

EAP MONTHLY UPDATE

MARCH 2021

Welcome to the EAP Monthly Update!

Money: it plays an important role in everyone's life, but talking about it is often taboo, even with close friends and family. Many Americans worry about bills and being in debt, but you can take control of your finances and improve your financial health with simple strategies. Look this month for tips to plan for your financial future and tackle your money worries at eap.calhr.ca.gov.

MONTHLY ARTICLE:

Planning for Your Financial Future

Do you have a roadmap for your financial future? No matter what stage you're at in life, the steps to build a solid plan include identifying your spending habits, developing a budget, setting realistic savings goals, and tracking where your money goes. Read the article on planning for a secure financial future and improving your financial well-being at calhr.ca.gov/employees/Pages/eap-articles.aspx.



EAP FEATURED BENEFIT:

Financial Services

If you're wondering if you should refinance a loan, what you should save for retirement, or how you can afford college expenses, a conversation with an EAP financial counselor can give you the answers. Financial counselors have extensive experience with a range of financial topics such as budgeting, debt consolidation, loans, mortgage assistance, retirement, taxes, and more. Don't wait until a financial concern becomes a crisis. Your EAP offers free telephonic financial services (up to 60 minutes) to you and your eligible family members, as well as an array of financial tools and resources online. Visit eap.calhr.ca.gov to learn more about EAP financial services.



NEW! DIGITAL SELF-CARE PROGRAMS AND APP

Effective March 1, 2021, you will have access to myStrength by Livongo, a full-spectrum digital behavioral health program, to replace the current self-care tools and apps on the EAP website. myStrength is a digital resiliency tool designed to help you with common concerns, from managing stress, anxiety, and depression, to improving sleep and mindfulness. Visit the EAP website and click on the Self-Care Programs icon to get started.

March is National Sleep Awareness Month

Sleep issues such as insomnia, sleep apnea, and restless legs syndrome are common, but if left untreated, chronic sleep deprivation can have serious health risks. National Sleep Awareness Month is a reminder that good sleep habits are vital at all stages of life.



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

MIND YOUR MENTAL HEALTH

During the fourth week of March, this observance aims to counteract myths about substance use and addiction, while educating people about the current science on substance use. Some facts:

- Only about 10 percent of people who need treatment for substance abuse in the U.S. actually receive treatment.
- Traditionally, alcohol and drug problems weren't treated until the individual "hit bottom" after their substance misuse became a crisis. However, mild substance use disorders can also be treated, and early intervention can prevent severe disorders later.
- Although some consider medication-assisted treatments as "substitute addictions," this isn't the case. Studies show that medicines like methadone and buprenorphine reduce cravings and substance misuse, reduce risks of relapse and overdose and help people return to healthy functioning.
- Drug use can eventually lead to dramatic changes in the brain's neurons and circuits. These changes can remain after a person has stopped taking drugs.

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.

NEW! MANAGER ARTICLE AND TIPS

In conjunction with the quarterly manager webinar, the Monthly Update will now feature an article specific to managers. See below for the March 2021 article and tips.

Help your team adapt to change

Many leaders today have struggled to manage complex overlapping challenges, including pandemic-influenced workforce health issues. Rapid changes in the workplace can cause people to feel confused and vulnerable. However, a leader can contribute substantially to an organization's resilience amidst change.

- Communicate the "what" and the "why" behind every change. Explain the purpose of the change and connect it to the organization's values to inspire stronger staff buy-in.
- Fear of the unknown raises stress levels, so communicate early and often. Solicit and listen closely to each team member's feedback and show understanding.
- Encourage continuous learning among your team so they can better navigate the velocity of today's changes.
- Meet individually with those having difficulties; suggest they access their program for stress management assistance.
- Acknowledge and celebrate every group success during times of change.

MARCH AND APRIL LIVE WEBINARS

March

Employee Webinar - Financial Planning in Uncertain Times

Wednesday, March 10, 2021 | 11:00 a.m. – 12:00 p.m.

Description: The ups and downs of the market can understandably make investors nervous in these uncertain times. In this webinar you'll learn how to manage volatility, take advantage of taxes, and create an emergency plan. Finally you'll create an exit strategy that outlives you and gives you peace of mind today.

Manager Webinar - Leading Powerfully During Change and Uncertainty

Wednesday, March 24, 2021 | 11:00 a.m. – 12:00 p.m.

Description: Change is necessary to improve and grow. In this webinar, you'll understand essential differences between change and transition and identify the most important aspects of leadership during trying/changing times. Finally, you'll explore strategies for motivating and engaging employees through times of uncertainty and commit to your own practice of stress management and self-care while managing the challenges of leading others.

April

Overcoming Stress and Burnout

Wednesday, April 14, 2021 | 11:00 a.m. – 12:00 p.m.

Description: Stress and burnout can seriously impact your quality of life. In this webinar, you'll learn the difference between stress and burnout and how to identify the causes and the signs and symptoms. You'll explore lifestyle changes and coping strategies that can help you manage stress and take regular steps to avoid burnout.

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. In the Explore Services carousel, click on the "Webinars and Workshops" icon. On this page, scroll down and click on "Learn More" in the 2021 Live Webinars section and then click on title of webinar you would like to attend.

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.