Dakota Wellness Program

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With numerous personality assessments available, Myers-Briggs, DISC, and Enneagram to name a few, it’s clear that there are several personality and behavioral styles which can affect how we complete our work. How can strong partnerships be created when others’ personalities and preferences sometimes conflict with our own?

In the book *Power of 2: How to Make the Most of Your Partnerships at Work and in Life*, the authors use research from Gallup to provide insight on how to work together, better, both in and out of the office.

Below are some of the important elements and beliefs to create strong partnerships. How do your closest relationships rate on a scale of one to five in each of these areas?

**COMPLEMENTARY STRENGTHS**
- It takes both of us to get the job done.
- My colleague does some tasks better than I do, and I do some better than my colleague.
- Our strengths complement each other’s.

**FAIRNESS**
- We share the workload fairly between us.
- We do not have to keep track of who completes certain tasks and who gets credit for it.
- We see each other as equals.

**TRUST**
- We trust each other.
- We can count on each other to do what the other says he or she will do.
- We tell others about how good our colleague is.

Partnerships at work and in life can and should bring joy and happiness. Taking time to examine the relationships you have with co-workers, family and friends as well as understanding their strengths can help improve communication, productivity and resolve conflicts.

Learn the warning signs of suicide

Each year 41,000 individuals die by suicide. The aftermath for friends and family can be devastating. Mental health concerns are not something to avoid; they are important to talk about and acknowledge with the individual who is suffering. By learning the warning signs of suicide, you can become an effective leader in preventing an individual from causing harm to themselves.

**Warning signs:**
- Ideations and thoughts of being gone like “I wish I wasn’t here” or “The world would be better without me”
- Increased alcohol or drug use
- Socially withdrawing from friends or family
- Mood swings
- Talking, writing or thinking about death
- Severe sleep deprivation

If you are struggling with thoughts of self-harm or suicide, reach out to National Suicide Prevention Lifeline at (800) 273-8255 or visit suicidepreventionlifeline.org.

For additional information on mental health covered benefits, please refer to your plan’s Summary of Benefits and Coverage (SBC).

**CLICK HERE** for employee assistance program (EAP) information for state employees.
Financial flourishing

Your finances greatly affect your overall quality of life. From daily stress and worry, to increased rates of depression, high blood pressure and diabetes, lacking a financial plan can be detrimental to your health. To grow your financial well-being beyond healthy spending and saving, focus on these key areas:

**PROTECT**
Check your credit report each year. This documentation of all of your financial transactions is important if you want to buy a house, car or secure any type of loan. A poorer score will cost you money in the future. Check your report each year at annualcreditreport.com

**EARN**
You can increase your income by taking advantage of pre-tax opportunities like saving for retirement or a health care savings or flexible spending account. Check with your benefits manager to make sure you are utilizing the pre-tax benefits your employer offers.

**ENVIRONMENT**
Talk with your nearest and dearest about financial matters. If you don’t have critical conversations about how you spend the money and resources you share with others, it can lead to poor relationships and lower well-being. Talk about your hopes and dreams for retirement, savings goals, and necessitates and develop a plan together.

Taking a social media cleanse

Keeping in contact with friends and family who live far away is a great benefit of social media. On the contrary, it may cause face-to-face interactions to diminish, decrease confidence levels and increase self-comparison and procrastination. Research shows deleting one or all of your accounts or taking a break for a short period of time, has many benefits.

1. Take an inventory of your emotions after viewing social media—are you happier, worried, frustrated, or feeling blue?
2. Start by limiting the time spent on a certain app each day or limit browsing to a specific time of day.
3. Repeat step two with additional apps as you progress to a healthier amount of social media that is right for you.
4. Take an inventory of your relationships, how have they improved since you limited or eliminated social media?

Cleansing will not only help you reconnect and engage in face-to-face conversations, but you will feel as though you gained a lot free time back in your day.

Keep in mind that it’s okay to not know everything. If you have a healthy relationship, you will be sure to find out the big news. It’s unnecessary to fear that you are missing out.
Activate!
ENNEAGRAM ASSESSMENT
Successful collaboration at work and in life can improve by understanding your personality type. Knowing your strengths, weaknesses, and what makes you tick can help to foster better partnerships. Encouraging colleagues, family and significant others to also take this quiz can open up the lines of communication and help to reduce conflict, improve communication and increase productivity in the workplace.

Through the quiz you will discover the nine personality types and how they interact in the world and create your enneagram number—or personality type. Becoming more self-aware can help you act more consciously and improve your relationships.

To get started visit: explereyourtype.com

For further information on your personality type, listen to the Typology podcast or review personality types at the Enneagram Institute at enneagraminstitute.com

Fish tacos with mango salsa
Serves: 4
Total Time: 30 min | Prep: 15 min

Ingredients:
1 pound white fish like cod, tilapia or walleye
2 tablespoons olive oil
1 tbsp chipotle chili powder
1 Lime, cut in half
1 tsp Cumin
Salt to taste
Pepper to taste
8 corn tortillas

Salsa:
1 mango
2 medium avocados
1 large tomato

Directions:
Marinade fish in olive oil, chili powder, half of juiced lime, cumin, salt and pepper to taste for 15 minutes. Pre-heat grill or nonstick pan on stove. While fish is marinating make the salsa by cutting the mango, avocado and tomato into small cubes. Place into a bowl, toss until mixed. Add adobo sauce moderately until you have achieved the amount of desired spice. Drizzle other half of the lime juice over the salsa. To prepare the fish grill or cook on each side for about 4-6 minutes. Warm tortilla shells on the grill or microwave in a wet paper towel for 30 seconds.

Nutrition Facts:
Calories: 485   Total Fat: 25g    Sodium: 221mg    Total Carbohydrates: 43g
Dietary Fiber: 12g    Total Protein: 28g

Nutrition information compiled using nutritiondata.com