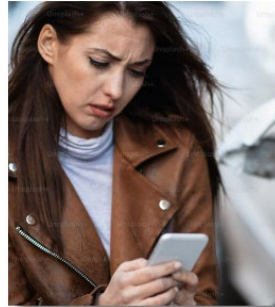




FrontLine Employee

Wellness, Productivity, and You!

Mental Health Awareness Month: Overcome Fear of Stigma to Seek Counseling



Personal challenges can impact well-being, and mental distractions that often accompany them can keep you from feeling like your best self. Your employee assistance program (EAP) is an easy path to help with challenges, but does stigma or embarrassment hold you back? Although you are sure of confidentiality, you believe handling problems on your own better demonstrates you are not incompetent or weak. Here's the big reveal: Nothing could be further from the truth. Seeking counseling is a courageous and proactive decision that demonstrates strength, self-awareness, and a commitment to personal growth. Just as you would seek medical care for a physical ailment, seeking counseling for challenges or emotional pain is a vital aspect of self-care. Today, employers are committed to fostering a culture of support where seeking counseling is encouraged. So, go for it. Make the call. Your future self will thank you for it.

Check Your Blood Pressure



Eleven million people in the U.S. have hypertension (high blood pressure) *and* don't know it. Are you one of them? Monitor your blood pressure if you haven't done so before or if it's been a while since your last check. High blood pressure is often called the "silent killer" because it has virtually no noticeable symptoms until its effects suddenly create a hypertensive crisis, which could be a heart attack or stroke. Contrary to popular belief, experiencing a headache does not necessarily indicate high blood pressure! Scary fact: One-third of stroke victims experience vision loss—some permanently and in both eyes.

Source: millionhearts.hhs.gov [search "hypertension"]

Get the Positivity Back in Your Team



Does your workplace team have a strong bond with a high level of trust? If not, getting the positivity back is probably easier than you think. Team morale will naturally erode if simple tasks that reinforce cohesiveness is ignored due to time pressures, deadlines, staff shortages, and overwork. This allows minor tensions and miscommunications to fester. So, create routine opportunities for facilitated discussions where the whole team can privately address conflicts, miscommunication, and perceived tensions to constructively resolve issues. Use this time to also clarify roles, responsibilities, and expectations. Dispel ambiguity and new potential sources of conflict. Now, witness how much better you feel coming to work tomorrow.

Got Intercultural Competence?



Intercultural competence refers to one's ability to interact effectively and appropriately with people from other cultures. Intercultural competence is crucial to businesses in an interconnected global business community. With a few clicks of a mouse, we are now face-to-face with someone halfway around the world. This new reality makes intercultural competence a soft skill that offers insight and expertise to improve an employer's competitive advantage. To grow your intercultural competence, educate yourself about cultures with which you interact, practice observing the world from the perspective of other cultures, and nurture personal values of respect, openness, curiosity, and discovery. Most importantly, be aware of biases and how they impede or interfere with any of the above.

Source: www.gcu.ac.uk [Search "definition of cultural competence"]

Working Under Pressure

The first reaction most people have to the idea of working under pressure is dread. We've all been there, caught between a rock and a hard place with the need to deliver. There are people who can work under pressure quite well. Some even thrive on it. The ability to work under pressure is a learned skill that has one overarching goal: Relief from feeling overwhelmed so you can focus and be engaged in the work efficiently. Avoid obsessing over the large task at hand. Instead, break it into parts and give each part a mini deadline. Eliminate all potential distractions. Not doing so will ratchet up the pressure more. Use clocks, timers, or other devices to keep yourself moving and on track but decide the most critical chunk of work you must do first. Start with what's urgent and important. Schedule short breaks at specific times, even if they are only five minutes. These will help pull you through the stages of work faster. View a high-pressure work situation as a challenge to beat a deadline. This strategy produces energy and a competitive spirit with your deadline. Learn about yourself under pressure and how you respond to it. Take steps in the future to avoid procrastination if it played a role.



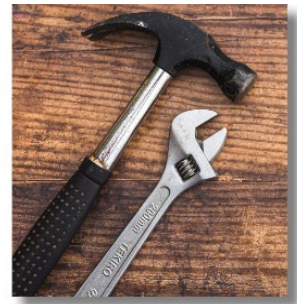
Be an Inclusive Role Model for a Positive Workplace

"A positive workplace" brings to mind a relaxed atmosphere, honest communication, a sense of humor, mutual respect and appreciation, and valuing of differences (diversity) among employees. But positive workplaces with these values don't just happen. They don't stay that way either without nurturing them like a precious garden. That's every employee's job. Here are a few ways you can play this role, so your workplace is as productive as it is positive. 1) Recognize your biases, so they play less of an influential role in your people-to-people interactions. 2) Model "inclusion" behaviors—spot opportunities to help others feel they "belong," but also recognize the business advantage this has for your organization. 3) Respectfully challenge stereotypical comments when you see them. 4) Be proactive with discussions about what it means to have an inclusive work environment. Practicing these behaviors will make you a positive workplace change agent.



