



August 1, 2024

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REDUCED DEDUCTIBLE DEADLINE APPROACHING

AUGUST 31ST DEADLINE

ThriveOn's Wellness Your Way program offers a unique opportunity to earn a reduced deductible for 2025, making healthcare more affordable and accessible. This benefit lowers your out-of-pocket expenses, allowing you to focus on maintaining your health and enjoy peace of mind.

How to Earn a Reduced Deductible:

1. Complete the Online Health Assessment
2. Get an Annual Physical with Your Primary Care Provider

Both tasks must be completed to receive the reduced deductible. If a spouse/domestic partner is enrolled in the health plan, they must also complete the assessment and physical by the **August 31 deadline**.

STEPS TO COMPLETE:

1. **Online Health Assessment:** Log in to your ThriveOn account at fccThriveOn.com. If you haven't registered, click here for instructions.
2. **Annual Physical:** If you wish to earn credit for your biometric screening while at your annual physical, you must bring the [Biometric Screening form](#) to your appointment.

DO I NEED TO SUBMIT PROOF?

If you are enrolled in the health plan, you do not need to submit anything additional to get credit for your annual physical. If you are not enrolled in the health plan and are completing this step in anticipation of enrolling in the health plan, you will need to submit a form from your PCP. This [form and instructions on how to submit it can be found here](#).

A reduced deductible isn't the only incentive available. Employees and their enrolled spouses/domestic partners can earn incentives through the Wellness Your Way program. Learn more in the [2024 Incentive Guide](#). The deadline is quickly approaching! Start earning today by logging into fccThriveOn.com.



HOW TO HAVE A SUCCESSFUL SUMMER

BUILDING DEEPER CONNECTIONS WITH YOUR KIDS

School breaks, warm weather, and longer daylight hours create the perfect recipe for relaxation and fun, as parents and kids enjoy a few weeks free of school-related commitments. However, summer can also be challenging when kids have time off, but parents must continue their regular work schedules and responsibilities.

With this extra free time, you may find yourself asking questions like:

- "What are some fun activities we can do this summer?"

- *"How can I make sure my kids aren't bored without spending loads of money?"*
- *"Why do my kids always fight?"*

Studies show that [parental involvement](#) is key to children's health and development. Here are five practical tips to help you build deeper connections with your kids and ensure a successful summer:

- **Embrace Evenings for Family Activities:** Flexible bedtimes and longer daylight hours free up evenings for quality time. Try game nights, family movie nights, visits to local pools or playgrounds, after-dinner walks, or picnics.
- **Cultivate Responsibility:** Summer is a great time to get kids involved in household chores and new skills like gardening, cooking, and pet care. Let them choose their responsibilities to encourage a sense of control and accomplishment.
- **Explore New Hobbies:** Encourage kids to pick a new hobby such as creative writing, painting, building, or music. These activities help develop intellectual and creative skills while adding structure to their day.
- **Promote Reading for Pleasure:** Make reading fun by providing various reading materials, setting family reading times, joining summer reading programs, or creating a neighborhood book club.
- **Serve Others:** Engage in community service activities like helping a neighbor or planning a family volunteer project. Serving others fosters respect, kindness, and helpfulness in kids.

A complete break from all structure when school is out can lead to chaos. Work with your children to develop a flexible schedule that incorporates both planned activities (cooking together, family walks, play-dates, sports lessons) and free time (playing outside, coloring, make-believe play).

Your relationship with your child is the most important predictor of their future self and success. Fancy vacations are not necessary to create joyful moments. Spending quality time playing and learning together will help you nourish that relationship and grow together. Enjoy bonding and making the most of your summer together!

For more fun activities in the Central Ohio area, check out [Cap4Kids](#), a trusted resource for more than 100,000 families. For more information on how to develop your child's mental wellbeing check out

[Bloom: Supporting You in Growing Kids' Mental Well-Being](#). Offered by ThriveOn and Franklin County Cooperative, it's free, it's confidential, and it was designed for busy working parents and caregivers. [Begin your journey with Bloom](#) and register your account using code **BLFC01**.

LEARN ABOUT BLOOM



THE POWER OF BOUNDARIES

ENHANCING YOUR PERSONAL AND PROFESSIONAL RELATIONSHIPS WITH MEQ

Personal boundaries and boundary setting are crucial for fostering healthy relationships and maintaining overall well-being. By understanding and establishing these boundaries, you can navigate both personal and professional interactions more effectively, leading to a more balanced and fulfilling life.

In personal relationships, boundaries help define the limits of each person's role. This clarity is essential for maintaining individual identity and mutual respect. Effective boundary setting enables you to:

- **Take Responsibility for Emotions and Behaviors:** Boundaries help you recognize and manage your own emotions and actions, rather than attributing them to others. This self-awareness fosters healthier communication and reduces unnecessary conflict.
- **Feel Empowered and Reduce Distress:** Clear boundaries allow you to assert your needs and limits, leading to a greater sense of control and reduced stress. You're more likely to feel confident in expressing your preferences and addressing issues without feeling overwhelmed.
- **Create a Sense of Love and Respect:** Establishing boundaries with friends, as well as partners, helps build a foundation of trust and mutual respect. It ensures that everyone involved understands and

honors each other's needs and limits, enhancing the quality of all relationships.

