Increasing Your Intrinsic Motivation

Intrinsic motivation is inner drive. It is your ability to do something without being prompted by an external or outside stimulus. It is also the ability to act according to the way you think instead of succumbing to how you feel at the moment. Thinking you should exercise, for example, and summoning intrinsic motivation to do it instead of slouching on the couch is intrinsic motivation in action. **To acquire more of this life-changing behavioral trait, follow these steps:**

- When deciding on a goal, come up with as many “reasons” to do it as possible. This is called finding the “big why.” The more reasons produced, the more urgency you’ll feel.
- List positive feelings you have for your success. This will multiply the effect.
- Break your goal into small pieces to overcome mental resistance to this new behavior. If daily exercise requires getting off of the couch to put on running shoes, write it down as a step. If the very next step is putting your hand on a door knob to leave, write it down. This highly conscious process can start you toward having better reflexes to respond immediately to goals with action steps.

That old internal debate of “should I or shouldn’t I” will diminish or vanish when making concentrated efforts like these. Practice is the key to developing intrinsic motivation, but acquiring this skill will lead you to the achievements that come from it.

Build a Stress Management Tool Kit

Do you have a personal stress management program—a collection of techniques to intervene when stress hits? Or when stressed, do you cope with the anxiety and tension without a strategic approach, searching for relief only when it all becomes too much? With a thoughtful approach to stress management, you can reduce the risk of harm from prolonged stress and avoid unhealthy ways of coping with it.

To build your stress management “tool kit,” first identify factors central to your stress response pattern. When stressed, do you lose sleep, get headaches or neck pain, eat poorly, eat more, not eat, become irritable, head for salty snacks, or have GI problems? See the long list of stress effects at [www.stress.org/stress-effects](http://www.stress.org/stress-effects). Once you pin down these effects, focus on how to fight back. Research the intervention strategies, and try enlisting the help of UAlbany EAP and/or a professional counselor. As a reminder, EAP can provide counseling referrals to providers who take your health insurance.

Resource for Articles: **Frontline—Employee Wellness, Productivity & You!**
*Frontline* newsletter is courtesy of the New York State Employee Assistance Program.
Generations in the Workplace

When thinking about the diverse workplace, consider that there are several generations of employees working together. Each generation brings to the workplace and to the world a different set of experiences and viewpoints.

Millennials (Generation Y) include those persons born in the early 1980s to the early 2000s. They've grown up with a larger world view because of the Internet and are the most educated and tech savvy generation in history. Millennials have been raised to feel highly confident, possess a hunger to experience “it all.” They have a strong desire to improve their world, are civic-minded, seek social justice, and want to be leaders—78% see themselves as such according to one study.

You may notice a new trend of bashing millennials. Don’t get caught up in this intolerance fad that borders on age discrimination. If you find the drive, high expectations, confidence, and strong self-esteem of millennials off-putting, remember that they are seeking happiness with the tools they’ve been given just like every generation before them. Remember that each generation has unique contributions to bring to the workplace!

Do You Secretly Fear Retirement?

Do you fear retirement? Many people secretly do. They worry about being bored, losing meaning in life that their job provides, having fewer friends, or dying sooner. Good news. Research does not support these fears. On the contrary, retirement usually boosts positive lifestyle changes. You are likely to be more active, sleep better, and reduce your sitting time when you retire. Data revealed that retirees increased their physical activity by 93 minutes a week, decreased sedentary time by 67 minutes per day, increased sleep by 11 minutes per day, and smokers often quit. Sound good? Start planning to get what you want in your golden years. You may later wonder in your active retirement how you ever had time to work!

Source: www.sydney.edu.au [search “retirement good for you”]

Resource for Articles: Frontline—Employee Wellness, Productivity & You! Frontline newsletter is courtesy of the New York State Employee Assistance Program.

“We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing, and inclusion.”

~Max de Pree, American Businessman and Author (1924—)
Are you finding yourself struggling with any of the following?

- Family, parenting, and relationship issues
- Work stress and conflict
- Substance abuse or dependency
- Elder care
- Mental health concerns (e.g., depression, anxiety)
- Legal and/or financial concerns
- Grief and loss
- Or anything else related to work or home that is causing you undo stress and affecting your ability to be as productive as you once were?

You don’t have to deal with it alone. Support is available through UAlbany’s Employee Assistance Program (EAP). The mission of UAlbany EAP is to provide services to support a healthy, productive workforce. Available to all employees is the voluntary, confidential Information, Assessment, and Referral Service provided by UAlbany EAP Coordinator, Brenda Seckerson. Take advantage of this confidential assistance available to you as an employee benefit.

