

HealthProCHOICES

A newsletter for participants in the Health Professionals' Services Program (HPSP)

January 2019

**"Self-confidence is a super power.
Once you start to believe in
yourself, magic starts happening."
– unknown**



Upcoming Testing Holidays

The following Oregon observed holidays are test exemptions days on which you do not need to check to see if you need to test:

- Martin Luther King, Jr. Day – Monday, January 21, 2019
- President's Day – Monday, February 18, 2019

Staffing Changes

After eight and a half years, Rebecca Sinclair, MA is leaving HPSP. Rebecca was with RBH before HPSP's July 2010 start. In June 2010, she watched as dozens of files were dropped off by the Nursing, Medical, Pharmacy, and Dental Boards. The files were then processed in advance of the July 1st starting date. Over the years, Rebecca has worked with 204 nurses.

In reflection of her time with HPSP, Rebecca reports that several nurses have reported that after going through the difficulties of substance use and or mental health issues they feel they have developed more empathy and compassion for their patients. Licensees also report a renewed understanding and connection with those in pain. Recently, a workplace monitor stated that she had seen the change in how the nurses she supervises connect with patients; she stated that they have a much better ability to relate to and show deeper compassion. In typical fashion, Rebecca dedicates her work to the licensees and supervisors she has supported; despite reflecting that she is partially culpable for that change in perception.



Rebecca confirms that this is not retirement for her, but she will have a more flexible schedule and work with employer groups when she is available. We will miss you Rebecca. Congratulations and we wish her well.

Over-the-Counter Prescriptions

As the cold and flu season progresses, please review the Over-the-Counter Medication List at www.RBHMonitoring.com. Over-the-counter medications containing alcohol cannot be approved and must not be taken. Additionally, avoid medications that contain diphenhydramine or pseudoephedrine. If your provider suggests a centrally acting antihistamine or decongestant such as diphenhydramine (Benadryl) or hydroxyzine (Vistaril or Atarax), a Medication Management Form will be required. All mind-altering, intoxicating substances, or potentially addictive drugs prescribed by a provider need to be documented using the Medication Management Form. Please have these forms in place and approved in advance of any non-negative toxicology.

Inclement Weather

As we continue through the colder months of the season, please remember that if a collection site is closed due to inclement weather, you must inform HPSP of the closure. This will be verified by your agreement monitor. If the site is confirmed to be closed and the licensee has been in compliance with all requirements for nine consecutive months (or has been compliant thus far if enrolled less than nine months), then the licensee may use one of the 21 toxicology exemptions allotted to each licensee per year.

Satisfaction Survey

Thank you for participating in the January 2019 HPSP Satisfaction Survey. Your feedback is very important to us. All input is reviewed by the HPSP Policy Advisory Committee (PAC) and, where possible, the program is adjusted. Changes made from Satisfaction Survey input in the past include in-person meetings with agreement monitors, Saturday phone support, and lower-cost toxicology panels for unemployed HPSP participants. Results and answers to your questions will be shared in an upcoming newsletter. Input will also be reviewed by the HPSP Advisory Committee. Your next opportunity to participate is July 2019.

Workplace Goals for the New Year

The new year brings hopes and dreams for the future. You've made your resolutions—to lose weight, exercise, plan a dream vacation, for example.

Don't forget, however, that you also spend one-third of your day at work. You can improve your on-the-job enjoyment and your productivity by making the following work resolutions.

Learn new skills. To keep your career moving forward and prevent burnout, learn some new skills. Investigate which ones you'll need for a promotion or for your dream job, then make sure you acquire them. Make a resolution to always be learning something new.

Keep organized. Most people don't function well in the midst of chaos. The clutter on your desk likely distracts you and muddles your thinking. If your office is disorganized, the time you spend getting organized will be paid back in less stress and increased productivity.

Make a resolution to spend the last 15 minutes of every day clearing your desk and getting organized for the next day.

Take daily breaks. Human beings aren't built to sit at a desk for hours at a stretch—that's why the coffee break was invented. But, there are better ways to use your breaks—quick, simple techniques that rejuvenate the body, mind and spirit so you can return to work refreshed and ready to accomplish great things.

The following energizing breaks take less than two minutes: Count down from 10 to one, taking a deep breath with each number. Read affirmations, inspiring quotes or poetry. Read a couple of pages of a book. Put your hands over your eyes and visualize a favorite vacation spot. Gaze out a window. Listen to your favorite music. Stand up and stretch your muscles. Doodle. Drink a full glass of water. Eat a healthy snack. Take a short walk.

Structure your time. Are you wasting time taking care of things that just aren't important? If so, you'll be frustrated when you fritter away your workdays doing things your boss would consider insignificant.

The solution is to block off one or two hours of quiet time each day that you spend focusing on your important tasks. Since most people concentrate best in the morning, choose your quiet time early in the day. Then transfer your calls to your voice mail and put a "Do Not Disturb" sign on your door. Make a resolution to set aside quiet time every day to work on your important projects.

Keep an accomplishment journal. Buy a separate notebook for an Accomplishment Journal. At the end of the day, write the date on a new page and write something that you accomplished. It doesn't have to be something major. Even little steps of progress need to be acknowledged.

For example: "I dealt with Mr. Jones, a difficult customer, in a very kind and professional way." "I wrote two pages of a special report."

Writing such a journal increases your enthusiasm as you look for things to accomplish and write in your journal. Your focus will be on what you did instead of what you didn't do. Keeping the journal will also give you more confidence during employee reviews or when asking for a promotion.

One last thought: When you follow through on your work resolutions and make them daily habits, you'll experience increased productivity, more energy and enthusiasm and the joy of accomplishment.

