



JULY 2023

WHAT'S INSIDE

STAFF SPOTLIGHT
Amanda Ellerkamp

**HOW TO SET
BOUNDARIES AND
SPEAK UP**

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APPOINTMENT!**
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Schedule Today!



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Therapy Solutions

TAKE YOUR LIFE BACK.



*Are Your Employees
Fit for Work?
How to Find Out*

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Are Your Employees Fit for Work? How to Find Out



Are you a hiring manager who wants to ensure you have the right candidate for a job? While selecting promising job applications and conducting thorough interviews are essential parts of the process, occupational health assessments could be the puzzle piece you're missing.

At Therapy Solutions, we offer a suite of ready-for-work programs to help you screen job candidates and ensure the safety and well-being of your current employees. Whether you need a routine drug test or a comprehensive return-to-work program, our team of experts can help!

WHAT SERVICES ARE INCLUDED IN OUR OCCUPATIONAL HEALTH PROGRAMS?

Our occupational health programs are assessments designed to help you better understand the physical capabilities of both prospective and current employees. Our team of experts conducts thorough movement, hearing, and other fitness screens to ensure you have a complete picture of your employees' work readiness.

Some of the tests we offer include the following:

- Drug/alcohol screens
- Audiometric hearing tests
- Respirator fit tests
- Pulmonary function tests

We also offer pre-employment testing, which consists of a medical screen, physical ability tests based on the job's requirements, and functional tests looking at job-specific skills, such as moving boxes. These tests are tailored to your needs without violating anti-discrimination laws and can be incorporated into your hiring process.

In addition to tests, we provide programs to help your current employees recover from injury or address mental health struggles. We can also work with you to design a workplace that takes your employees' musculoskeletal health seriously, helping to prevent accidents, improve morale, and increase productivity.

WHAT ARE THE BENEFITS OF THERAPY SOLUTIONS'S OCCUPATIONAL HEALTH SERVICES?

In 2021, employers reported 2.4 million workplace injury and illness cases in that year alone, all of which added to a total cost of \$167 billion, including wages lost, medical costs, and administrative expenses. In short—an unsafe workplace can cost you big time! By reducing the number of workplace accidents, your company stands to save a significant amount of money.

But the benefits aren't only financial. Ensuring that your employees are well-suited for their jobs can reduce turnover and improve worker satisfaction. A client may look perfect on paper, but if they struggle to meet the physical demands of a job, they won't be a good fit. Our occupational health services help you find the right role for everyone in your company.

ND WORKFORCE SAFETY & INSURANCE ERGONOMIC INITIATIVE GRANT

The Ergonomic Initiative Grant assists businesses financially to purchase equipment in order to reduce or eliminate cumulative-type injuries at the workplace. WSI will pay 75% of the cost for approved ergonomic equipment, up to the maximum eligible amount based on the size of the employer's premium.

CALL US TO LEARN MORE

If you think your company would benefit from pre-employment tests, improved workplace safety, or the WSI Grant Program, call us to schedule an appointment. Our team would be happy to talk to you in more depth about the services we provide and which ones will work for you!



**SCHEDULE YOUR
APPOINTMENT
TODAY!**

701.483.1000



HOW TO SET BOUNDARIES AND SPEAK UP

Sometimes we have a tendency to Self-Silence – to not speak up for ourselves, express our needs, or vocalize our needed boundaries. We think that filtering ourselves, or keeping our needs to ourselves helps us to “keep everyone happy.” We want to be “nice.” We think we are doing good for someone by not being honest with them and not speaking up. But nothing could be further from the truth. If someone chooses to do “good for another,” out of fear, that is not them being nice. That is not freedom. Boundaries in no way mean to stop loving someone or to be mean to someone. It means the opposite. You are loving the other person enough to be honest and you are loving yourself. The best boundaries are loving boundaries.

Speaking up respectfully and effectively to get our needs met is crucial for our mental and physical health. Here are 3 ways to set loving boundaries:

1. When someone says or does something that hurts your feelings, don't keep it bottled up inside. Instead say, “I'm sure you didn't mean anything by this, but when you did _____ or said _____ I felt ____ (hurt) (state specifically what you felt) But what did you really mean by that?”

A. If you're not ready to ask this question, an easier, simpler way to speak up is to use a one-liner. Say the word, “Ouch.” The idea is to merely let the other person know something hurt us, not to accuse. The message should be short and sweet.

2. When you and another person have differing opinions, ask, the question, “What can we do to get everyone's needs met?” This helps convey that there are options and that no one's needs are less important than another's.

3. Create a habit of asking your family members (and them asking you), “What can I do to make your day better?” This helps build the rapport between you. Likewise, when we are in this habit of asking and being asked what we need to have a good day, it makes it easier for us to ask for something when a need arises.

If you want to learn more about how to set boundaries with your family and friends, contact Therapy Solutions to set up an appointment with one of our counselors and Take Your Life Back!

Therapy Solutions
TAKE YOUR LIFE BACK.

NEW LOCATION

We are excited to announce that Therapy Solutions has officially moved into the new outpatient facility at Hill Top Home of Comfort in Killdeer! As mentioned previously, this additional space will allow us to expand our services to further complement the healthcare needs of the Killdeer community.

The outpatient facility is located in the new addition of Hill Top and can be accessed from the south parking lot. If you would like to schedule an appointment at our Killdeer location, **please contact us at 701.483.1000!**

**95 HILL TOP DR.
KILLDEER, ND 58640**



Therapy Solutions
TAKE YOUR LIFE BACK.

WRITE YOUR OWN SUCCESS STORY!

INSTRUCTIONS:

1. Open your smart phone to the camera app
2. Center the QR code above in the frame (this will take you directly to our Google Review Page)
3. Tell us how we did!



STAFF SPOTLIGHT: AMANDA ELLERKAMP, LAPC



We would like to welcome Amanda Ellerkamp to our Therapy Solutions Team!

Amanda is a mental health counselor and will be joining us for the summer. She was previously an intern at Therapy Solutions starting in September 2021 and then graduated with her master's degree in Clinical Counseling from the University of Mary in April 2022. Amanda also provides school-based mental health counseling at Trinity Junior High & High School. Her areas of expertise include teens/adolescents and faith-based counseling.

Amanda grew up in Mott, ND and has lived in Dickinson for the past 17 years. She and her husband have five children and three dogs. In her spare time, Amanda enjoys reading, playing piano, going for walks with her dogs, and spending time with her family.

CONGRATULATORY CORNER

Lexi Hauck (Physical Therapist) welcomed a baby boy,
Asher John, on May 18th!