“You are braver than you believe, stronger than you seem, smarter than you think.”

~ A. A. Milne, English Author (1882-1956)

To schedule an appointment for a confidential Information, Assessment & Referral session, contact:

Brenda Seckerson, EAP Coordinator
442-5483
bseckerson@albany.edu
EAP Website: http://www.albany.edu/eap

Employee Assistance Program-sponsored events and services are open to UAlbany and Research Foundation faculty, staff, family members, UAS employees, GSEU members, and retirees.

Early intervention is the key! Contact EAP.
is back this summer for UAlbany employees!

This fitness class fuses Latin dance rhythms and easy-to-follow moves to create a dynamic fitness program that provides body sculpting and toning, while giving an effective and FUN cardio workout. The music alone will get your heart pumping! Zumba’s goal is simple: “To want you to want to work out, to love to work out, and to get hooked!”

**Instructor:** Paula Harrington, certified Zumba instructor. Paula also teaches Zumba for NYS employees at the Corning Tower.

**TWO Summer Classes**

**Tuesdays (9 weeks), June 7 – August 9**
Class fee $54.00

*No classes on July 26 and 28*

and

**Thursdays (8 weeks), June 16 – August 11**
Class fee $48.00

Noon–12:45 pm

Location: PAC Lab Theatre - 2nd floor

You must register online for each class separately. Make check payable to:

Paula Harrington

**Registration deadline:** Friday, June 3

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**To Register Contact:** Brenda Seckerson, EAP Coordinator

bseckerson@albany.edu  442-5483

**Or, Register Online:** [http://www.albany.edu/eap/event_sign-up.htm](http://www.albany.edu/eap/event_sign-up.htm)

Employee Assistance Program-sponsored events are open to UAlbany and Research Foundation faculty, staff, family members, UAS employees, GSEU members, and retirees.
June is...
Alzheimer’s and Brain Awareness Month

According to the Alzheimer’s Association, the disease is growing – and growing fast.

- Today, 5.4 million Americans are living with Alzheimer’s disease, including an estimated 200,000 under the age of 65. By 2050, up to 16 million will have the disease.
- Nearly two-thirds of those with Alzheimer’s disease – 3.3 million – are women.
- By 2025, 20 states will see at least 35 percent or greater growth in the number of people with Alzheimer’s.
- Someone in the United States develops Alzheimer’s every 66 seconds. In 2050, someone in the United States will develop the disease every 33 seconds.

Alzheimer’s takes a devastating toll – not just on those with the disease, but on entire families.

- Nearly half of care contributors – those who are caregivers of someone with Alzheimer’s and/or contribute financially to their care – cut back on their own expenses (including food, transportation and medical care) to pay for dementia-related care of a family member or friend.
- Care contributors are 28 percent more likely than other adults to eat less or go hungry because they cannot afford to pay for food.
- One in five care contributors cut back on their own doctor visits because of their care responsibilities. And, among caregivers, 74 percent report they are “somewhat” to “very” concerned about maintaining their own health since becoming a caregiver.
- On average, care contributors lose over $15,000 in annual income as a result of reducing or quitting work to meet the demands of caregiving.

For more information about Alzheimer’s Disease and dementia, click here.
The Northeastern New York Alzheimer’s Association Chapter is our local resource. http://www.alz.org/northeasternny/

For additional resources, contact UAlbany EAP for support.

What can you do to keep your brain as healthy as possible? Check out this information from the “What is Brain Health?” website to educate yourself and gain helpful tips on how to take care of your brain.

The U.S. Department of Health and Human Services and the Association for Community Living, have gathered information for the “What is Brain Health?” website from leading research groups, advocacy organizations and health agencies to offer you valuable brain health resources.

Go to: http://www.brainhealth.gov/
Communication Skills to Strengthen Your Ability to Connect

Only 3 spaces left!

This fast-paced engaging program will provide practical skills and strategies to deal more effectively with the wide range of people and personalities that staff interact with on a daily basis. Some people are easy to connect with, others seem to have a hair trigger or a bottomless pit of complaints. This program will present ways to communicate more successfully and to build better relationships. Participants will discover what makes people difficult to communicate with and will leave with several key strategies to work more effectively with them.

By the end of this program participants will:

- Understand a model of communication styles
- Learn a new way to read another person’s behavior
- Learn how to adapt your communication style to better connect with others
- Understand what makes people difficult and what causes conflict
- Learn strategies for defusing tense situations and preventing conflict

Presenter: Alan Krieger, trainer, organizational consultant, and leadership coach. Known for his practical approach to training and for providing strategies you can put into use immediately, Alan has been President of Krieger Solutions, LLC, a training and consulting business, for 23 years.

*Supervisor’s Approval Required to Attend

To Register Contact:
Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu 442-5483

HTTP://WWW.ALBANY.EDU/EAP/EVENT_SIGN-UP.HTM

Thursday, June 16
9:00 am–11:30 am
Assembly Hall
Campus Center
Registration deadline June 14
Summer Camp Catalog

Looking for a summer camp for your child or children? The Capital District Child Care Council (CDCCC) produces a catalog each year as a handy resource. To access your free calendar, click here to request one be sent to you. CDCCC is a great resource for child and parenting needs. Be sure to explore their website when you request the catalog. You can also sign up for their e-newsletter.

Seven Ways to Give Ticks the Slip

We want to be outside as much as possible during the spring and summer. We also want to make sure that we are doing what we can for ourselves and families to keep those disease-carrying parasite ticks away! MedlinePlus, part of the U.S. National Medical Library, has helpful tips on how to do just that. To access the article, click here.

Dog Ownership Brings Health Benefits

Is a senior citizen in your life a bit too sedentary but still able to walk and stroll? Consider striking up a conversation about dog ownership. New research shows seniors who own dogs have more positive health outcomes. They include less frailty, better mobility, and lower risk for coronary heart disease. In the first study of its kind, these seniors also report less social isolation and say they feel more connected to their communities. They also get closer to the 150 minutes of exercise per week recommended by the U.S. Centers for Disease Control. Senior dog owners must walk Fido year round, even in colder months. They therefore maintain an exercise regimen during that time of the year when non-dog owners may exercise less.

Resource: Frontline—Employee Wellness, Productivity & You! Frontline newsletter is courtesy of the New York State Employee Assistance Program.

“Every once in a while, a dog enters your life and changes everything.”
~Anonymous
Looking for Reading Ideas?  
Check the EAP Office Lending Library.

Contribution by Seema Mathura, EAP Office Work Study Student

Getting a handle on managing your basic personal finances can return many financial rewards, like providing you with more free time to pursue your interests and freeing up money to invest. The basic elements of anyone’s personal finances include making a personal budget, managing your income, saving and investment planning, as well as applying for loans and various insurance policies you may need over your lifespan. Check out some of our featured EAP Lending Library books to better understand and help with most of your financial needs.

*Your Money or Your Life* teaches you how to transform your relationship with money. Your relationship with money is reflected in the sense of satisfaction and fulfillment that you can get from your connection to your family, your community, and the planet. The book essentially follows a 9-step program that helps you gain control of your money and finally begin to make a life rather than just make a living.

*The MoneySmart Family System* will show you how to teach your children to manage money and have a good attitude while they’re learning to earn, budget, and spend wisely.

Learn how to prepare your kids for their first paying job, help your kids pay for their own auto insurance, pay cash for their own cars, and employ strategies for debt-free college education and more.

With clear steps for children of every age, *The MoneySmart Family System* proves that it’s never too early, too late, or too hard to start learning financial responsibility.

Retirement expert John Howells provides the information you’ll need to retire comfortably in his book *Retirement on a Budget*. These days, retirement is more a lifestyle transition than an end to work and activity. It can be a time to travel, volunteer, go back to school, or even start a new business venture. Unfortunately, not everyone has a company pension or profitable investment portfolio to support their dreams for retirement. This guide includes information on topics such as affordable housing, medical care, availability and quality of senior services, recreational and cultural opportunities for retirees, and the best retirement locations in the United States and abroad.

Visit the Library page on the EAP website for a full list of topics, books, and DVDs/CDs that the EAP Lending Library has available.
Project 22

According to one statistic, twenty-two veterans complete suicide everyday. *Project 22* is a documentary film which follows two combat veterans on a motorcycle mission to raise awareness and discover solutions to support veterans.

Working together, UAlbany Veteran Student Group, University Police Department, and New York State Troopers brought the film to campus for a special screening on April 28. This informative, inspiring, and moving film provides insight into the struggles veterans can experience and highlights a variety of innovative ways in which support can be found to heal from visible and invisible wounds.

[Click here](#) to see a trailer for the film.
Or, you can view the entire film (1 hour and 41 minutes in length) on WMHT, the region’s Public Television Station. [Click here](#).

Chronic Pain and Substance Abuse

Opioid addiction and prescription drug abuse are national problems. One research study discovered that 87 percent of opioid or related medication addicts are self-medicating pain. Does this sound like you or someone you know? **Note these warning signs for needing help with addiction:**

- You are using the medication not just for pain but also to achieve a feel-good state.
- Your prescribed dose seems way too low. It takes more to feel the effects.
- Your pain has subsided, but your desire to use the medication you were given is growing. You say you're worried about the pain coming back, but the effect of the drug is really the motivating factor.
- The medication has become part of your life. You are planning and coordinating your life around obtaining and using the medication, even to the detriment of your family, things you enjoy, and parts of your life that you value.

