

EAP MONTHLY UPDATE

DECEMBER 2020

Welcome to the EAP Monthly Update!

Many of us have good intentions at the start of a New Year to break bad habits and improve our mental and physical health. We may even reach a point where we decide to make dramatic, life-altering changes. But more often than not, the momentum doesn't last. Building healthy habits and achieving goals is possible but it takes planning and patience. Look this month for tips on breaking through psychological barriers to form new habits and make positive and lasting life changes at eap.calhr.ca.gov.

MONTHLY ARTICLE:

Setting the Stage for 2021

What goals do you want to accomplish this year? Perhaps it's improving your health, relationships, or finances. Healthy habits are strengthened and reinforced when you can see what you're accomplishing and feel good about your choices, but change doesn't happen overnight. Old habits can be hard to break.

Setting small but realistic goals, steadily tracking your progress, holding yourself accountable, and managing setbacks can result in the positive changes you desire.

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



EAP FEATURED BENEFIT:

Telehealth

Have you ever felt that you'd like help working through an issue, but you're stretched for time or just don't feel comfortable meeting in-person with a counselor? The EAP's Telehealth services offer confidential and convenient access to an EAP provider via video teleconference, all at no cost to you. All you need is a smartphone or computer with a webcam, and high-speed Internet access. Telehealth offers fast and private access to mental health services, and flexible appointment times.

Visit eap.calhr.ca.gov/home-page.aspx to learn more about EAP's Telehealth services and get expert help.



December is National Stress-Free Family Holiday Month

For many busy families, the hustle and bustle of the holiday season brings more stress than joy. However, there are steps you can take to reduce holiday stress, such as maintaining healthy sleep and exercise routines, and choosing just a few meaningful activities.



MIND YOUR MENTAL HEALTH

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.

For many, the winter holidays can be the most stressful time of the year. The pressures to keep up with social occasions and make others happy can lead to physical and mental exhaustion. Here are some simple ideas for cutting holiday stress.

- 1. Don't seek perfection.** People often maintain an idealized image of how the holidays should be. However, everything about your holiday season doesn't have to be perfect or just like last year.
- 2. Simplify wherever possible.** Be realistic about what you can do during the holidays. Eliminate some tasks or social functions so that you have more time to enjoy the people you value most.
- 3. Avoid social media.** Others posting images of lavish dinners and perfect parties can lead us to feel we're not measuring up.
- 4. Continue your workout routines.** Exercise helps bust stress and burn off calories that accumulate so quickly at this time of year.

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

DECEMBER LIVE WEBINARS

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.

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.