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## Colorblindness: Living with Color Deficiency

Colorblindness is a condition where individuals have difficulty perceiving certain colors or distinguishing between colors. Our eyes have cones which contain various pigments called photopigments. These photopigments allow our eyes to see colors. When these photopigments are faulty and don't show all the pigments, that is when someone is considered colorblind<sup>1</sup>.

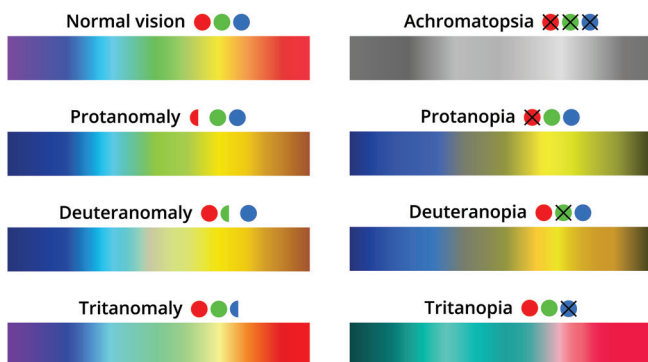
While commonly a genetic condition, other factors can contribute to colorblindness. Some of these factors include when one suffers damage to the optic nerve, physical or chemical damage to the eye, any damage to the parts of the brain that process color information, and even factors like cataracts and age<sup>1</sup>.

Here is a breakdown of the different types of colorblindness:

- **Deuteranomaly:** This is the most common type of colorblindness that occurs when the green cone photopigments do not work as they should, causing yellow and green to look red, and difficulty distinguishing between blue and purple.

- **Protanomaly:** This is when the red cone photopigment is affected. Colors appear duller, and orange, red, and yellow appear to have a greenish tint.
- **Protanopia:** This is where there are no red cone cells, so anything that is red looks gray.
- **Deuteranopia:** This is where there are no working green cone cells, so anything green looks beige.
- **Tritanomaly:** Blue cone cells are limited to where blues appear green, and it is difficult to tell the difference between red, yellow, and pink.
- **Tritanopia:** This is when there are no blue cone cells, and blue looks green, yellow looks light gray or violet.
- **Cone Monochromacy:** This occurs when 2 of your 3 cone cell photopigments do not work properly. This makes it very difficult to tell one color from the other.
- **Rod Monochromacy:** None of the cone cells have photopigments, resulting in the world appearing in black, white, and gray. This is the most severe type of colorblindness and is also known as achromatopsia<sup>1</sup>.

## Colorblindness



It is worth noting that colorblindness doesn't necessarily mean seeing the world in grayscale; most colorblind individuals can still perceive a range of colors, but in a more muted or altered palette. Certain colors may appear similar or indistinguishable to them. The experience can vary from person to person, and some may not even realize they are colorblind until they encounter situations that highlight their difficulty with color perception.

People experiencing colorblindness may encounter challenges in daily life, like choosing clothes that match, interpreting color-coded information such as traffic lights), or enjoying certain forms of art.

While there is no cure for colorblindness, most people with color vision deficiency don't have problems with everyday activities. They develop strategies to compensate for their condition, such as relying on patterns, shades, or context cues to identify colors. Special contact lenses and eyeglasses may help colorblind individuals tell the difference between colors. They work by increasing the contrast between colors so they're easier to tell apart. Finally, there are now mobile applications that allow people to take photos with a phone or tablet and then tap on part of the photo to find out what color it is. Colorblindness is a commonly misunderstood condition, where many people assume it is just living life without being able to see any color at all. We put together this article to help shed light on the complexity of colorblindness and help everyone understand what it is like to live with color vision impairment.

### Sources:

1: <https://www.webmd.com/eye-health/color-blindness#:~:text=it%20is%20rare,-What%20Causes%20Color%20Blindness%3F,chemical%20damage%20to%20the%20eye> | <https://my.clevelandclinic.org/health/diseases/11604-color-blindness> | <https://www.hopkinsallchildrens.org/Patients-Families/Health-Library/HealthDocNew/What-It-s-Like-to-Be-Color-Blind> | <https://www.nei.nih.gov/learn-about-eye-health/eye-conditions-and-diseases/color-blindness#:~:text=Usually%2C%20color%20vision%20deficiency%20runs,people%20see%20differences%20between%20colors>.