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RBH
Reliant Behavioral Health

Health Professionals' Services Program
www.rbhmonitoring.com

HPSP: 888.802.2843

Upcoming Events

The Fifth Annual Meeting of Western Doctors in Recovery

February 21-24, 2019 at San Diego Mission Bay at the Paradise Point Resort and Spa. This year's theme is Rocketing into the Fourth Dimension. There will also be Women's and Men's Preconference Retreats. Visit <https://westerndoctorsinrecovery.com> for more information.

New Save the Date 2019 Oregon Professionals Recovery Network Conference

The 2019 Oregon Professionals Recovery Network (PRN) Conference will be **Saturday, April 13, 2019** in Salem. Details and additional information will be shared as soon as they are available. Visit <http://www.prnoforegon.org/> for more information



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"The February sunshine steeps your boughs and tints the buds and swells the leaves within." - William Cullen Bryant

HPSP January 2019 Satisfaction Survey

Thank you to all of those who participated in the January 2019 Health Professionals' Services Program (HPSP) Satisfaction Survey. This was our seventeenth consecutive biannual survey since January 2011. For this survey, 24% of active participants who had been enrolled for at least four months responded. The survey serves as an ongoing quality improvement tool and provides a feedback loop for participants. Survey results are reviewed by the internal HPSP Policy Advisory Committee (PAC) comprised of the HPSP Medical Director, Consulting Psychiatrist, Program Director, and two Agreement Monitors.

Highlights from this period:

- 100% of treatment providers rate their experience working with HPSP as "excellent" or "above average"
- 93% of licensees and 91% of workplace monitors rate their experience with HPSP positively
- 96% of licensees indicate they understood the program's statutory monitoring requirements
- 89% of licensees felt program requirements are clearly explained
- 95% of licensees stated the program provides more than "some" accountability
- 91% of licensees believed their Agreement Monitor is knowledgeable of their case
- 89% of licensees reported information is communicated clearly, professionally, and within one business day
- 82% of licensees feel the program treats them with dignity
- 84.5% of licensees feel the program treats them with respect

In addition to the Likert scale responses, nine open-ended comments were received this period. Two comments were positive, five were negative, and two were suggestions for program improvement.

The two positive comments:

- Thank you for this program!
- This is a great program for anyone willing to better themselves.

The negative comments can be summarized as follows:

- A participant respondent who feels that the program is punitive
- A participant "resents everything about the program"
- A participant does not feel they should be required to follow program guidelines
- A participant who feels that the program is inflexible and changes the rules without notice
- A participant who questions the program's ability to legitimately advocate for participants in reflection of the program's contractual obligation to the HPSP participating boards

In response to all of these comments, please be reminded that HPSP allows participants to continue practicing in their chosen medical field. The program is grounded in Oregon Revised Statute and is consistent in terms of what is required of participants. The program is required to follow guidelines that have been developed and approved by the HPSP participating health professional boards. The legislature and the boards have a statutory responsibility to protect the public from impaired health professionals. To that end, toxicology as outlined in the monitoring agreement may come from urine, blood, hair, or other sample types. Additionally, participants in the toxicology program should not be able to count or otherwise predict when their next test will come.

To address the notion that the program will not advocate or be the champion for participants: HPSP representatives are always willing, with licensee approval, to depict a participant's program compliance. We do, when invited, speak on behalf of participants to coordinated care organizations, credentialing agencies, and other health systems. Additionally, it is a board-referred licensee's participation history that is reported back to the board that provides the track history that s/he has been abstinent (in cases of licensees with substance use disorders), has met their requirements as outlined in their monitoring agreement and program guidelines, and has practiced safely while in monitoring. Thus, it is the same hard work that participants put into the program that HPSP will stand behind and be happy to report.

The notion that one participant should be treated differently than other participants is one of the factors that brought the legislature to develop HPSP; HPSP must and will always follow Oregon Revised Statutes, Oregon Administrative Rules, and the HPSP Guidelines. Program components including on demand toxicology for licensees with substance use disorders and weekly group requirements for Oregon Medical Board licensees are not requirements that are up for change negotiation.

The last two comments concerned the layout of the biannual satisfaction survey and request for more collection sites including Saturday collection sites. Thank you for the input on the survey layout for licensees who are not participating in toxicology. As for collection sites, we continuously look for new sites and try to negotiate Saturday hours. If you know of a collection site in your community, please share the site information with RBH's Mark Stotts (mstotts@reliantbh.com; (503) 802-9816).

Your next opportunity to participate in the HPSP Satisfaction Survey is July. We look forward to your participation.

Be Healthy and Safe in the Garden

Enjoy the benefits of gardening, and stay safe.

Whether you are a beginner or expert gardener heading out to your garden, vegetable plot, or grassy lawn, health and safety are important. Gardening can be a great way to get physical activity, beautify the community, and go green. However, it also can expose you to potentially harmful elements, such as the sun, insects, lawn and garden equipment, and chemicals. Below are some health and safety tips for gardeners to follow while enjoying the beauty and bounty gardening can bring:

- Dress to protect. Prevent exposure to chemicals, insects, and the sun.
- Put safety first. Limit distractions, use chemicals and equipment properly, and be aware of possible hazards to lower your risk for injury.
- Watch out for heat-related illness. Even being out in short periods of time in high temperatures can cause serious health problems. Monitor your activities and time in the sun to lower your risk for heat-related illness.
- Know your limits. Talk to your health care provider if you have concerns that may impair your ability to work in the garden safely.
- Enjoy the benefits of physical activity. Gardening is an excellent way to get physical activity. Active people are less likely than inactive people to be obese or have high blood pressure, type 2 diabetes, osteoporosis, coronary artery disease, stroke, depression, colon cancer, and premature death.
- Get vaccinated. Vaccinations can prevent many diseases and save lives. All adults should get a tetanus vaccination every 10 years.
- Go green. Conserve water, reuse containers, recycle, and share your bounty.



