

EAP MONTHLY UPDATE

JULY 2021

Welcome to the EAP Monthly Update!

People who are optimists tend to cope with stressful situations more effectively than pessimists, but positive thinking doesn't always come naturally. In fact, out of the thousands of thoughts we have each day, many are negative and repetitive. The good news is, we can learn to become more aware of our thoughts and reframe them. Look this month for information on ways to practice positive thinking whether you're at home or at work at eap.calhr.ca.gov.

MONTHLY ARTICLE:

Creating a Positive Work Environment

Your work environment greatly influences how you feel about your job, your level of motivation, and your productivity. Good relationships with colleagues, clear and open communication, opportunities for growth, and a healthy balance between your personal and professional life are the foundation for a positive work environment and contribute to high morale and job satisfaction. In this article you'll learn ways to make a positive impact on those around you and feel happier at work.



Read the article on "Creating a Positive Work Environment" at eap.calhr.ca.gov.

EAP FEATURED BENEFIT:

Workplace Support Services

Creating a safe and productive work environment is a common goal for managers and supervisors, but sometimes challenges arise inside or outside the work environment that impact an individual's or team's performance. The EAP provides specialized Workplace Support consultants to guide managers and supervisors in effectively assessing challenging situations and determining the appropriate response based on departmental policies. Support is available by phone day or night. Visit eap.calhr.ca.gov to learn more about EAP's Workplace Support Services.



July is Social Awareness Month

Strong social connections are just as important for our mental and physical well-being as exercise, sleep, and a healthy diet. July is Social Awareness Month, a reminder to nurture ourselves and our relationships and show appreciation to the people who are most important to us.



MIND YOUR MENTAL HEALTH

July is BIPOC Mental Health Month

This health observance acknowledges that obtaining needed mental health care is often much more difficult within BIPOC (Black, Indigenous and People of Color) communities.

- While millions of Americans face the challenges of living with a mental health condition, people in marginalized communities have additional barriers such as lack of health insurance and access to services, plus cultural stigma.
- Many demographic categories of BIPOC individuals, including those living in poverty, report experiencing high levels of psychological distress, depression, and suicidality.
- Black and Hispanic Americans used mental health services at about half the rate of white Americans in the past year, while Asian Americans obtained care at one-third the rate.
- Of Black American adults ages 26-49 with serious mental illness, 50.1% did not receive treatment.

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/About/MYMH

JULY AND AUGUST LIVE WEBINARS

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 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.

August

Strategies to Navigate Stress and Build Resilience

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

Description: During difficult and challenging times, finding ways to manage stress and build resilience will help you maintain emotional and physical well-being. In this webinar, you'll explore how to manage counterproductive thinking and rethink stress, practice mindfulness techniques on a daily basis, and learn to be more optimistic.

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 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. 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.