



THE EMPLOYEE ENHANCEMENT NEWSLETTER



DEER OAKS EAP SERVICES

HELPFUL RESOURCES FROM YOUR
EMPLOYEE ASSISTANCE PROGRAM

FEB
17

February Online Seminar

Ignite a Spark-

Expanding your Life through Creativity

“Creativity is putting your imagination to work, and it’s produced the most extraordinary results in human culture”
–Ken Robinson. Learn to tap into your creativity and apply it in all areas of your life.

Available on demand February 21st
at www.deeroakseap.com

About Your EAP

*Life Can Be Hectic. The EAP Can
Help You Find Your Balance.*

Deer Oaks, your EAP, is always available to you and your household members. If you are struggling with children, finances, or just want some practical advice on health or the mind-body connection, contact Deer Oaks by calling the Helpline. Counselors are available 24/7 to provide you with immediate care.

Work/Life Website

www.deeroakseap.com

Resources and support are right at your fingertips through our Work/Life website. Log on today to browse articles, resource links, calculators, self-assessments, audio and video files, online courses, and online seminars.

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The Creative Process



Creativity can be defined as the ability to produce something of value that did not exist before. You could harness creativity to design a product, make a blueprint or write a script, for example. The outcomes of creative work may be wildly different among individual people or disciplines, but there are often similarities in the process.

The creative process often starts with a spark of inspiration: An idea. It can come at any time and from anywhere, such as from nature or people. When thinking of ideas for a fabric pattern, for example, textile designer Chris Triola looks in unexpected places, including cracks in ice or the lines on a cabbage leaf.

However, inspiration alone is not enough for creating. Creativity requires hard work and patience to turn ideas into viable output. Workers increase their chances of success through planning, assessing, revising and reflecting on their work.

Planning is important because it helps creative workers find focus and use their time wisely. By setting aside time for practice and research, for example, workers can improve their craft and connect ideas.

Planning can also make a project seem less daunting. For example, workers may break up a project into several small tasks and schedule time to create every day. Steady effort often leads to noticeable results. “When I look back, I realize that my art is constantly evolving,” says freelance illustrator Daniel Dufford of Cincinnati, Ohio. “As long as you keep working, you’ll keep getting better.”

Throughout the creative process, workers should assess and revise their work. For example, a writer proofreads an article draft to ensure that its message is clear with no gaps in logic. Making a timeline and requesting feedback from clients, collaborators and others may help workers stay on track.

After completing creative tasks, successful workers reflect on what they’ve learned during the process. They may review, for example, how often they practiced and what helped them do so more consistently. By applying these lessons to future creative endeavors, workers can improve their efficiency in finishing tasks.

Source:

Vilorio, D. (2015, June). The creative process. In Careers for creative people. Washington, DC: U.S. Department of Labor, Bureau of Labor Statistics (BLS). Retrieved October 31, 2016, from <http://www.bls.gov/>

Quiet, Please

Well, maybe not so quiet. New research from the University of Illinois says the sounds of silence may not be so golden when it comes to problem solving. A mid-range of background noise may actually help people be creative, but too loud is too loud.

One example is people working in coffee shops where the noise in the background volume of the music may be just the ticket for creativity. So next time you think you need to tone things down, try working in a moderately noisy environment that may trigger your brain to think abstractly.

So the coffee shop is the new library.

Health-e headlines™

64 Calories

To reduce the obesity rates among children by 2020, Caucasian kids need to take in 64 fewer calories each day say Columbia University researchers in the American Journal of Preventive Medicine. For Mexican-American children, it's 91 calories, and 138 calories for African-American children.

That's each kid, each day. And that means more activity after school, bringing back active recess activities, and drinking water, not soft drinks, at school and at home.

Health-e headlines™

Are You Getting Enough?

All types of fiber are needed every day for the body to function well. But Americans aren't getting enough to receive the benefits of lowering their risk for heart disease and type 2 diabetes and to help maintain weight.

Most adults are getting just 15 grams of fiber per day, according to government studies of large numbers of adults. The recommendations call for adult men to get 30 to 38 grams total fiber per day and women 21 to 25 grams.

Fiber is found naturally in fruit, vegetables, legumes (such as beans and peas), nuts, and whole grains found in whole-grain baked goods and cereals.

In addition, there are now more than 50 different types of fiber-containing ingredients added to fortify foods that traditionally do not contain any fiber such as fruit juices and yogurt.

Food labels will tell you exactly how many grams of dietary fiber are in a serving of any food. For more information about dietary fibers, visit the Calorie Control Council's website: www.fiberfacts.org.

Health-e headlines™



Going for Groceries without Going Broke

If you are frustrated by the sometimes lengthy family budgeting process and are longing for a quick fix that will save you money almost instantly, start in the grocery store. Your food bill is probably one of the largest budget-breakers. On average, U.S. consumers spend more than 13 percent of their income on food. Fortunately, your food bill is one of the most easily manipulated, and saving money is virtually effortless.

First of all, everyone's heard that you should not shop when you're hungry, and that's a good idea. Here are other smart shopping ideas to consider:

- **Always shop with a list.** On average, impulse buying accounts for 20 to 50 percent of a total grocery bill. Instead of wandering aimlessly through the aisles, bring a shopping list and a pen with you.
- **Grocery stores are for groceries.** Books, batteries, light bulbs, and pet supplies can all be found at the grocery store. Before you purchase everything you need from one store, make sure you aren't paying too much.
- **Shop alone.** Marketers spend a lot of money convincing kids to buy their cereal for a reason. By reducing your distractions, you can make thoughtful purchase decisions.
- **Carefully consider the cost of convenience.** As a general rule, the more convenient the item, the more it will cost. Ask yourself if it is really worth paying more for shredded cheese when shredding it yourself would take mere minutes and save you some cash.
- **Shop only once per week.** Try to adjust your schedule and your purchases so that you are going to the grocery store once a week. This will help reduce impulse shopping and should be a big cost saver. If you must go more than once per week, stick to your list.
- **Plan your route.** To find the most natural and least expensive ingredients, such as dairy, bread, vegetables, and fruit, try skipping the center of the store and make a loop of the outermost aisles.
- **Consider generics.** Look for generic brands of items where it really doesn't make a difference. For example, most dry goods have the same ingredients, regardless of the brand. The difference in price, however, can be as much as a 50 percent discount.
- **Use coupons wisely.** Only use coupons for items you are planning to buy anyway. Also, make sure you compare the price of a product with the discount on the coupon to the regular price of the brand you normally buy.

Finally, don't assume that all supermarkets have the same prices. Make a list of the ten or so products you buy the most and do some comparison shopping. Often you will find a huge difference between chains, and if you can save just 5 percent it will add up to hundreds of dollars in the long run.

About Money Management International

Money Management International (MMI) is a nonprofit, full-service credit-counseling agency, providing confidential financial guidance, financial education, counseling and debt management assistance to consumers since 1958. MMI helps consumers trim their expenses, develop a spending plan and repay debts. Counseling is available by appointment in branch offices and 24/7 by telephone and Internet. Services are available in English or Spanish. To learn more, call 800.432.7310 or visit www.MoneyManagement.org.