Centers for Disease Control and Prevention (CDC) ©2019

PRN Annual Conference

The 2019 Oregon Professionals Recovery Network (PRN) Conference will be Saturday, April 13, 2019 in Salem at the Chemeketa Eola Center (215 Doaks Ferry Road NW). Speakers will include Serenity Lane's Jerry Gjesvold, Shabbir Imber Safdar, Kassi Lamert, Rob Bovett, and HPSP's Christopher Hamilton and Scott McBeth. Pharmacists will receive continuing education units. Visit www.prnoforegon.org for more information and to register!

HPSP Outreach

The HPSP Team is scheduling informational sessions on HPSP. If the administrators of your health care workplace are interested in learning more about HPSP, please ask them to contact Christopher Hamilton, Ph.D. (503-802-9813; chamilton@reliantbh.com) for more information, or to schedule a meeting. education units. Visit www.prnoforegon.org for more information and to register!



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"Life is like riding a bicycle. To keep your balance, you must keep moving." - Albert Einstein

RBH's New Name and Logo

Over the next few months you will see references to Reliant Behavioral Health (RBH) and the RBH logo changing to Integrated Behavioral Health (IBH). RBH has been part of IBH family for nearly six years. There are no other changes for HPSP participants besides the new IBH name and logo. You will soon see this logo on the newsletter, signature blocks, and the website.



Over-the-Counter Allergy Relief

Allergies will soon be in full force. As a reminder, several over-the-counter medications may have sedating or stimulating effects. These include centrally acting antihistamines, such as diphenhydramine (Benadryl), and hydroxyzine (Vistaril or Atarax). Like prescriptions with addictive potential and/or psychotropic medication be sure to have your primary care physician populate a Medication Management Form before a non-negative test. The Medication Management Form (MMF) and other useful forms are available at www.RBHMonitoring.com.

Travel

Spring is here and summer on its way, please remember that travel requests need to be made two weeks in advance in order to guarantee appropriate site allocation and chain of custody form distribution. The Guideline for Toxicology Testing Exemptions and all other HPSP Guidelines are available at www.RBHMonitoring.com.

Spring Sunshine Brightens Mood

After months of low temperatures and dark skies, isn't it delightful to celebrate spring again?

For many people, this wonderful season of new life is a real morale booster. One reason: a brain chemical known as serotonin that soothes and balances the nervous system. For most people, serotonin production is linked closely to the amount of sunlight that strikes the retina of the eye.

When people are deprived of light, as usually happens during the winter months, the production of serotonin is slowed, and that could be a factor that produces a bad case of the winter blues. Conversely, the arrival of spring means more light, and for most of us, possibly a more cheerful mood. Here are a few suggestions on ways to take advantage of spring sunshine.

- Adjust your schedule, whenever possible, to spend time with the sun. When the weather is bright outside, why not grab a sandwich and a bottle of water and carry them to your favorite outdoor bench? If you can get 30-40 minutes of exposure to bright sunlight periodically, your serotonin level will rise and the winter blahs will begin to fade.



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- Get serious about exercise. If you're like most of us, you added a few pounds during the winter. Try committing to three or four half-hour workouts per week to shed that weight. (Consult your family physician before beginning any new exercise program.) About 30 minutes of brisk walking, every other day, is enough to improve cardiovascular fitness, while also elevating your mood.
- Change your diet to match the more active, outdoor lifestyle that begins with spring. Instead of fats, sweets and heavy starches, enjoy seasonal fruits and vegetables. You'll feel lighter and quicker on your feet.



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"Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young. The greatest thing in life is to keep your mind young." Henry Ford

2019 Oregon Professional Recovery Network Conference

The Oregon Professional Recovery Network delivered an excellent conference for 2019. HPSP was well represented with Operations and Toxicology Lead, Tina and Agreement Monitors Jenn, Kate, and Scott in attendance. It is always nice to meet current and past HPSP participants. Monitoring Programs Director, Christopher and Scott presented on HPSP and all things toxicology. We look forward to seeing you at the 2020 Conference. We will share the date as soon as it becomes available. For more information on the PRN, please visit: <http://prnoforegon.org>.

Spring and Summer Travel Plans?

Please remember that travel requests need to be made two weeks in advance in order to guarantee appropriate site allocation and chain of custody form distribution. The Guideline for Toxicology Testing Exemptions and all other HPSP Guidelines are available at www.RBHMonitoring.com.

Additional Over-the-Counter Allergy Relief Reminder

Allergies will soon be in full force. As a reminder, several over-the-counter medications may have sedating or stimulating effects. These include centrally acting antihistamines, such as diphenhydramine (Benadryl), and hydroxyzine (Vistaril or Atarax). Like prescriptions with addictive potential and/or psychotropic medications, be sure to have your primary care provider complete a Medication Management Form (MMF) prior to use of these OTC medications. The MMF and other useful forms are available at www.RBHMonitoring.com.

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Allergies: Nothing to Sneeze At

Like other allergy symptoms, hay fever's leaky eyes, runny nose, sneezing, and burning palate mean your immune system is overreacting to an otherwise harmless substance you've inhaled, swallowed, or touched.

"The immune system is our defense mechanism," explains allergy specialist S. Michael Phillips, M.D., a University of Pennsylvania professor of medicine and neurology. "It has been ordered to destroy substances foreign to our bodies."

