

EAP MONTHLY UPDATE

NOVEMBER 2020

Welcome to the EAP Monthly Update!

Are you a caregiver for a family member who is aging or has special needs? It's important that caregivers ask for help when they need it. In fact, taking care of yourself is one of the most important things you can do if you're a family caregiver. It's not selfish, it's a necessity. Yet many caregivers find it difficult to ask for assistance and set unrealistic expectations for themselves. Look this month for information on caregiving and learn about ways to manage caregiver stress at eap.calhr.ca.gov.

MONTHLY ARTICLE:

Caregiver Well-being

Being a caregiver comes with a number of challenges including emotional and physical stress and less time for yourself and other family members. There are days you may feel resentful, powerless, and frustrated by the demands of caregiving, and these feelings are normal. However, it's important to be aware of the signs of burnout. Caregivers who provide substantial care are at higher risk for emotional and physical problems. In this article you'll learn about the signs and symptoms of burnout and tips to take good care of yourself.



Visit calhr.ca.gov/employees/Pages/eap-articles.aspx to read the article.

EAP FEATURED BENEFIT:

Child Care and Elder Care Services

Do you need help finding child care or elder care services for an aging loved one? No two family situations are the same, and your EAP can help you determine the best course of action. You'll get customized resources and referrals for high quality and affordable care options to meet your family's specific needs.

Visit eap.calhr.ca.gov/home-page.aspx to learn more about EAP's Child Care and Elder Care Services and get expert help any time of the day or night, seven days a week.



November is National Family Caregivers Month

More than one in five Americans are caregivers for aging adults or children with special needs. Many belong to the “sandwich generation,” providing care for their parents and their own families.

This month is a time to honor and support caregivers across the country.



MIND YOUR MENTAL HEALTH

Family Caregivers Month celebrates the efforts of the more than 43 million Americans who are unpaid caregivers to family and friends.

- 1. Combat the solo struggle.** In an AARP survey, one in five caregivers said they have no one to call for help. Utilize replacement caregivers—either in-home or at a center. Ask family members to help with shopping, housecleaning and errands.
- 2. You're not alone.** Many family caregivers (over 60 percent) must balance their home lives with working a paid job, while meeting the needs of the relatives in their care.
- 3. Evaluate treatment options.** If your loved one isn't responding well to treatment, ask your doctor about other options. New treatments are always available, whether it's a different dose, a new medication or a new procedure.
- 4. Don't forget the future.** Know that your caregiving role will change over time. Make meaningful plans for the future with all your loved ones.

Mind Your Mental Health (MYMH) helps raise awareness about mental health issues to help you and your friends, family, and coworkers learn practical ways to support your own mental health and gain an understanding of how to help others.

Visit the MYMH web page to learn more:
MagellanHealth.com/MYMH

NOVEMBER AND DECEMBER LIVE WEBINARS

November

Employee Webinar – Avoiding Caregiver Burnout Wednesday, November 4, 2020 | 11:00 a.m. – 12:00 p.m.

Description: Even though millions of Americans will find themselves at some point caring for an aging parent or other relative, meeting this challenge and finding help isn't always easy. In this webinar you'll learn the signs and symptoms of caregiver burnout, situations and circumstances leading to burnout, and ways to cope.

December

Manager Webinar – Responding to Negativity and Anger in the Workplace Wednesday, December 2, 2020 | 11:00 a.m. – 12:00 p.m.

Description: As a leader, understanding the importance of intervention when employees are experiencing feelings of anger or frustration is important. In this webinar, you'll learn how to identify common characteristics and behaviors of negative and angry employees. You'll learn tips and strategies for combating negativity and anger, as well as receive additional helpful resources.

Description: Why is it so difficult to change our behavior, even when we really want to? In this webinar, you'll learn effective ways to form new habits and eliminate bad ones, explore how to manage slips and procrastination, and review practical methods to track habits for positive behavior change.

Employee Webinar – Exploring Habits for Positive Behavior Change Wednesday, December 9, 2020 | 11:00 a.m. – 12:00 p.m.

Description: Why is it so difficult to change our behavior, even when we really want to? In this webinar, you'll learn effective ways to form new habits and eliminate bad ones, explore how to manage slips and procrastination, and review practical methods to track habits for positive behavior change.

These webinars are free and supervisor approval is required to participate. Space is limited. To register, visit the EAP website at eap.calhr.ca.gov. Scroll down to the bottom of the homepage. On the right side under the header for “Featured Topics,” click on the link for “Access webinar.”

Webinars are recorded and are available on the website approximately two to three weeks after a live event. To view past webinars, go to eap.calhr.ca.gov. Click on the “Learning Center” header. Scroll down on the Learning Center page. On the left side of the page, click on “Webinars.” Click on “View More” to select the individual webinar recording and access the slideshow and any handouts shared during the webinar.