How to Fix Your Day

Experiencing a negative event can disrupt your day, causing your previously uplifted mood to seemingly vanish. Take these actions to restore your positive mindset: 1) Admit things have been thrown out of whack and your feelings are normal. 2) Attempt a short "geographic" change (like a walk outside to change visuals away from the scene of the event). 3) Identify negative thoughts reverberating from the event. 4) Challenge the negative thoughts to disrupt their effects. 5) Identify positive thoughts to make #4 a speedier step. 6) Focus on what you can control—reaction, perspective, prevention, improvements, boundaries, self-care, etc. This gives you a constructive outlet to match your need to respond. 7) Plan a good thing or two—events, experiences, and treats—to rebalance the day. 8) Need support? Reach out to that friend to vent. 9) Find the lesson. Discover or consider what positive outcome exists indirectly or directly because of the event? 10) Celebrate that you fixed your day!



Mental Decluttering—a Different Kind of Spring Cleaning

Mental clutter is overpowering stress created by the daily demands of modern life, our multiple roles, to-emotions, responsibilities, and the constant influx of information. Enter the self-help concept of decluttering to reduce stress, improve concentration, enhance creativity, and cultivate a greater sense of well-being. Mental decluttering is about creating space for what truly matters and letting go of what no longer serves us mentally and emotionally. Signs indicating the need for mental decluttering include difficulty concentrating, experiencing a lack of creativity, and feeling disconnected from a positive sense of well-being. The practice of mental decluttering may involve various techniques, such as mindfulness meditation, journaling, prioritizing tasks, setting boundaries, and letting go of negative thoughts or emotions.



May WellNYS Daily To-Do

Date	Daily To-Do
Wed. May 1	The Monthly Challenge in May is to participate in the Physical Activity Challenge. Join us for wellness webinar today titled, Walk. Run. Dance. Play. What's Your Move, by getting active with the Move Your Way campaign. To register go to: https://meetny.webex.com/weblink/register/r92af2c8488f82ea3ea407982d76e17cd
Thu. May 2	Do you meet the physical activity guidelines for adults of 150 minutes of a week of moderate activity and two days of muscle strengthening? If you do, create a fun physical activity challenge, and ask a friend to join you. If you do not, plan how to fit in approximately 20 minutes of physical activity in per day.
Fri. May 3	It's always important to include your physician in any decision that increases the physical activity in your lifestyle. Make your doctor aware of any aches or pains that may limit your ability to perform a specific activity.
Sat. May 4	Fun physical activity challenges with family and friends can include setting a routine Saturday morning activity at a set time. For example: Every Saturday morning at 8:30 a.m. you agree to meet at your local park for a walk with a friend. What physical challenge would motivate you be active on Saturdays for May?
Sun. May 5	New York State parks are celebrating the Centennial Challenge in 2024! Complete 24 out of 100 activities and win a prize and be eligible to win a 24 three-year Empire Pass and a Centennial swag bag! Sign up at https://parks.ny.gov/100/challenge/
Mon. May 6	Download the <i>Move Your Way</i> Fact sheet and motivate your coworkers to join you to be more physically active. https://health.gov/sites/default/files/2021-02/PAG_MYW_FactSheet_Adults_508c.pdf
Tue. May 7	On-Your-Toes Tuesday. Today, find little ways throughout the day to do a few toe-raises, for example, when you are on your phone, waiting in line, or washing the dishes.
Wed. May 8	Today, the Olympic Torch will begin the journey through France. For 68 days, the torch will be carried by 11,000 people from all nationalities, each traveling 200 meters through every region in France, and will arrive in Paris on July 26, the opening day of the Summer Olympics. Try your own torch walk or run today.
Thu. May 9	Are you moving enough at work? If not, sign up for It's Move Time emails. Three emails are sent at random times from Monday through Friday, 8:00 a.m.– 5:00 p.m. Every email has an encouraging message to move. To sign-up, go to https://oer.ny.gov/its-move-time
Fri. May 10	Do you have pickle ball or badminton rackets? If not, you may want to go shopping. Pickle ball or badminton could be fun activities to do this summer.
Sat. May 11	Everyone needs physical activity to stay healthy. The <i>Move Your Way</i> tools, videos, and fact sheets make it easier to be more active and small changes add up to big health benefits. Go to https://health.gov/moveyourway for more information.
Sun. May 12	Happy Mother's Day. Ask mom, grandma, your wife, your aunt, your daughter, or a friend to go for a walk or bike ride, or some other physical activity.
Mon. May 13	Organize a Monday Mile at your workplace! The Monday mile is a group walk, jog, run, or bike ride for 20 minutes for everyone to do to start the week off by moving together. For more information, go to https://www.mondaycampaigns.org/move-it-monday/monday-mile
Tue. May 14	Looking for a low-impact workout. See if water aerobics or swimming lessons are offered at your local gym, pool, or community center.
Wed. May 15	Try the " <i>Top of The Hour</i> " physical activity challenge today. At 7 a.m., stretch your body. At 8 a.m., go on a short walk. At 9 a.m. try nine wall push-ups? At 10 a.m. perform 10 bicep curls, and 11 a.m. go for 11 squats before you sit down in a chair. What activity could you do 12 of at 12:00 noon?
Thu. May 16	Make this the year you plan physical activity on the Empire Trail. Go to https://empiretrail.ny.gov/ for maps, activities, and trip planning
Fri. May 17	In 2024, Bike to Work Week will be celebrated May 13-19, with Bike to Workday on Friday, May 17, 2024. A total of 40% of all trips in the U.S. are less than two miles, making bicycling a feasible and fun way to get around. How far is work? If it's doable, challenge yourself to ride your bike today. And don't forget to wear a helmet.