But the chemical weapons your immune system unleashes on these "allergens" have powerful inflammatory properties. The result? Those runny noses and eyes, or a variety of other symptoms from hives to itchy skin.

Roughly one person in four has some kind of allergy. The most common is "allergic rhinitis," which includes seasonal hay fever and year-round allergies to dust, pollen, animal dander, mold, and some foods.

Here are some common questions about allergies:

Q: How can I pinpoint the cause of my allergies?

A: You may already know what exposures trigger your allergies - like the spring pollen season, dust, or certain pets. But if you are unsure, skin or blood tests can help identify the allergens that plague you. Once you know what you are allergic to, you can take steps to avoid your allergen(s) and tailor your medical treatment to prevent and control symptoms.

Q: How can I minimize my exposure to allergens?

A: Components of dust such as animal dander, molds, and dust mites can cause allergic reactions, says the American Academy of Allergy, Asthma and Immunology (AAAAI). Keep your home clean and uncluttered, remove carpeting, avoid smoke and other irritants, and use air conditioners to keep pollen outside and dehumidifiers to curb moisture (if you live in a humid climate), limiting dust mites and mold. If a pet triggers your allergy, you may have to find your pet a new home. At the very least, keep your pet out of the bedroom and outside the house if possible.

Q: What medication should I take for hay fever?

A: Antihistamines dominate the market. As the name implies, block histamines - the substances your body releases that cause hay fever and animal allergies. Older antihistamines tend to cause drowsiness more than the new generation of prescription medications. One of the less sedating medications, loratadine, is available without a prescription. "Because the active ingredient works without entering the brain, they alleviate your symptoms without making you sleepy," says Texas allergist Susan Rudd Wynn, M.D. New time-released antihistamines can last up to 24 hours. However, the advantage of the older antihistamines is that they work faster and are cheaper than the newer ones. **Remember before taking any antihistamines to check with your prescriber and have them fill out a Medication Management Form. The HPSP Medication Management Form and associated cover letter are available at www.RBHMonitoring.com.**

Q: What about nasal sprays?

A: Newer prescription-only sprays are safer than many over-the-counter decongestant sprays that can be habit-forming if used improperly. "New synthetic cortisone sprays have been designed to relieve swelling in the nose," explains Dr. Wynn. "New antihistamine sprays work like their oral counterparts - to reduce symptoms without causing drowsiness."

Q: Do allergy shots help?

A: Doctors can inject increasing concentrations of allergic material into your body to build immunity and ease allergy symptoms. "These days, the majority of sufferers don't need allergy shots," says Robert Miles, M.D., vice president of the American College of Allergy, Asthma, and Immunology. But the AAAAI says allergy shots can help when your symptoms are moderate to severe, occur more than two to three months a year, don't respond well to medications and involve an allergen that is not easily avoided.



Allergies: Nothing to Sneeze At (Continued)

Q: Why do I have allergies if my spouse doesn't?

A: Blame genetics. "If one of your parents is allergic, there is a 25 to 30 percent chance you will be," explains Dr. Phillips. "If both are allergic, the likelihood increases to 75 percent."

Q: If I move to another part of the country, will I leave my allergies behind?

A: "You may escape the allergens your body is already familiar with," says Dr. Miles, "but, after a little while, you'll develop new allergies," probably within three years.

Q: So I'm stuck with allergies for my whole life?

A: Age works in your favor. Allergies peak from ages 35 to 45, then level off. As the immune system starts wearing out in our 60s, we have fewer reactions to allergens. After age 75, it's unusual to suffer allergies.

Q: Can I keep my kids from inheriting allergies?

A: No, but you can affect their development and severity. "Breast-feeding for up to nine months is highly recommended," says Dr. Miles. To prevent food allergies, delay exposure to potentially allergenic foods. Solid foods should be delayed until 6 months of age, the AAAAI says. Then introduce very bland foods, one food type at a time. Keeping your home free of pets during the child's early years will help diminish animal allergies later in their lives.

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"Then followed that beautiful season...
Summer...Filled was the air with a
dreamy and magical light; and the
landscape lay as if new created in all
the freshness of childhood."
- Henry Wadsworth Longfellow

Fourth of July Test Holiday

Thursday, July 4th is a testing holiday for HPSP licensees participating in toxicology. On Thursday, licensees do not need to check to see if they need to test. For a full list of State of Oregon observed holidays, please visit: www.rbhmonitoring.com.

Satisfaction Survey

You will soon receive an invitation to participate in the July 2019 Satisfaction Survey. Your feedback is very important to us. All input is reviewed by the HPSP Policy Advisory Committee (PAC) and, where possible, the program is adjusted. Changes made from Satisfaction Survey input in the past include in-person meetings with agreement monitors, Saturday phone support, and lower-cost toxicology panels for unemployed HPSP participants. Results and answers to your questions will be shared in an upcoming newsletter. Input will also be reviewed by the HPSP Advisory Committee.

Periodic Monitoring Consultant Rate Increase

Oregon Medical Board licensees with a current periodic monitoring consultant (PMC) requirement will see a fee increase of \$25 a session beginning with sessions conducted July 1st and after. There has not been a PMC fee increase in over ten years. PMC is a quarterly requirement of OMB participants with a substance use disorder diagnosis after they complete two years of weekly groups. It is also a quarterly requirement for all OMB licensees who are in weekly telephonic groups due to their geographic location. The PMC Guideline and all other guidelines are available at www.RBHMonitoring.com.

Summer Travel Plans?

Please remember that travel requests need to be made two weeks in advance in order to guarantee appropriate site allocation and chain of custody form distribution. The Guideline for Toxicology Testing Exemptions and all other HPSP Guidelines are available at www.RBHMonitoring.com.

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Upcoming Events

International Doctors in Alcoholics Anonymous (IDAA) 2019 Meeting. The next IDAA meeting is July 31–August 4, 2019 in Knoxville, Tennessee. This is the IDAA's 70th Birthday. The annual meeting will be held at the Knoxville Convention Center. Please visit www.idaa.org for more information.



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Essential Guidelines for Fireworks Safety

Thousands of Americans, many of them children, are injured each year in fireworks accidents. Most of these injuries occur during the Fourth of July holiday and include serious burns, loss of fingers, and blindness.

Though the most disabling injuries occur with illegal firecrackers, such as M-80s, most injuries are caused by bottle rockets, sparklers, and Roman candles.

Staying Safe

Viewing public displays handled by professionals is the safest way to enjoy fireworks on the Fourth of July or any other day. Even then, keep a safe distance away.



If you plan to celebrate the holiday with your own fireworks, these precautions can help prevent injuries:

- Don't let children play with the fireworks.
- Never place any part of your body over a fireworks device.
- Make sure anyone who handles fireworks wears safety goggles to protect the eyes from flying sparks or debris.
- Don't use bottle rockets. Their flight paths are often erratic, and rocket launchers sometimes explode, sending pieces of glass or metal flying.
- Read the safety labels.
- Don't try to re-light fireworks that have not worked properly.
- Keep a bucket of water or a garden hose handy in case of malfunction or fire.
- Be sure other people are out of range before lighting fireworks.
- Follow label directions.
- Light fireworks outdoors.
- Light only one at a time.
- Buy from reliable fireworks sellers.
- Never give fireworks to small children.
- Never carry fireworks in your pocket.

In Case of Eye Injury

If an accident injures someone's eyes, these actions can help protect the victim's sight:

- Don't delay medical attention, even if the injury seems minor.
- Don't try to rinse out the eye. This can be very damaging.
- Don't put pressure on the eye. Don't touch the injury.
- Don't give the victim aspirin or ibuprofen to try reducing the pain. These thin the blood and might increase bleeding.
- Don't apply ointment or any medicine. It's probably not sterile.

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The way to get started is to quit talking and begin doing. – Walt Disney

Travel Plans?

Traveling this summer? Please remember that we require two weeks notice of travel plans so we can identify testing sites. Remember that we need zip codes and dates of travel. Also, please remember to carry your paper chain of custody forms with you on your travels. Get your requests in early if you have already made your summer plans.

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Upcoming Events

The Other Bar's 2019 Newport Spiritual Retreat is September 13-15, 2019. All health professionals are welcome. Call Ross at 503-221-1425 or visit www.theotherbaroregon.com to register. If you have questions or need scholarship information please contact Jim O. (503-936-8961; jfo@jfolaw.com).

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Beat the Heat When Exercising Outdoors

Maintaining a regular exercise routine is important, even when those lazy days of summer make you want to drop everything and head for a hammock in the shade.

You can find the right summer exercise option for you, regardless of your fitness level or heat tolerance, but you should also take precautions to prevent potential problems such as sunburn, dehydration and sports-related injuries.

Don't Overdo the Sun

Most people believe it's safe to spend hours in the sun as long as they avoid getting sunburned. The truth is prolonged sun exposure can cause skin cancer and accelerate dehydration and fatigue, fitness experts say. To protect yourself, wear a sunscreen with a sun protection factor (SPF) of at least 15. Drink lots of water to stay hydrated, wear loose clothing and pace yourself.

The skin is the largest organ in the body, and sunburn elevates skin temperature. This temperature elevation, combined with the body heat you generate while working out, can lead to discomfort and even illness.



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Pay Attention

The key to avoiding heat-related illnesses is to be aware of how your body feels and to drink fluids frequently. Don't wait until you feel thirsty to drink fluids. Don't ignore the warning signals of dehydration: feeling lightheaded, tingly, dizzy, short of breath or nauseous or having cramped muscles. Replacing water lost through sweating keeps your body temperature down and hydrates the skin and muscles, allowing you to work out longer and stronger, experts say.

Drink at least one 8-ounce glass of water before exercise and two afterward. Take sips throughout your workout, even if you don't feel thirsty. And though you don't dehydrate as quickly in water, you still need to drink fluids after swimming or participating in other water-based sports or activities.



One of the best ways to prevent heat-related illnesses is to exercise in the early morning or the early evening. Avoid working out between 10 a.m. and 4 p.m., when the sun's rays are strongest.

Have Fun

Physical activity can improve your mood, so it's essential to choose an activity you enjoy rather than trying to force yourself to do something that makes you uncomfortable.

If you just can't stand the heat, you can still swim in a lap pool or take a water aerobics class.

And if you're getting bored with your usual exercise routine, look for a new activity. In order to improve, you need to challenge your mind and your muscles by changing how you use them.

Set Realistic Goals

One of the great things about a sunny summer day or a week at the beach is the sense of freedom it can give you—as though you're capable of anything.

But though the weather has changed, your overall conditioning hasn't. The biggest mistake people make when exercising in hot weather is to do too much too soon. If you're not physically prepared for an activity and push yourself too hard, you can end up with pulled muscles or heat-related illness.

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HealthProCHOICES

A newsletter for participants in the Health Professionals' Services Program (HPSP)

August 2019



"When we do the best we can, we never know what miracle is wrought in our life, or in the life of another." – Helen Keller

Labor Day

Monday, September 2nd is a holiday and licensees participating in toxicology are exempt from calling in for testing that day. For a full list of test exemption holidays please visit "Other Resources" at www.RBHMonitoring.com.

Travel Plans

Several of you have been traveling this summer. Mark would like to remind you to get your requests in early and not wait until the day before you leave. Please remember that we require a two week notice of travel plans so we can identify testing sites in your travel area. Send in travel zip codes and dates as soon as possible. Also, please remember to carry your paper chain of custody forms with you on your travels.

Toxicology Testing Exemptions

Please be reminded of the HPSP Guidelines available at www.RBHMonitoring.com. This month, you are reminded of the HPSP Toxicology Testing Exemption Guideline. After nine months of compliant participation, a licensee is eligible for 10 exemption days over the next three months when the licensee is in a travel status and the collection site is more than 20 miles from the travel location. Please make arrangements two weeks in advance of the travel by requesting collection sites. When collection sites are within 20 miles of the travel location, exemptions are not eligible. Collection sites are available near popular vacation destinations including Disneyland, Las Vegas, and most of the Hawaiian Islands. When collection sites are more than 20 miles away, licensees who are compliant for a year are eligible for more test exemptions as outlined in the Guideline. Following a report of noncompliance, a licensee is not eligible for test exemptions for nine months.

HPSP Outreach

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On the Road to Safety

Many of us drive so often that we operate on autopilot. We step in and out of our cars without giving our actions, or our safety, a second thought. By taking even the shortest ride for granted, you may be putting yourself and those who ride with you at risk. Maybe you follow the speed limit, use your signals at every turn, and turn your lights on when it's raining so that other cars can see you better. But there are more safety rules to consider.

The next time you're about to take a drive, test yourself. If you answer "no" to any of these questions, correct the problem before you drive.



1. Before You Get in Your Car

- Have you let friends and family members know about your planned route and your estimated time of arrival?
- Is your car in good working order, with safe tires and plenty of gas?

2. In the Driveway

- Is everyone buckled up? Wearing a seat belt is the law in most states, and it is the best protection in collisions. Air bags are not a substitute for seat belts.
- Are babies and small children in a child safety seat? And are they in the back seat? The safest place for them is in a child safety seat in the center of the back seat.
- Are all children who have outgrown child safety seats sitting in the back seat with their seat belt fastened? Kids can be injured or even killed if they are in the front seat when an air bag opens.

3. While Driving

- Are you well rested? Don't drive when you're drowsy.

4. Personal Safety

If you drive in a high-crime area, be sure that your answer is "yes" to all of these questions:

- Are your car doors locked and your windows up? You don't want anyone to be able to reach inside the car while you are stopped.
- Are all valuables, such as wallets and purses, out of sight? If you have a trunk, put them in there.
- When stopped, do you avoid being "boxed in" by other cars? Leave enough space to get away from a threatening situation. If someone suspicious approaches your car, blow your horn.
- Do you park in busy, well-lit areas?
- Do you lock your vehicle and take the keys? Never leave your car with the motor running. A few moments are all a thief needs to steal a car. Also, don't hide a spare key on your car, such as under the bumper.
- Do you exit and enter your car quickly, with your keys in hand?
- When you use valet parking, do you leave only the ignition and door keys, not your house keys?

If you have car trouble in an area that might be dangerous, try to get to a safe location. If you're not able to, try to find a 24-hour store, or use a cellular phone to call for help.

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"The secret of change is to focus all of your energy, not on fighting the old, but on building the new."

- Dan Milliman



New Team Member

Kristen Ott, MSW, is HPSP's newest Agreement Monitor. Kristen has a master's degree in social work from Portland State University in Portland, OR where she focused on medical social work with youth and adults, specifically in the field of oncology. She has worked at local area hospitals and for The American Cancer Society, in Seattle, WA. In her spare time she volunteers for Portland Community Football Club, a non-profit providing opportunities for low income youth to play soccer. In addition, Kristen enjoys cheering on The Timbers, Portland's Major League Soccer Team and cooking.

July 2019 Satisfaction Survey

The July 2019 HPSP Participant Satisfaction Survey was sent to all licensees enrolled in the program for at least four months. Thank you to all who participated!

In the July 2019 survey, responses were received from 35 Health Professionals' Services Program (HPSP) licensees with responses from participants of all four HPSP participating boards: Oregon Medical Board, Oregon State Board of Nursing, Oregon Board of Pharmacy, and Oregon Board of Dentistry. In total, there were 80 responses from HPSP participants during year nine (July 1, 2018 – June 30, 2019). Important feedback for the year:

	Agree or Strongly Agree
Understands the program's statutory monitoring requirements	95.1%
Program treats me with dignity	82.6%
Program treats me with respect	86.3%
Program requirements are clearly explained	85.1%

Overall, licensees participating in HPSP feel they are treated with dignity and respect. Responses for the year indicate that 95% of respondents understand the program and approximately most participants feel the program treats them with dignity and respect.

Ten written responses were received for the period. Five written responses were very positive and thanked HPSP for the program and the support it provides. Two of the five positive comments were specific about the excellent work of agreement monitors. Four of the other five responses were depictions of four participants' views that the program is punitive. One comment was specific to the stress that a licensee feels by worrying that they will forget to check for their daily test notification.

The HPSP Advisory Committee will review the Year 9 Satisfaction Survey at the next Advisory Committee Meeting.



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HPSP Outreach

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Coping With Major Life Changes

Major life changes such as getting a new boss or having a baby affect all aspects of your life. Whether positive or negative, change can be difficult to adjust to.

"All major changes involve a component of loss at their center," says Cara DiMarco, Ph.D., a counselor in Oregon and author of *Moving Through Life Transitions With Power and Purpose*. "That loss might involve loss of a particular routine, loss of opportunities, loss of a sense of yourself or a loss of hope."