## Stress & Anxiety Management at Work

Everyone experiences stress at work, and while some experience stress more often than others, it is important to learn how to manage so you can continue to produce your best work.

Stress is experienced differently by everyone. However, when it comes to work, there tend to be some common factors that cause people the most stress including low salary, high workload, lack of social support, lack of ability to grow or develop in your role, not feeling challenged, and unclear performance measurements<sup>1</sup>.

Stress can contribute to physical problems such as headaches, stomach issues, trouble sleeping, difficulty with concentration, and even a short temper. Learning how to manage your stress and anxiety is therefore essential for overall well-being and productivity<sup>1</sup>. Here are some helpful tips to reduce stress at work:

- 1. Identify Triggers:** Recognize what specifically triggers your stress and anxiety at work. Is it deadlines, a particular colleague, or a specific task? Understanding the triggers can help you address them more effectively.
- 2. Time Management:** Prioritize tasks and create a to-do list. Breaking down your workload into manageable chunks can feel less overwhelming.
- 3. Set Realistic Goals:** Be realistic about what you can accomplish in a day. Work with your supervisor to set achievable goals to help reduce the pressure.
- 4. Take Regular Breaks:** Short breaks throughout the day can refresh your mind and reduce stress. Use techniques like deep breathing or stretching during breaks.
- 5. Mindfulness and Meditation:** Practicing mindfulness or meditation techniques regularly can help you stay present and reduce anxiety. Deep breathing exercises can also help calm your nerves. Try the 4-7-8 technique: Inhale for 4 seconds, hold for 7 seconds, and exhale for 8 seconds.
- 6. Communication:** If you're feeling overwhelmed, talk to your supervisor or HR department. They may be able to provide support or adjust your workload. But also, make sure you don't overcommit yourself.
- 7. Delegate and Seek Help:** Don't hesitate to delegate tasks when possible. Also, don't be afraid to ask for help from colleagues.
- 8. Healthy Lifestyle:** Maintain a balanced diet, get regular exercise, and ensure you get enough sleep. If possible, take short walks outside during your breaks. Fresh air and a change of scenery can significantly impact your ability to manage stress.
- 9. Create a Comfortable Workspace:** Ensure your workspace is organized and comfortable. A clutter-free, well-organized environment can reduce stress.
- 10. Limit Caffeine and Sugar:** Excessive caffeine and sugar can exacerbate anxiety. Monitor your intake and consider healthier alternatives like herbal tea or water.
- 11. Build a Support Network:** Connect with colleagues or friends who can provide emotional support and lend a listening ear when needed.
- 12. Seek Professional Help:** If your work-related stress and anxiety are severe or persistent, consider consulting a mental health professional. They can provide valuable strategies and support.



Remember that managing stress and anxiety is an ongoing process. Different strategies work for different people, so it may take some trial and error to find what helps you the most. Don't hesitate to seek professional help if your workplace stress becomes overwhelming.

### Sources:

1: <https://www.apa.org/topics/healthy-work-places/work-stress#:~:text=Techniques%20such%20as%20meditation%2C%20deep,walking%2C%20or%20enjoying%20a%20meal.>

## How to Spark Interest and Adoption of Benefits by Your Multigenerational Workforce

Spark Team at ADP (Originally published on ADP's blog, "Spark")

*From "The Great Resignation" and "Quiet quitting" to returning to work and "The Big Stay," there are many terms that have helped describe the evolving workplace and the impact of the pandemic over the past few years on talent's shifting priorities and employers' efforts to manage their workforce.*

*Now, more than ever, employers are looking for ways to attract and retain top talent. Competitive and creative benefits remain a strong differentiator for attraction and retention, and communicating those benefits is key. Leaders should consider their strategies and how to best communicate them to support their organizations now – and in the future.*

*Employers are paying closer attention to the overall well-being of their people, including offering additional education and resources for workers to take care of their physical, emotional, and financial health. It's no surprise that the importance of health and retirement plans is at the top of the list for many employers to help attract and retain workers.*

[Click here](#) to read more about the article.

