



BHS A.S.S.I.S.T. *Spotlight*

November 2019

Your EAP is a free and confidential service, which provides assessment and short-term counseling for a variety of mental health, substance abuse and work/life related issues. To learn more about your available benefits, contact your BHS Care Coordinator at 800.245.1150.



International Survivors
of Suicide Day,
November 23

[Click to Read Article](#) ►



What Motivates Your
Employees?

[Click to Read Article](#) ►



Frozen Turkey?
Don't Panic!

[Click to Read Article](#) ►



Healthy Recipe:
Turkey, Cranberry &
Brie Wraps

[Click to Read Article](#) ►



International Survivors of Suicide Day—November 23

In the aftermath of a loved one's suicide, you might feel like you can't go on or that you'll never enjoy life again.

In truth, you might always wonder why it happened — and reminders might trigger painful feelings even years later. Eventually, however, the raw intensity of your grief will fade. The tragedy of the suicide won't dominate your days and nights.

Understanding the complicated legacy of suicide and how to cope with palpable grief can help you find peace and healing, while still honoring the memory of your loved one.

When a loved one dies by suicide, overwhelming emotions can leave you reeling. Your grief might be heart wrenching. At the same time, you might be consumed by guilt — wondering if you could have done something to prevent your loved one's death.

As you face life after a loved one's suicide, remember that you don't have to go through it alone.

The aftermath of a loved one's suicide can be physically and emotionally exhausting. As you work through your grief, be careful to protect your own well-being.

► **Keep in touch.** Reach out to loved ones, friends and spiritual leaders for comfort, understanding and healing. Surround yourself with people who are willing to listen when you need to talk, as well as those who'll simply offer a shoulder to lean on when you'd rather be silent.

► **Grieve in your own way.** Do what's right for you, not necessarily someone else. There is no single "right" way to grieve. If you find it too painful to visit your loved one's gravesite or share the details of your loved one's death, wait until you're ready.

► **Be prepared for painful reminders.** Anniversaries, holidays and other special occasions can be painful reminders of your loved one's suicide. Don't chide yourself for being sad or mournful. Instead, consider changing or suspending family traditions that are too painful to continue.

► **Don't rush yourself.** Losing someone to suicide is a tremendous blow, and healing must occur at its own pace. Don't be hurried by anyone else's expectations that it's been "long enough."

► **Expect setbacks.** Some days will be better than others, even years after the suicide — and that's OK. Healing doesn't often happen in a straight line.

► **Consider a support group for families affected by suicide.** Sharing your story with others who are experiencing the same type of grief might help you find a sense of purpose or strength. However, if you find going to these groups keeps you ruminating on your loved one's death, seek out other methods of support.

If you are concerned about your mental health, don't hesitate to seek advice. Call your BHS Care Coordinator for confidential assistance at 800-245-1150.



What Motivates Your Employees?

As a manager, motivating and helping your employees succeed ought to be among your top priorities. The people in your work group need the leadership, direction, and support that only you can provide. In this article, you'll find seven proven strategies managers can use to help employees reach their full potential and be ready for the next move up the organizational ladder.

1. Provide mentoring.

You want your employee to have mentorship from the manager or other men or women in leadership inside the firm. These mentors can provide specific information and guidance to help employees do their jobs better and improve their overall performance.

2. Find training opportunities.

Training is important to employee development because it helps them improve skills and gain deeper knowledge in the areas that might be lacking. When selecting a training program, consider the areas that need the most development and choose what will best help achieve the desired end result.

3. Create on-the-job development.

Sit down with your employee and discuss what can be done to learn and grow. Find projects, activities, group involvement, and responsibilities that can be added to the current position to help with growth.

4. Identifying the skills that need development.

Once the skills have been identified, you'll want to get the employee's buy-in and commitment to improve. An obvious place for this to happen is during the employee's quarterly or annual performance review. This is also an opportunity to set specific goals.

5. Provide honest feedback.

A high degree of feedback will directly improve the effectiveness of an employee. The constant feedback will help make incremental changes in behavior and skill level.

6. Provide clear expectations and steps for success.

An employee needs to know the expectations of their manager and what is important for them to be working on to improve their overall skill level and abilities.

7. Celebrate their successes.

This will not only encourage further development, it will help to inspire others in the work group to develop their skills.





Frozen Turkey? Don't Panic!

Yes, you can safely cook a frozen Thanksgiving turkey — but with a few restrictions. Keep these factors in mind when cooking a frozen Thanksgiving turkey.

► You can cook the bird in the oven, but don't grill, smoke, microwave or deep-fry a frozen Thanksgiving turkey. Grilling and deep-frying use higher temperatures that will quickly cook and char the bird on the outside but leave the inside undone or only partially cooked, increasing the risk of foodborne illness. Smoking generally uses temperatures that are too low and take too long for the frozen turkey to fully cook, also increasing the risk of food poisoning. Microwaving also isn't a safe option because it cooks a frozen bird unevenly.

Oven bags aren't recommended for frozen turkeys either because they can be unsafe — at some point you will need to remove the giblets, and contaminated juices may be spilled or scalding steam can burn you.

► It takes longer to cook a frozen Thanksgiving turkey. To determine the approximate cooking time for a frozen Thanksgiving turkey, follow this guideline from the U.S. Department of Agriculture (USDA): Take the recommended cooking time for a thawed Thanksgiving turkey and add 50 percent of that time to the original time. You can find an approximate cooking time either on the turkey's label directions or an online timetable for oven roasting whole turkeys. For example, a Thanksgiving turkey that should take about five hours to roast if already thawed will take about seven hours and 30 minutes to roast if frozen.

► The USDA recommends buying a pre-stuffed frozen turkey only if it displays the USDA or state mark of inspection on the packaging, which indicates that the turkey has been processed under controlled conditions. Don't try to thaw a pre-stuffed turkey before cooking. Doing so takes too long and increases the risk of foodborne illness. Remember that stuffing must reach at least 165 F (74 C) to be safe to eat.

A whole Thanksgiving turkey usually has a giblet package tucked inside. It's difficult to remove a giblet package from a fully frozen turkey. So carefully remove the package with tongs or forks when the Thanksgiving turkey has sufficiently defrosted during cooking. Then continue to cook the giblet package separately if you wish.

Remember that roasting time is approximate, so check on your Thanksgiving turkey often as it cooks in the oven to make sure it's reaching a safe temperature.

HEALTHY RECIPE: TURKEY, CRANBERRY & BRIE WRAPS

- 4 oz. brie cheese, room temperature
- 4 10-inch wraps
- 1 lb. roasted turkey, sliced
- 1/4 cup whole cranberry sauce
- 2 cups arugula

- Spread softened brie on wraps. Top with turkey, cranberry sauce, and arugula and roll tightly.
- Enjoy!

<https://www.goodhousekeeping.com/food-recipes/easy/>