As a result, most people going through major life transitions can expect to feel varying levels of anxiety, stress, confusion and possibly self-doubt. These feelings should not become persistent, however, but should decrease over time. If they don't ease and your ability to function in daily life becomes significantly impaired, you may need professional help.



The adjustment period typically is uncomfortable, but you can do things to make change easier on yourself.

Expect Disruption

In the vortex of change, many people expect to go on without missing a beat, as if the change were a minor inconvenience. But this attitude isn't realistic. "While it's essential that we're able to be productive in the midst of change, we also need to allow ourselves to not feel fully centered, to not feel absolutely on top of our game," Dr. DiMarco says.

If you're starting a new job, for instance, and are used to performing at 95 percent, don't expect to be up to speed immediately.

Focus On the Known

In the midst of change, "people tend to over-focus on the unknown," Dr. DiMarco says. "This is only natural, because that's where most of their anxiety lies. But some things you just can't know until you're in the middle of the experience."

To avoid needless worry and self-doubt about changes at hand, focus on the known elements that are present in the new situation.

Anticipate Change

Change is inevitable, so it's helpful to plan for it. "Being prepared allows you to have more options and be aware of potential obstacles," Dr. DiMarco says.

If you have children in high school, for instance, you know they will soon leave home—and you'll have more time to yourself.

To establish several game plans for coping with empty-nest syndrome and making good use of your free time, sit down with someone—a career counselor, personal counselor or trusted friend—and use the person as a sounding board.

Pinpoint Patterns

How do you move through change? What sorts of feelings and reactions tend to consistently recur? "These are the kinds of questions to ask yourself when your life is stable so you can develop your own personal tool kit of coping strategies when change ensues," Dr. DiMarco says.



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Look for Meaning

Change disrupts the continuity of life, but even the most difficult and traumatic changes can be useful. "You can learn from every experience," Dr. DiMarco says. You might have never chosen that life-changing experience or the lesson it taught you about yourself or the world, but if you can find the meaning or valuable outcome behind it, that experience will become part of your internal world, rather than an external agent acting on you.

That mind-set, Dr. DiMarco says, "increases your sense of personal control and power. By extracting something out of change, you can create a sense of mastery."

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October 2019



"The natural healing force in each one of us is the greatest force in getting well." - Hippocrates

Upcoming Testing Holidays

The following Oregon observed holidays are test exemptions days on which you do not need to check to see if you need to test:

Veterans Day - Monday, November 11	Christmas Day - Wednesday, December 25
Thanksgiving Day - Thursday, November 28 and Friday, November 29	New Year's Day - Wednesday, January 1

Holiday Travel

The holidays are quickly approaching. Please remember that we require two weeks notice of travel plans so we can identify testing sites. Remember that we need zip codes and dates of travel. Also, please remember to carry your paper chain of custody forms with you on your travels. Get your requests in early if you have already made your holiday plans.

OMB Licensee Change of Address Requirement

This is a reminder that under OAR 847-008-0060, OMB licensees are required to notify the Board in writing within 30 days of any change in residence address, practice location, or mailing address.

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Upcoming Events

IDA A 2020

The next **International Doctors in Alcoholics Anonymous** will be August 5-9, 2020 in Spokane, Washington. For more information please visit www.idaa.org.



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13 Ways to Make Halloween Safe

1. Wear makeup instead of masks. Use hypoallergenic formulas. Have an adult apply the makeup and remove it with cold cream instead of soap and water.
2. Avoid costumes with masks, floppy hats or eye patches that block vision.
3. Avoid pointed props such as spears, swords or wands that endanger other children's eyes.
4. Wear bright, reflective clothing or have reflective patches somewhere on the costume.
5. Carry a bright flashlight to illuminate sidewalks, steps and paths.
6. Never drive while wearing a mask.
7. Obey all traffic signals, whether pedestrian or driver.
8. Younger children should be accompanied by an adult while traveling about the neighborhood. Older children should trick or treat in groups.
9. Use common sense. Never dart out between parked cars or hidden corners such as alleys. Avoid streets under construction. Don't trick or treat in busy commercial areas or where there is heavy traffic.
10. Inspect all trick or treat items before allowing children to have them.
11. Be sure the path and stairs to your front door are well illuminated and clear of obstacles.
12. Daylight trick or treating is safer than going out after dark.
13. Halloween parties are safer than trick or treating at any time.



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November 2019



"Gratitude is the inward feeling of kindness received. Thankfulness is the natural impulse to express that feeling. Thanksgiving is the following of that impulse." – Henry Van Dyke

Upcoming Testing Holidays

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Thanksgiving Day - Thursday, November 28 and Friday, November 29	New Year's Day - Wednesday, January 1
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In Memory

Kerry Speed, MA, CADC III, MAC, QMHP passed last month. Kerry was a group monitoring consultant and periodic monitoring consultant. She owned and operated Juniper Behavioral Consulting. Kerry completed her Masters of Arts in Addiction & Mental Health Counseling, Advanced Practice from the Hazelden Betty Ford Graduate School of Addiction Studies and worked in Minnesota as a Primary Therapist before moving to Oregon. Kerry and her talent are missed.

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Holiday Depression and Stress

Source: National Mental Health Association

The holiday season is a time full of joy, cheer, parties, and family gatherings. However, for many people, it is a time of self-evaluation, loneliness, reflection on past failures, and anxiety about an uncertain future.

What Causes Holiday Blues?

Many factors can cause the “holiday blues”: stress, fatigue, unrealistic expectations, over-commercialization, financial constraints, and the inability to be with one’s family and friends. The demands of shopping, parties, family reunions, and house guests also contribute to feelings of tension. People who do not become depressed may develop other stress responses, such as: headaches, over-eating, and difficulty sleeping. Even more people experience post-holiday let down after January 1. This can result from disappointments during the preceding months compounded with the excess fatigue and stress.



