

# EAP MONTHLY UPDATE

JUNE 2021

## Welcome to the EAP Monthly Update!

Someone once said that a great relationship is about two things: first, appreciating the similarities and second, respecting the differences. Willingness to compromise and clear and honest communication are also essential ingredients for a strong and loving connection with your partner.

Look this month for information on building a healthy relationship and learning to communicate more effectively at [eap.calhr.ca.gov](http://eap.calhr.ca.gov).

### MONTHLY ARTICLE:

#### Communicating with Your Partner

Clear and open communication is essential for a happy, healthy relationship. It's the best way to establish trust and increase emotional intimacy. One of the first rules to become a better speaker is to become a better listener. Active listening involves focusing on what the person is saying and understanding his or her point of view without judgment. In this article you'll learn tips to improve your communication skills that will be of benefit in all of your personal relationships.



### EAP FEATURED BENEFIT:

#### Child care and Elder Care Services

Are you looking for child care or seeking services for an aging loved one? It can be stressful trying to balance caregiving responsibilities, and no two-family situations are the same. Your EAP can help you determine the best course of action that's right for you. 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](http://eap.calhr.ca.gov) to learn more about EAP's child care and elder care services.



Read the article on "Communicating with Your Partner" at [calhr.ca.gov/employees/Pages/eap-articles.aspx](http://calhr.ca.gov/employees/Pages/eap-articles.aspx).

## June is National PTSD Awareness Month

Post-traumatic stress disorder (PTSD) can occur after people experience a life-threatening event including war, natural disasters such as earthquakes, hurricanes and floods, auto accidents, assault, or a sudden death. It's important to seek professional help if stress reactions persist for weeks and interfere with daily life.



Visit the MYMH web page to learn more:  
[MagellanHealth.com/About/MYMH](https://MagellanHealth.com/About/MYMH)

## MIND YOUR MENTAL HEALTH

Approximately eight million Americans at any given time suffer with PTSD. PTSD Awareness Month seeks to raise public awareness about issues related to PTSD, reduce the stigma associated with PTSD and help those suffering with this condition obtain needed treatment.

- Traumatic events that can cause PTSD include physical or sexual assaults, war-related combat stress, serious accidents, terrorism, natural or man-made disasters and other threats on a person's life.
- Symptoms can include nightmares, flashbacks or disturbing thoughts about the experience(s), avoidance of traumatic memories, anger, irritability, depression and being easily startled or frightened.
- Helpful treatments include cognitive behavioral therapy with a mental health professional, medications such as antidepressants, family therapy to help loved ones understand a family member's PTSD and peer support from fellow trauma survivors.
- There are resources readily available to help diagnose and effectively treat PTSD. There should be no shame in seeking assistance.

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.

## MANAGER ARTICLE AND TIPS

### Leading in the Virtual Workplace

In the age of the pandemic, many organizations have had to adapt to an environment where many employees work remotely. If you're a supervisor or manager leading remote workers, here are some telework best practices.

- Review workplace guidelines with your team such as priorities, boundaries, milestones and performance expectations. Help them clear any information bottlenecks so they have what they need to do their jobs.
- Communicate regularly with staff via video calls; listen carefully to their questions and concerns.
- For employees balancing work and family commitments at home, afford them the flexibility to work in ways and at times that are most productive for them.
- Avoid micromanaging, particularly if staff are communicating effectively and hitting their productivity targets.
- On video chats, be alert for signs of isolation or stress that employees may exhibit.

## JUNE AND JULY LIVE WEBINARS

### June

#### **Employee Webinar – 3 Secrets to Having Your Best Relationship**

**Wednesday, June 9, 2021 | 11:00 a.m. – 12:00 p.m.**

**Description:** Good communication is the key to a happy, healthy, and stable relationship. Do you want to feel closer to your partner and strengthen your emotional bond? In this webinar you'll learn different ways to communicate with your partner more effectively, deescalate arguments, and increase the intimacy in your relationship.

#### **Manager Webinar – Best Practices for Managing Remote Employees**

**Wednesday, June 23, 2021 | 11:00 a.m. – 12:00 p.m.**

**Description:** In this webinar, we examine the "Fast Forward" pandemic experience of the remote workforce – pre, post and current state and the benefits (and challenges) of working remotely. You'll learn best practices and helpful management guidelines to provide support to employees, as well as tips on identifying and responding to employee concerns.

### July

#### **Cultivating Civility in Your Work Environment**

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

**Description:** A civil work environment promotes productivity and teamwork. In this webinar, you'll learn what workplace civility is and what it is not, and you will understand the negative impact of incivility. You'll recognize the value of contributing to and being part of a positive and civil work environment and learn how to promote a climate of civility – starting with yourself.

*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](http://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 the 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](http://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.*