If you are concerned about your use of prescription drugs or that of a loved one’s, contact UAlbany EAP for a confidential conversation for resources and referrals.

Resource: *Frontline—Employee Wellness, Productivity & You!* Frontline newsletter is courtesy of the New York State Employee Assistance Program.

**Veterans Crisis Line:**

For veterans, active duty, and family members

[https://www.veteranscrisisline.net/](https://www.veteranscrisisline.net/)

**Disclaimer:** Material presented in this newsletter is intended for educational or informational purposes only. It is not intended to replace the advice of your qualified health professional.
As we head into the warmer months and walk around the UAlbany campus, take a look around and consider these fun facts about how campus structures and nature intermingle!

The Great Outdoors

- The construction of the Uptown Campus required the removal of over one million cubic yards of earth (the equivalent of over 200 18-wheeler trailers).
- The site for the Uptown Campus was originally 360 acres, 292 of which were purchased from the Albany Country Club in 1961.
- The Uptown Campus has 16.5 miles of storm sewer pipes and 655 catch basins.
- The Uptown Campus has 6.4 miles of sanitary sewer pipes.
- The Uptown Campus has 12 miles of road.
- The Purple Path is three miles long (five kilometers), and runs along the periphery of the Uptown Campus.
- The Uptown Campus is approximately 500 acres, while the Downtown Campus is roughly 15 acres.
- The water tower is 18' in diameter, 164' tall, and holds 311,000 gallons of water.
- The reflecting pool of the main fountain holds 160,000 gallons of water.
- There are over 3,500 trees on the Uptown Campus.
- There are 140 planters on the Academic Podium.
- There are two formal gardens on the Academic Podium, each over 2,000 sq. ft.
- Indian Pond is man-made, holds over 6 million gallons of water, goes as deep as 15', collects storm water runoff, and is used for irrigation throughout the Uptown Campus.

For more information and fast facts on UAlbany, please visit: http://www.albany.edu/facilities/campusplanning/facts.html
Health and Wellness Tip - Compliments of Personal Best Publications

**MAKE A GREAT PLATE.**

_JUNE 2016_

Try grilling fruit for a sweet and nutritious dessert.

**Grilled Pineapple with Ricotta**

**INGREDIENTS**

- 2 tbsp slivered almonds
- 1 pineapple, cored and cut into ½-inch rings
- ½ tsp cinnamon, divided
- 4 tbsp ricotta cheese
- Mint leaves (optional)

**DIRECTIONS**

Add almonds to small pan set over medium heat, and toast for about 7-8 minutes, stirring often, until browned. Sprinkle pineapple with cinnamon. Place pineapple on hot barbecue or grill pan. Grill until heated through, about 3 minutes per side. Serve pineapple warm on 4 plates. Top each with ricotta cheese, toasted almonds, cinnamon, and mint (optional).

*Makes 4 servings. Each: 120 calories • 4g protein • 4g fat • 20g carb • 3g fiber • 25mg sodium*

**EVERYDAY CALORIE BURNERS**

_JUNE 2016_

**Home and daily life activities:**

- Cooking: 93
- Child care (bathing, feeding, etc.): 130
- Food shopping (with cart): 130
- Heavy cleaning (wash windows): 167
- Playing with kids (vigorous effort): 186

**Home repair:**

- Wiring and plumbing: 112
- Paint, paper, remodel (inside): 167
- Cleaning rain gutters: 186
- Carpentry (outside): 223

**Outdoor activities:**

- Raking lawn: 149
- Gardening (general): 167
- Mowing lawn (push, power): 167
- Shoveling snow (by hand): 223

*Approximate calories burned per 30 minutes of activity for a 155-pound person.*
Free Summer Fitness Classes on Campus for Faculty and Staff

For more information, contact Jessica Blasioli at: jblasioli@albany.edu or fitness@albany.edu
The Wonders of Nature

‘Tis the season to be outdoors and enjoy the wonders of nature. It’s good for the body, mind, and spirit! The New York State Department of Parks, Recreation, and Historic Preservation is a great resource to discover new places to explore. Go to: http://www.nysparks.com/parks/

Another wonderful resource for outdoor activities all year round is the Adirondack Mountain Club. Go to: http://www.adk.org/

Look deep into nature, and then you will understand everything better.

~Albert Einstein (1879-1955)

Photo: Lynne Cable, Office of Human Resources Management/Payroll, Earth & Wellness Day Photo Contest Submission