Coping with Stress and Depression During the Holidays

- Keep expectations for the holiday season manageable. Try to set realistic goals for yourself. Pace yourself. Organize your time. Make a list and prioritize the important activities. Be realistic about what you can and cannot do. Do not put entire focus on just one day (i.e., Thanksgiving Day) remember it is a season of holiday sentiment and activities can be spread out (time-wise) to lessen stress and increase enjoyment.
- Remember the holiday season does not banish reasons for feeling sad or lonely; there is room for these feelings to be present, even if the person chooses not to express them.
- Leave “yesteryear” in the past and look toward the future. Life brings changes. Each season is different and can be enjoyed in its own way. Don’t set yourself up in comparing today with the “good ol’ days.”
- Do something for someone else. Try volunteering some time to help others.
- Enjoy activities that are free, such as driving around to look at holiday decorations; going window shopping without buying; making a snowperson with children.
- Try something new. Celebrate the holidays in a new way.
- Spend time with supportive and caring people. Reach out and make new friends or contact someone you have not heard from for awhile.
- Save time for yourself! Recharge your batteries! Let others share responsibility of activities.

Can Environment Be a Factor?

Recent studies show that some people suffer from seasonal affective disorder (SAD) which results from fewer hours of sunlight as the days grow shorter during the winter months. Phototherapy, a treatment involving a few hours of exposure to intense light, is effective in relieving depressive symptoms in patients with SAD.

Other studies on the benefits of phototherapy found that exposure to early morning sunlight was effective in relieving seasonal depression. Recent findings, however, suggest that patients respond equally well to phototherapy whether or not it is scheduled in the early afternoon. This has practical applications for antidepressant treatment since it allows the use of phototherapy in the workplace as well as the home.

National Mental Health Association (NMHA) ©2019



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"Be thankful for what you have; you'll end up having more. If you concentrate on what you don't have, you will never, ever have enough." – Oprah Winfrey

Upcoming Testing Holidays

The following Oregon observed holidays are test exemptions days on which you do not need to check to see if you need to test:

Christmas Day - Wednesday, December 25

New Year's Day - Wednesday, January 1

New Medford Caduceus Meeting

The Medford Caduceus Meeting is every other Sunday at 6 PM. The next meetings are 12/29/2019 and 1/12/2020. The meetings are held at: Touchstone Interventional Pain Center, 2925 Siskiyou Blvd., Medford, OR 97504.

HPSPMonitoring.com

In the spring we announced that Reliant Behavioral Health (RBH) and the RBH logo would be changing to Integrated Behavioral Health (IBH). RBH has been part of IBH family for six years. Early next year, you can access the portal from HPSPMonitoring.com rather than RBHMonitoring.com. You will also soon see the logo and name change on both the site, our forms and the newsletter.

Upcoming Events

IDA A 2020

The next **International Doctors in Alcoholics Anonymous** will be August 5-9, 2020 in Spokane, Washington. For more information please visit www.idaa.org.

Workplace Goals for the New Year

The new year brings hopes and dreams for the future. You've made your resolutions—to lose weight, exercise, plan a dream vacation, for example. Don't forget, however, that you also spend one-third of your day at work. You can improve your on-the-job enjoyment and your productivity by making the following work resolutions.

Learn New Skills

To keep your career moving forward and prevent burnout, learn some new skills. Investigate which ones you'll need for a promotion or for your dream job, then make sure you acquire them. Make a resolution to always be learning something new.

Keep Organized

Most people don't function well in the midst of chaos. The clutter on your desk likely distracts you and muddles your thinking. If your office is disorganized, the time you spend getting organized will be paid back in less stress and increased productivity.



Make a resolution to spend the last 15 minutes of every day clearing your desk and getting organized for the next day.

Take Daily Breaks

Human beings aren't built to sit at a desk for hours at a stretch—that's why the coffee break was invented. But, there are better ways to use your breaks—quick, simple techniques that rejuvenate the body, mind and spirit so you can return to work refreshed and ready to accomplish great things.

The following energizing breaks take less than two minutes: Count down from 10 to one, taking a deep breath with each number. Read affirmations, inspiring quotes or poetry. Read a couple of pages of a book. Put your hands over your eyes and visualize a favorite vacation spot. Gaze out a window. Listen to your favorite music. Stand up and stretch your muscles. Doodle. Drink a full glass of water. Eat a healthy snack. Take a short walk.

Structure Your Time

Are you wasting time taking care of things that just aren't important? If so, you'll be frustrated when you fritter away your workdays doing things your boss would consider insignificant.

The solution is to block off one or two hours of quiet time each day that you spend focusing on your important tasks. Since most people concentrate best in the morning, choose your quiet time early in the day. Then transfer your calls to your voice mail and put a "Do Not Disturb" sign on your door.

Make a resolution to set aside quiet time every day to work on your important projects.

Keep an Accomplishment Journal

Buy a separate notebook for an Accomplishment Journal. At the end of the day, write the date on a new page and write something that you accomplished. It doesn't have to be something major. Even little steps of progress need to be acknowledged.

For example: "I dealt with Mr. Jones, a difficult customer, in a very kind and professional way." "I wrote two pages of a special report."

Writing such a journal increases your enthusiasm as you look for things to accomplish and write in your journal. Your focus will be on what you did instead of what you didn't do. Keeping the journal will also give you more confidence during employee reviews or when asking for a promotion.

One last thought: When you follow through on your work resolutions and make them daily habits, you'll experience increased productivity, more energy and enthusiasm and the joy of accomplishment.

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