



BIRTHDAYS

- Stephanie McBride 10/1
- Kerri Hulsebus 10/12
- Shari Johnson 10/14
- Carol Gerard 10/19
- Chrissy Dilley 10/20
- Brooke Sharer 10/23
- Kelli Hackler 10/23
- Angie Ramirez 10/30

ANNIVERSAIES

- Evelyn Reynolds 1yr
- James McCabe 1yr

NEW HIRES

- Rachel Hart-Gluesing
Nurse COAKS
- Tameka Wilson
Nurse COAKS
- Alex Vazquez
Counselor TBD
- Joe Maluck
Counselor TBD
- Matt Beam
Counselor TBD
- Matt Sampson
Tech COAKS
- Darjhae Lomax
Tech COAKS

10 Ways to Build and Preserve Better Boundaries and Achieve Emotional Wellness!

By Joseph P. Cowley, Ph.D., President/CEO

Boundaries are essential to healthy relationships and, really, a healthy life. Setting and sustaining boundaries is a skill. Unfortunately, it's a skill that many of us don't learn. We might pick up pointers here and there from experience or through watching others. But for many of us, boundary-building is a relatively new concept and a challenging one. Having healthy boundaries means knowing and understanding what your limits are.

1. Name your limits.

You can't set good boundaries if you're unsure of where you stand. So identify your physical, emotional, mental and spiritual limits. Consider what you can tolerate and accept and what makes you feel uncomfortable or stressed. Those feelings help us identify what our limits are.

2. Tune into your feelings.

Two key feelings in others that are red flags or cues that we're letting go of our boundaries: discomfort and resentment, thinking of these feelings on a continuum from one to ten. Six to ten is in the higher zone. If you're at the higher end of this continuum, during an interaction or in a situation, ask yourself, what is causing that? What is it about this interaction, or the person's expectation that is bothering me?

3. Be direct.

With some people, maintaining healthy boundaries doesn't require a direct and clear-cut dialogue. Usually, this is the case if people are similar in their communication styles, views, personalities and general approach to life. They'll approach each other similarly.

With others, such as those who have a different personality or cultural background, you'll need to be more direct about your boundaries.

4. Give yourself permission.

Fear, guilt and self-doubt are big potential pitfalls. We might fear the other person's response if we set and enforce our boundaries. We might feel guilty by speaking up or saying no to a family member. Many believe that they should be able to cope with a situation or say yes because they're a good daughter or son, even though they feel drained or taken advantage of. Boundaries aren't just a sign of a healthy relationship; they're a sign of self-respect. So give yourself the permission to set boundaries and work to preserve them.

5. Practice self-awareness.

Again, boundaries are all about honing in on your feelings and honoring them. If you notice yourself slipping and not sustaining your boundaries, ask yourself: What's changed? Or what is the situation eliciting that's making me resentful or stressed? Then, mull over your options: What am I going to do about the situation? What do I have control over?

6. Consider your past and present.

How you were raised along with your role in your family can become additional obstacles in setting and preserving boundaries. If you held the role of caretaker, you learned to focus on others, letting yourself be drained emotionally or physically. Ignoring your own needs might have become the norm for you. Beyond relationships, your environment might be unhealthy, too.

7. Make self-care a priority.

Make self-care a priority, which also involves giving yourself permission to put yourself first. When we do this, our need and motivation to set boundaries becomes stronger. Self-care also means recognizing the importance of your feelings and honoring them. These feelings serve as important cues about our wellbeing and about what makes us happy and unhappy.

8. Seek support.

If you're having a hard time with boundaries, seek some support, whether [that's a] support group, church, counseling, coaching or good friends. With friends or family, you can even make it a priority with each other to practice setting boundaries together [and] hold each other accountable.

9. Be assertive.

Of course, we know that it's not enough to create boundaries; we actually have to follow through. Even though we know intellectually that people aren't mind readers, we still expect others to know what hurts us. Since they don't, it's important to assertively communicate with the other person when they've crossed a boundary. In a respectful way, let the other person know what in particular is bothersome to you and that you can work together to address the issue.

10. Start small.

Like any new skill, assertively communicating your boundaries takes practice. Start with a small boundary that isn't threatening to you, and then incrementally increasing to more challenging boundaries. Build upon your success, and try not to take on something that feels overwhelming. Setting boundaries takes courage, practice and support, and remember that it's a skill you can master.

Prevention News—Programming and the 5 - I's from Mary DeWilde Prevention Specialist

The Prevention Department kicked the school year off to a great start! September marked the beginning of many programs in Scott County area schools. We started Too Good for Drugs in local junior high schools, using evidence-based curriculum to educate students on refusal skills and the dangers of drug and alcohol use. Drug Free Youth in Touch (DFYIT) has also begun in intermediate schools in the area, and we are implementing Esteem Team in Scott County Elementary schools.

One program we are extremely proud of is our After School Outreach program, which is held daily from 2:30-5:00 in house! Around 25 students from Scott County schools come to the East Locust Street location for a fun-filled and educational opportunity! The first portion of After School Outreach is dedicated to homework, and staff are able to give participants individualized attention to assist them as needed. After homework, members of the Prevention Team deliver Too Good for Drugs evidence-based curriculum to the group. We discuss refusal skills, communication, peer pressure, and the dangers of drugs and alcohol with participants, and try to instill values within them that will stick with them the rest of their lives. Something that is especially exciting about the After School Outreach program is that it allows the Prevention Team to utilize The 5 I's! We come together daily to plan lessons and share information with each other. There is a whole host of knowledge within each of the Prevention Team members, and everyone has unique and innovative ideas to bring to the program. It is easy to respect the individuals you are working with when each person is such a large contributor to the development of the program, and After School Outreach really lends itself to fostering each individual's creative ideas. If you came into any day of the After School Outreach program you would see that everyone, participants and staff alike, are included and engaged. Hours pass like minutes, and minutes like seconds during this program because the level of involvement lifts the group up and makes it all so appealing!

You can truly see that everyone is valued and each individual opinion matters in After School Outreach, and that the integrity of the program and of the Prevention Team is viewed with the highest regard. The all-inclusive nature of After School Outreach really illustrates how important The 5 I's are, and that without them it certainly would not be the same. The Prevention Team looks forward to continued success in After School Outreach, as well as the other programs, and consistent incorporation of The 5 I's.

Misc. Tidbits

SPIRIT WEAR DAYS (\$1/more donation or non-perishable Thanksgiving food donation)

Friday, October 2 **

WORLD SERIES

Wear your favorite baseball team apparel

Friday, October 16 **

ANTI-BULLYING AWARENESS

Wear your favorite superhero apparel/accessories

Friday, October 30 **

BE SPOOKTACULAR

Wear your favorite costume

On October 4, 2015 in Washington, DC more than 600 organizations from around the world will gather in a show of solidarity and collective force. Together we can help the 22 million Americans with addiction, stand up for the 23 million more in recovery, and urgently act to save the 350 lives lost each day.

Learn more

@ facingaddiction.org

Administrative Directive

of the Month

4325

Transition Planning

Please review with staff.

October Training



10/9/2015	Dynamics of Domestic Violence (Special Populations)	Family Resources Nikki E.	9:30am-11:30am	FRMT
10/9/2015	Mental Health First Aid Session 2 (Counseling Theories & Techniques)	Dawn Knutson	130pm-430pm	FRMT
10/16/2015	Dynamics of Domestic Violence (Special Populations)	Family Resources Nikki E.	12:30pm-2:30pm	FRMT
10/23/2015	Mental Health First Aid Session 3 (Counseling Theories & Techniques)	Dawn Knutson	130pm-430pm	FRMT

Blood Pressure Readings Demystified

Although most people have their blood pressure measured at the doctor's office once a year, many people aren't sure what the numbers mean in relation to their overall health. However, blood pressure readings are easy to understand if you know the blood pressure basics.