- **Protect Yourself from Mistreatment:** Boundaries serve as a protective mechanism against potential mistreatment or abuse. By clearly defining what is acceptable and what is not, you safeguard yourself from harmful behaviors and interactions.

Boundaries are equally important in the workplace. They play a key role in establishing a professional and respectful environment, contributing to a more productive and satisfying work experience. Here's how boundaries impact the work setting:

- **Establish Clear Expectations:** Setting boundaries helps clarify roles, responsibilities, and expectations. This prevents misunderstandings and ensures that everyone is on the same page regarding job functions and deadlines.
- **Enhance Professional Respect:** Boundaries promote a culture of respect by acknowledging and valuing each person's personal space and time. This respect fosters positive working relationships and collaboration.
- **Improve Productivity:** When boundaries are in place, employees are better able to manage their time and workload. Clear boundaries help prevent overwork and ensure that tasks are completed efficiently without unnecessary interruptions.
- **Reduce Burnout:** By setting limits on work hours and workload, boundaries help prevent burnout. Employees who maintain a healthy balance between work and personal life are more likely to remain engaged and motivated.

Personal connections and boundary setting are not mutually exclusive; in fact, they complement each other. Healthy personal connections are strengthened when boundaries are respected, and clear boundaries enhance the quality of relationships. Whether in personal or professional spheres, boundaries pave the way for more balanced and fulfilling interactions.

For help in building personal resilience, ThriveOn provides MeQ, a digital coaching platform with personalized tools to improve your coping skills. You can also earn a \$50 incentive for utilizing the platform through [ThriveOn](#).

ATTEND AN UPCOMING WEBINAR

Join us every month for a series of engaging educational webinars brought to you by Franklin County Cooperative and ThriveOn, featuring a diverse range of topics including nutrition, financial support, health-related discussions, and much more from our trusted vendors.

CancerBridge

2024 Exercise Series: Ouch! Prevention & Treatment of Common Lower Body Injuries

Thursday, August 8th, 2024 at 11am

This webinar will address common lower body injuries and pain generators, how to prevent them from occurring, and movements/ exercises that can improve the pain.

REGISTER WITH CANCERBRIDGE >

Cancer and Cytopenias

Thursday, August 15th, 2024 at 11am

This presentation will cover cancer and cytopenias and the risk of anemia, bleeding, and infection.

REGISTER WITH CANCERBRIDGE >

Mindful Communication and Connection

Thursday, August 22nd, 2024 at 11am

Discover how to use mindful attitudes and practices to connect more positively with those around you.

REGISTER WITH CANCERBRIDGE >

Maven

Preparing and Returning to Work after Parental Leave

Wednesday, August 21, 2024 12pm

Coming back from parental leave can be challenging—but you're not alone. Learn actionable strategies and tips you can use in your everyday life at home and work from a Maven Career Coach.

REGISTER WITH MAVEN >

EAP

EAP Group Session: Mindfulness

Friday, August 23 from 1-2pm

Mindfulness practices, such as meditation, have become more mainstream in recent years. This training program uses lecture, guided meditation exercises, written exercises and group discussion as an introduction to how mindfulness practices can be incorporated into one's routine and help improve overall health.

JOIN THE MEETING >

DOWNLOAD WORKBOOK >

NURSES' NOTES

From Your  UnitedHealthcare Health Engagement Nurses

A migraine is more than just a headache—it's a neurological condition characterized by severe throbbing pain or a pulsing sensation, often felt on one side of the head. Symptoms can include nausea, vomiting, and heightened sensitivity to light and sound.

STAGES OF MIGRAINE

- 1. Prodrome:** This phase includes early warning signs that can precede a migraine by hours or days. Symptoms may include mood changes, food cravings, neck stiffness, or increased thirst.
- 2. Aura:** Not all migraines have an aura, but when they do, it can involve sensory disturbances such as visual changes (like flashing lights), tingling or numbness in the face or hands, and even temporary speech difficulties or confusion.
- 3. Attack:** During a migraine attack, you may experience intense pain on one or both sides of your head, which can pulsate or throb. This phase often includes nausea, vomiting, and sensitivity to light, sound, or smells.
- 4. Post-drome:** Following the migraine attack, some individuals experience a lingering drained feeling that can last up to a day, accompanied by mild headaches, fatigue, or difficulty concentrating.

MANAGEMENT AND REMEDIES:

While there's no cure for migraines, management strategies include:

- **Acute Treatments:** Over-the-counter pain relievers like ibuprofen or acetaminophen can help alleviate symptoms during an attack. Prescription medications specifically designed for migraines, including triptans, may be prescribed by your healthcare provider.
- **Preventive Measures:** For those with frequent or severe migraines, preventive medications can reduce the frequency and severity of attacks. Lifestyle adjustments such as maintaining consistent sleep patterns (7-8 hours per night), staying hydrated, managing stress, and regular exercise can also be beneficial.

WHEN TO SEEK MEDICAL HELP:

It's important to consult a healthcare provider if you experience severe or frequent migraines that disrupt your daily life despite using over-the-counter treatments. Additionally, seek immediate medical attention if your headache is sudden and severe, occurs with a fever, stiff neck, or following a head injury.

Your UnitedHealthcare Health Engagement Nurses are available to help you and your family with many healthcare situations such as finding a primary care physician, support and education for disease prevention and management, and helping you achieve your personal health goals. See more information about Nurse Therese and Nurse Brittany, including how you can contact them, below!



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