

STAYWELL



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Athletic Trainer Corner

Sports can teach individuals many life lessons. Some of these life lessons employees at IPSC are dealing with now. One of the best lessons is learning to deal with adversity. Among the greatest NCAA basketball coaches is John Wooden, winning 10 national championships in 12 years. When preparing for opponents he would prep his team on what they could control. A quote he used was, "Time is limited. Focus on that which you can improve, correct, or change. Ignore what you cannot control."¹

Several key points for dealing with and overcoming adversity are:

- Focus on what can be controlled. Be the best you can be. Improve your abilities, and change when needed.
- Learn to manage stress. Control stress, don't let stress control you.
- Do not speculate. Speculation takes you away from things that can be controlled and increases stress. This takes a lot of physical and emotional energy.
- Stay focused and remain calm. If your situation is not working in your favor, create a plan that will. Amy Mezulis, a clinical psychologist, gave some good advice, "The human brain does not make good decisions when it is overwhelmed with negative emotions."²
- Recognize your value. In sports it may be improving the team, even though you are not playing in the games. This is true in any life situation. Your role is still important and you have something to offer.
- Stay positive, nothing has a more negative impact on an individual, family, or a team, then when someone is negative, frustrated, cannot move on, or accept the issue as it is.

Source:

1. <https://www.thewoodeneffect.com/how-to-go-from-surviving-to-thriving-focus-on-what-you-can-control/#:~:text=E2%80%9CTime%20is%20limited,the%20things%20he%20could%20do.>
2. <https://www.geekwire.com/2022/the-psychological-impact-of-layoffs-tips-for-employees-and-leaders-dealing-with-job-cuts/>

Dealing with Layoffs

The unknown can lead to stress and anxiety. IPSC is in a current state of many unknowns. With job changes and duties, layoffs can be a shuddering experience in the moment, and for the days and months ahead. Feelings of shame or failure may set in. Undesired change in job duties, or being laid off can impact social relationships and family systems.



Research has shown that layoff potential or unemployment can trigger depression, anxiety, and impact general happiness in a person's life with a loss of satisfaction in life. Even if things work out, lingering effects can remain. It can impact relationships at home, work, with our children, and lead to resentment and anger.

Miguel de Cervantes, a sixteenth century Spanish Novelist, is noted to have stated, "To be prepared is half the victory".

In 2022 the IPSC Rehab/Health & Wellness committee presented a class to all crews called, "Maintaining Life-Work Balance." Using a famous quote by Benjamin Franklin as the theme, he stated, "By failing to prepare, you are preparing to fail." In the class we addressed specific issues facing IPSC, particularly dealing with the potential for future job loss and developing a personal plan to prepare for this possibility. Whether it was retirement, paying off debt, obtaining more education, credentials, specialties, or developing a plan to be prepared for whatever takes place. We observed the negative impact individuals are facing and will face. The class was to help employees focus on what they can control,

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not what they cannot control. Part of that focus was making a contingency plan. The other part was how to deal with stress. If you need assistance dealing with stress and the unknown, please contact Brian Coles, he can help with stress reduction and direction with additional help if needed. Many of the lunchtime wellness guest speakers have addressed these issues.

Many may know their future with work. However, for some individuals it is not yet determined. For those employees who may not be retained, they still have many potential options to be prepared by gaining more education. With the possibility of two full years of education, and today's online education era, individuals could potentially complete a full bachelor's degree, an advanced degree, or multiple technology skills and certificates. These are things that are in a person's control.



Heraclitus is purported to have said, "The only constant in life is change." In late 1990 when Enron was looking to buy IPSC with potential layoffs, a longtime employee of IPSC said, "We will never have to worry of about this power plant going away, everyone needs electricity and this coal powered plant will never be shut down." At that time I took the opportunity to use the Education Assistance Program offered at IPSC, and obtained additional certifications and a master's degree to widen future opportunities if the inevitable happened. My stress lowered immensely by having a contingency plan and being more prepared. I had less fear of the unknown. Heraclitus was right everything changes. IPSC is and has offered many trainings; educational, financial, emotional, and other areas to assist employees with changes that are coming. Stress can become overwhelming. If you have not yet used these programs, please contact HR, Brian Coles, or our EAP group to help focus on the things we can control and not the things we cannot control.

One area that can help control stress is to participate in the wellness initiatives. These initiatives are custom designed to help IPSC employees deal with what is facing us now.

Quarterly Wellness Initiatives

All Initiatives and challenges are open to employees and spouses. Forms are located at www.ipsc.com or outside Brian's office.



Current programs are also accessible by using the **QR code**.

New Program



- **March Madness**—re Focus on your emotional health; Even if you did not do a bracket you can do the wellness activities to earn a gift card.
- **Double Dare**—Challenge yourself to do something new. Do two new things this quarter.
- **Decrease the Tension**—Re-Flexibility and hydration impact how we feel and our mood.
- **Eating for Health**—Different kinds of vegetables have a major impact on health and emotional wellbeing.
- **1-800-Sta-Well**—Exercise 800 minutes during the quarter. Bonus for 12 visits in the Staywell Center or IPSC outlying area exercise equipment



On Going-Repeatable Each Quarter:

- ✓ **Spouse Staywell Letter incentive** —
- ✓ **Shoulder Protection Initiative** —
- ✓ **100 Winks Sleep Initiative** —
- ✓ **Radon Test** —
- ✓ **Weight loss/Maintenance** —
- ✓ **Diabetes Prevention and BP/Cholesterol Improvement Initiative** —
- ✓ **Qtr. Prove IT Fitness Challenge** —