A blood pressure reading consists of the measurements of two kinds of blood pressure: systolic pressure, which is the pressure in your arteries when your heart muscle contracts and diastolic pressure, which is the pressure in your blood when your heart rests between beats. These two types of pressure are measured in millimeters of mercury (mm Hg). A blood pressure measurement has systolic pressure listed first and diastolic pressure listed second.

A blood pressure reading of 120/80 mm Hg is considered normal. But, even if you have normal blood pressure, it is important to take preventive measures in order to decrease your risk of developing problems in the future. Typically, systolic pressure tends to rise once you are over 50. The best course of action at any age is to maintain a healthy weight through a nutritious diet and an active lifestyle.

There may be cause for concern if your systolic measurement is between 120 and 139 mm Hg, or if your diastolic measurement is between 80 and 89 mm Hg. While these levels are not considered high, you may have prehypertension—which is a sign that you may need to adopt healthier habits.

A blood pressure reading of 140/90 mm Hg is considered high. Generally, if you have high blood pressure, you may also be diagnosed with hypertension. Hypertension significantly increases your chances of heart disease and stroke. Depending on which stage of hypertension you are in, your doctor may prescribe medication in addition to asking you to lose weight and adopt a healthier lifestyle.

Healthy Recipe of the Month

from Krystle Krauss

2 ripe bananas, 1 cup quick oats, 1/2 c choc chips, 1 heaping spoonful of natural peanut butter.. mix well, plop spoonful onto baking sheet, bake at 350 for 15 mins.

Delicious!



GENESIS

Employee Assistance Program

Take advantage of your EAP

It's free
It's confidential
It's a job benefit
It's available for you, your spouse and your dependents.

Need
someone
to talk to?



Genesis Health System's Employee Assistance Program (EAP) can help! We provide free, confidential professional counseling to help you, or someone in your immediate family, resolve personal problems including:

- Marital/relationship
- Emotional/stress
- Alcohol/drug abuse
- Family illness
- Family conflict
- Financial
- Legal
- Job/personal stress
- Addictions

Take advantage
of your EAP.

Davenport (563) 386-4004	DeWitt (563) 659-3449	Muscatine (563) 264-2725	Toll-Free Number (800) 475-1641
Bettendorf (563) 421-3660	Clinton (563) 242-9097	Rock Island (309) 786-0492	

Personnel Policy of the Month

3230

Jury Duty Leave

Please review with staff.

Understanding Food Expiration Dates

Did you know that the Food and Drug Administration (FDA) does not regulate food expiration dates? And, several different types of expiration dates appear on food products, which can add to the confusion about how long food is safe to eat. Some commonly used food label dates include:

- **"Sell By" Date:** This date indicates how long a food product should be displayed on store shelves.
- **"Use By"/"Best if Used By" Date:** Manufacturers use this date to indicate how long a food product will maintain its optimal taste and texture.
- **Expiration Date:** This date indicates how long a food product is safe to eat.



Please come to the CENTER's annual Halloween Event!



Location: Fairmount

Friday, October 30, 2015

Time: 11am–2pm

The CENTER will supply sandwiches and chips.

The Leadership Team will bring store bought dessert.

Staff will need to provide their own drinks.

We encourage you to wear a costume

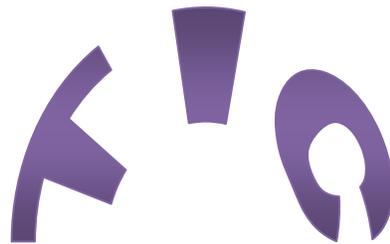
(Wellness points will be awarded)

or come as your usual scary self.

The CENTER will be providing flu shots for interested staff from 12pm–1:30pm.

The United Way presentation will be shown and donation forms will be available.

Mutual of America will be available for 403B Questions. Please call HR to set up a specific time.



TIC (Trauma Informed Care) TIP of the month

Maximize client collaboration & sharing power– review services that Family Services, Criminal Justice, Access to Recovery, and SEAP can help assist with. Inquire with Krystle if you need help connecting your client to these resources.

