop Smart—Take advantage of the numerous places to buy low-cost supplies, like dollar stores or warehouse stores. Most states have a sales tax holiday in the weeks leading up to school resuming. Not only will that provide immediate savings, but most major stores will plan sales for tax holidays.

Defer Expenses—Don't feel pressured to complete your back-to-school list in time for the first day. Sometimes, not all the items are needed for day 1. Perhaps clothes shopping can wait a month or two into the school year.

Source: <https://www.thepennyhoarder.com/budgeting/back-to-school-budgeting/>

Pork Chops with Nectarine Sauce **Ingredients:** 4 boneless pork loin chops (6 ounces each) • 1/2 teaspoon salt • 1/2 teaspoon dried thyme • 1/4 teaspoon pepper • 3 tablespoons all-purpose flour • 1 tablespoon canola oil • 1 small onion, finely chopped • 1 garlic clove, minced • 3 medium nectarines or peeled peaches, cut into 1/2-inch slices • 1/2 cup reduced-sodium chicken broth • 1 tablespoon honey, optional.

- 1.) Sprinkle pork chops with seasonings. Dredge lightly with flour. In a large skillet, heat oil over medium heat; cook chops until a thermometer reads 145°, 4-5 minutes per side. Remove from pan; keep warm.
- 2.) Add onion to same pan; cook and stir over medium heat 2 minutes. Add garlic; cook and stir 1 minute. Add nectarines; cook until lightly browned on both sides. Stir in broth and, if desired, honey; bring to a boil. Reduce heat. Simmer, uncovered, until nectarines are softened and sauce is slightly thickened, about 5 minutes. Serve with chops.

