

Digital Detox



The term **NOMOPHOBIA**, or **NO MOBILE PHOne PhoBIA**, is used to describe the psychological fear of being detached from mobile phone connectivity. If you are addicted to checking your phone or rely extensively on digital devices, it may be time for a “digital detox.” Learn how to curb your screen time to increase productivity and be more present day-to-day.

Be aware: Pay attention to your surroundings and how you feel when you’re on your smartphone. Did you sneak away from a date or are you hiding in the bathroom stall at work or school to scan your Facebook or Twitter account? Are you checking your smartphone because you’re bored, lonely or anxious? If so, you might be best suited by putting your smartphone down and finding a healthier activity.

Set rules: Forcing yourself to face a complete digital detox may be an impossibility due to job or family reasons, but try to set clear rules about when you won’t have your smartphone in your hands or near you, such as when the kids come home for school, during mealtimes or when you go to sleep.

Get help: Decreasing your attachment to smartphones can be quite a challenge, so tell family and friends what you’re trying to accomplish and ask for their support (and, if possible, to put their smartphones away when they’re around you). If your smartphone addiction is negatively impacting your physical, mental or social health, you might consider seeking help from a therapist or support group.

Grab a book: Many people seem to have forgotten that they can still obtain information without using the Internet. Put your smartphone away and spend a few hours at the library or bookstore and see how it feels to flip through the pages of a book or magazine.

Move around: Instead of sending an email or commenting on someone’s latest social media post, set up a time to meet them in person. Or, if you’re spending hours downloading fitness apps and surfing the Internet to see what exercises will help you get in shape, set down your smartphone, go outside and start moving.

There’s an app for that: If you’re struggling to turn off your smartphone, there are apps that can shut them down for you at pre-determined times, such as when you’re driving—which truly can be a lifesaver.





GuidanceResources®

How to Reduce Your Screen Time

Streaming shows and videos have become a daily ritual for most adults and children, especially now that cellphones, tablets and wireless networks allow you to view pretty much whatever you want whenever and wherever you want.

Unfortunately, watching too much on our electronic devices promotes habits that may be damaging to your health. These habits include abnormal or inadequate sleep, being sedentary, snacking on unhealthy foods, and mindless eating. Health experts recommend limiting screen time to two hours or less a day. If you are in the habit of watching more than that, consider the following tips:

- **Create a viewing schedule.** Prioritize your favorite programs and turn the device off when they end.
- **Don't watch at meal times.** Studies have shown that families who eat together tend to have more nutritious meals.
- **Make the bedroom television-free.** Television watching can cut into sleep time that our bodies need.
- **Plan activities outdoor.** Take a walk around the neighborhood, try hiking in a nearby state park or take a family bike ride.
- **When watching a show or movie, be active.** Stretch or practice yoga poses. During commercials, do jumping jacks, push-ups or sit-ups.
- **Don't replace your old favorites with new shows.** If you don't start watching, you won't know what you are missing.
- **Track the amount of time you spend in front of the screen.** Being aware of your habits can help you see where room for improvement exists.
- **Cut down on the number of channels you have.** More channels equals more choices. Hide channels or downgrade your cable or satellite packages.
- **If you watch television to relax, try an alternative relaxation activity.** Take a hot bath, read a book or meditate.
- **Develop new hobbies to fill your down time.** Try planting a garden or learning a new skill.

COMPSYCH®
GuidanceResources® Worldwide



24/7 Live Assistance:
Call:
TRS: Dial 711



Online: [guidanceresources.com](https://www.guidanceresources.com)
App: GuidanceNowSM
Web ID:



Promoting Independence in Older Adults

Independence is important for anyone, but it is essential for elderly adults. It may be the only factor they feel they can control in their lives when many aspects of their lives are changing.

Some adult children may struggle with empowering their elderly parents to remain independent without compromising their safety. The following tips are ways to instill a healthy sense of independence and self-esteem.

Make Home Modifications

In order to set up an elderly parent for success and independence, it is important to ensure the home is optimally modified and hazard-free. Some basic home modifications may include:

- Installing rails in the bathroom to prevent slips, falls, and serious injuries
- Lowering pantry shelves so an elder can assist themselves comfortably
- Installing ramps for seniors in wheelchairs or with balance issues so they can move around the home easily
- Improving lighting in poorly lit, potentially hazardous areas

Keep Them Updated

Often, keeping up with the latest technology can become a great source of independence and pride for elders. Teaching your elder to become familiar with assistive technology is an effective way to instill independence for an elder who is aging in place. These technologies may include:

Medical alert systems that operate as standalone products (necklaces, bracelets, pagers, or remotes) or applications within a smart phone. These systems are easy to use and monitor at-risk elders; if an elder falls, an alarm button can be pushed which connects the elder to an emergency contact or service, such as 911.

Smart-home devices such as the Amazon Echo or Google Home can assist with automated lighting, reminders to take medication or to schedule an appointment, and convenient ordering of household products.

Encourage Routine

Having a daily routine can encourage elders to maintain independence through managing everyday tasks and having a sense of purpose. Studies also show that seniors with routines are healthier mentally and physically.

A healthy routine might include exercise, socializing and well-planned meals, followed by restful sleep.

Emphasize Social Wellness

For elders, staying social is especially important. Studies show that loneliness and social isolation in elders can cause serious health issues including a 50 percent increased risk of developing dementia. Additionally, if a senior does not have a social circle, they may become dependent on family members for all activities and tasks.