Sat. May 18	Plan to go on a physically active day to a place of your choice. An example is taking a trip to New York City where you can stroll across the Brooklyn bridge, walk up the stairs at the Vessel at Hudson Yards, or visit the Central Park Zoo.
Sun. May 19	Combine music and movement into a physical activity challenge today. Play your favorite fast song then move your body by dancing, running, marching, or walking to the beat!
Mon. May 20	Cardio exercise is great for your endurance, burning calories, and improving your cardiovascular shape. Choose a time right now and challenge yourself to do some type of cardio at that time today and tomorrow.
Tue. May 21	Today is May 21 st . Use the number 21 as a physical activity challenge today. Try 21 squats, 21 wall push-ups, hold a 21 second plank, or press your arms up to the sky 21 times. Be creative with your movements.
Wed. May 22	Are you doing a physical activity challenge this month? If not, there is still time. Ask a friend to join you and discuss what you could do together the last nine days of May?
Thu. May 23	Make a playlist of all your favorite dance songs such as the hustle, the moon walk, electric slide, and then act like Billy Idol and go "Dancing with Myself".
Fri. May 24	It's Friday and an excellent time to plan for an active weekend. Here are a few ideas: go for a hike in a New York State Park, bicycle around your neighborhood, take an early morning walk, or go to the gym.
Sat. May 25	What is your plan to get 150 minutes of moderate physical activity this upcoming week?
Sun. May 26	Try the one mile per day physical activity challenge. One mile can be accomplished by going for a bike ride, running, walking, wheeling a wheelchair, roller blading, or hiking.
Mon. May 27	Memorial Day is the unofficial start of summer. Add an outside physical activity such as yardwork, or playing backyard games such as badminton, volleyball, or cornhole.
Tue. May 28	Need a goal this summer. The 5K road events are held on weekends all over New York State. To learn more how you can participate, go to https://oer.ny.gov/physical-activities-around-new-york-state-running-and-walking and find a running event in your region through a local running club.
Wed. May 29	Inside or outside? You have a choice where to do physical activity. You spend a lot of time inside for the colder months, so enjoy the fresh outside air, the warm temperatures, and at least 17 minutes of sunshine.
Thu. May 30	As the days get longer, there are so many options when you can engage in physical activity. The extra daylight gives us more time in the morning or even later in the evening. What physical activity would you like to engage in?
Fri. May 31	If you took a physical activity challenge this month, congratulations! Use the momentum and keep it going throughout the summer months. If you aren't physically active, it's never too late to start.

WellNYS Everyday is a wellness initiative dedicated to educating, engaging, and empowering New York State employees to choose to eat foods that are healthy for them and to be physically active.

This program encourages employees to:

- Sign-up to receive the **WellNYS Daily To-Do** by email every day.
- Find out where to be physically active in New York State.
- Celebrate your wellness success with “I Did It!”.
- Engage in healthy behaviors while in your workplace.
- Find a NYS Walking workplaces map.
- Learn about Physical Activities in your region.
- Listen to a new wellness webinar every month.
- Become a WellNYS Ambassador for your agency/facility/SUNY.
- 2024 programs include: Count Your Physical Activity Minutes Challenge and the Olympic Experience.



**Office of
Employee Relations**
Work-Life Services

May 2024

Participate in the *Count Your Physical Activity Minutes* Challenge.

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

For more information go to: oer.ny.gov/wellnys-everyday

WellNYS Everyday is sponsored by NYS Work-Life Services.



1. The Monthly Challenge in May is to participate in the *Physical Activity Challenge*.
2. Do you meet the physical activity guidelines for adults of 150 minutes of a week of moderate activity and two days of muscle strengthening? If you do, create a fun physical activity challenge, and ask a friend to join you. If you do not, plan how to fit in approximately 20 minutes of physical activity in per day.
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NUMBER OF DAYS COMPLETED

What's Your Move? Getting Active with the Move Your Way® Campaign.



**Wednesday, May 22, 2024
12:00 noon – 12:30 p.m.**

During this presentation, the presenter will share Move Your Way resources including tools, videos, and fact sheets along with tips that make it easier to get a little more active. Attendees will have a better understanding of the amounts and types of physical activity they need to be healthy, the benefits of physical activity, and how to find activities that work for them.

Presenter: Katie Costello, MPH
US Department of Health and Human Services
Office of Disease Prevention and Health Promotion

To register, go to:

<https://meetny.webex.com/weblink/register/r7f0ebee22c65308f2cfe787734c4bb3>

