

NORTHSTAR

employee assistance program

September is National Suicide Prevention Month.

Crisis And Information Resources:

If you are in crisis or experiencing difficult or suicidal thoughts call the National Suicide Hotline at 1-800-273-TALK (8255) or text NAMI to 741-741 to connect with a trained crisis counselor to receive free 24/7 crisis support via text message.

If you are looking for more information, referrals or support, call the NAMI HelpLine at 1-800-950-NAMI (6264)

If you or someone you know is in an emergency, call The National Suicide Prevention Lifeline at 1-800-273-TALK (8255) or call 911 immediately.

" ASSERTIVENESS IS YOUR ABILITY TO ACT IN HARMONY WITH YOUR SELF-ESTEEM WITHOUT HURTING OTHERS." - UNKNOWN

STEAK PIZZAIOLA

-Lean CUTS OF SIRLOIN ARE SIMMERED UNTIL TENDER AND EXTRA FLAVORFUL IN A GARLICKY TOMATO SAUCE FOR A HEALTHIER-THAN-IT-TASTES DINNER IN MINUTES! (RECIPE COURTESY OF FOOD NETWORK MAGAZINE)

- 1 1/4 lbs. boneless sirloin steak (about 1 inch thick), excess fat trimmed
- kosher salt
- 2 Tbsp. extra virgin olive oil
- 4 cloves garlic, smashed
- 1 large onion, sliced 1/4 inch thick
- 2 bell peppers (1 red, 1 yellow), sliced 1/2 thick
- 4 jarred pepperoncini, drained and thinly sliced
- 1 15 oz. can crushed tomatoes
- 1/2 tsp. dried oregano
- pinch of red pepper flakes
- 2 Tbsp. chopped fresh parsley
- Focaccia bread from your local bakery for serving (optional)

Sprinkle the steak all over with 1/4 teaspoon salt. Heat olive oil in a large skillet over medium-high heat. Add the steak and sear until browned, about 2 minutes per side. Transfer to a plate.

Add the garlic to the skillet. Once it sizzles, add the onion and bell peppers and cook, stirring occasionally, until they soften slightly, about 4 minutes. Add the pepperoncini, tomatoes, oregano, red pepper flakes and 3/4 cup water and stir to combine. Bring to a rapid simmer.

Nestle the steak in the sauce and simmer, turning once, until medium rare, about 7 minutes.

Transfer the steak to a cutting board and let rest about 5 minutes. Continue simmering the sauce until thickened, about 3 more minutes.

Thinly slice the steak against the grain and divide among plates. Top with the sauce and parsley. Service with focaccia bread. Enjoy!



Assertiveness: Become a strong and confident communicator.

What is assertiveness? It's not always easy to identify truly assertive behavior. This is because there is a fine line between assertiveness and aggression, and people can often confuse the two. For this reason, it's useful to define the two behaviors:

-Assertiveness is based on balance. It requires being forthright about your wants and needs, while still considering the rights, needs and wants of others. When you are assertive, you are self-assured and draw power from this to get your point across firmly, fairly and with empathy.

-Aggressive behavior is based on winning. You do what is in your best interest without regard from the rights, needs feelings or desires of others. When you are aggressive, the power you use is selfish. You may come across as pushy or even bullying.

There are benefits of being assertive. Assertiveness can help you to become more self-confident as you gain a better understanding of who you are and what you have to offer. In general, assertive people make great managers, negotiate successful "win-win" solutions, are better doers and problem solvers and tend to be less anxious and stressed. If your disposition tends to be more passive or aggressive, here are some tips to help you get the balance right:

Value yourself. Gain a good understanding of yourself as well as as a strong belief in your value to your organization and team.

Voice needs and wants confidently. Don't wait for someone else to recognize what you need. Take the initiative to identify the things you want and then set goals to achieve them.

Express yourself in a positive way. It's important to say what's on your mind, but it must be done in a constructive and sensitive manner. It is important to control your emotions and stay respectful at all times.

Be open to criticism and compliments. Accept both positive and negative feedback graciously, humbly and positively.

Being assertive means finding the right balance between passivity and aggression. It is important to remember that your rights, thoughts, feelings, needs and desires are just as important that everyone else's, but not **more** important than anyone else's. By taking these tips into consideration you can slowly build up the confidence and self-belief that you need to become assertive. You will also likely find that you become more productive, efficient and respected also.