Social activities for elders could include joining a social club for their favorite activity, auditing a class at a local college, volunteering, or becoming a member at a fitness center. Empower your elder to use technology and social media to keep in touch with friends through calling, messaging or video chatting.



24/7 Live Assistance:
Call:
TRS: Dial 711



Online: [guidanceresources.com](https://www.guidanceresources.com)
App: GuidanceNowSM
Web ID:



Pros and Cons of Health and Fitness Devices

Health technology has significantly improved and developed since the simple and commonly used pedometer. Now, we have many health and fitness technology options, from smartphone applications to advanced tracking devices that provide detailed health and wellness data. All of these options provide insight into your body and can help you set your fitness goals. Still, there are some drawbacks in addition to the benefits when using health and fitness tracking devices.

Pros

- Monitoring aspects of your health can be very beneficial. You can track the number of calories eaten, water intake, energy expenditure, steps taken, heart rate and even sleep patterns. There are also reminder options to help you remember to stretch your legs during the day or go for a walk, for example.
- Getting feedback about your health can motivate you to make healthy choices every day. For example, when you see how taking the stairs instead of the elevator makes an impact on the number of steps you take per day, you may start taking the stairs on a daily basis.

Cons

- Depending on each device's features, the buy-in cost can be high. As with other technologies, these devices also continue to get updated with the newest features, which encourages costly upgrades.
- Some question the accuracy of tracking steps, sleep patterns, calories burned, and other health data.
- Many of these devices require internet connection, so for individuals who are not very technology savvy, this may be a challenge. On the flip side, individuals who are tech savvy may desire to be less "plugged in" all the time.
- Privacy is also a concern for individuals concerned with where all of their data is being sent and stored.

Making the Decision

One survey found that more than half of adults who own a wearable health devices no longer use them. And, one-third of this population abandoned their devices within the first six months of getting them. However, individuals who enjoy tracking their health progress and statistics often continue using their devices long-term.

Whether the devices actually lead to positive behavior change depends on an individual's personality and how they use their health data to their advantage. Motivation is what drives behavioral change. For some, trackable devices provide external motivation, which tends to result in short-term success with goals. Those who are overly dependent on data could become less motivated as time passes. Meanwhile, internal motivators, such as personal gratification, tend to ensure long-term success with goals.

While the health data collected and analyzed by these devices may not always be completely accurate, they do provide a general idea of what an average day is like for you. And, similar to products, the cost of these devices could go down over time, making them more affordable.



Safely Discarding Old Technology

Many people store personal and financial information on their computers, tablets and smartphones, and this information can be compromised if these devices are not disposed of correctly. Here's how to get it done safely:



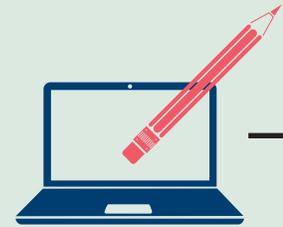
Save Your Information

Before cleaning the hard drive, save any information you may need in the future on a new computer, an external hard drive, in the cloud or on a USB drive.



Sign Out of Accounts

Sign out of any accounts or subscriptions you have linked to your computer. Also, disconnect any devices, such as printers and wifi routers.



Erase the Hard Drive

Strip all information from the hard drive using an utility program designed for that purpose. Some programs are even available for free on the Internet. Look for a program that will wipe the hard drive multiple times so that any deleted information cannot be retrieved.



Destroy the hard drive?

If you're still not feeling 100 percent safe, the best way to ensure safe disposal of your devices is to destroy the hard drive. There are many tutorials on online on how to access and disable the hard drive for any device.



Recycle

Most computers and similar devices contain heavy metals and other hazardous materials. If you are unable to resell, donate or trade in your old technology, search for a recycling center near you. Be sure to remove any batteries before dropping off your equipment.



For Leaders:

Tips for Optimizing Young Workers

No matter how you look at it, younger workers are the future of the workforce. But as promising as young talent may be, there are nuances, including high job turnover rate and work-life balance, that business owners struggle to overcome. With that in mind, here are four tips for hiring and retaining younger employees:

Change Your Interview Process

If you want exceptional candidates, create a recruitment process that includes more than a review of resumes. The traditional interview process is outdated. Conduct group interviews to better assess personalities and team dynamics. Consider having candidates break into groups to create a new idea, develop a rollout plan, and pitch the idea to your internal team. Be sure to pay attention to the way candidates approach the task and work together.

Curtail Turnover

Younger workers aren't all members of the same generation. Each group brings different skills, apprehensions and interests to the job. Typically, the youngest are helpful with researching new technologies. Look for ways to include them in a technology update like transitioning old operations tools to something more efficient, or give them an opportunity to train the team. More senior workers, on the other hand, have the experience and expertise that enable them to serve as a strong No. 2 for a senior manager.

Outline a Growth Path

Young workers are goal-oriented. Create a growth path that identifies opportunities within your organization and explains the soft and hard skills that must be acquired to receive promotions. Goals should be three-dimensional and include: revenue goals for the organization; revenue goals for the manager; and tasks that support revenue goals for your younger employees. Also, consider creating an industry path with milestones on how to be successful in their field. This helps to put goals into perspective and showcases the professional development your company can provide.

Host Lunch-and-Learns

When hiring young employees, you become their mentor, boss and trainer. Be proactive and manage your time by hosting reoccurring Lunch-and-Learn sessions as a way to train, inspire, and connect with them.



24/7 Live Assistance:

Call:
TRS: Dial 711



Online: [guidanceresources.com](https://www.guidanceresources.com)

App: GuidanceNowSM
Web ID:

