

EAP MONTHLY UPDATE

SEPTEMBER 2021

Welcome to the EAP Monthly Update!

We and our loved ones all go through times when stress and difficult personal issues affect our mood and emotional health. But when stressors negatively impact our lives at home and work and we don't know how to cope or get relief, emotional distress can become a crisis. Look this month for information on how to support people you care about who are struggling with emotional issues and when it's time to see a therapist at eap.calhr.ca.gov.

MONTHLY ARTICLE:

Caring for a Loved One in Crisis

Sometimes overwhelming stressors at home, work, or school can lead to an emotional crisis, especially for people who are living with a mental illness. It's difficult to watch a loved one struggle with emotional problems, but you can make a difference. In this article you'll learn how to spot the signs that someone is in crisis, identify ways to offer reassurance and support, and know the resources available for professional help.

Read the article on "Caring for a Loved One in Crisis" at eap.calhr.ca.gov.



EAP FEATURED BENEFIT:

Telehealth

Have you ever felt that you'd like help working through a personal issue, but you're stretched for time or 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 conference, 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 to learn more about EAP's Telehealth Services.



Suicide Prevention and Awareness Month

Suicide is the tenth leading cause of death in the United States and a significant public health issue. We can all help to prevent suicide if we know the facts about suicide, the warning signs, and where to get help for someone in crisis.



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

MIND YOUR MENTAL HEALTH

Suicide Prevention Awareness Month raises awareness and connects individuals experiencing suicidal ideation to treatment services, in addition to offering support to those previously affected by suicide.

- Suicidal thoughts can affect anyone regardless of age, gender, or background. Suicide often stems from an untreated mental health condition.
- If a person seems in danger of hurting themselves, call 911 immediately.
- If you're concerned about a suicide but don't know what to do, call the National Suicide Prevention Lifeline at 1-800-273-TALK (8255). Trained counselors are available 24/7 to speak with you or your loved one.
- If you're uncomfortable talking by phone, send a text to the National Alliance on Mental Illness at 741-741 for free crisis support via text message from a crisis counselor.
- Reassure the at-risk individual with words such as, "I might not be able to understand exactly how you feel, but I care about you and want to help."

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

You Can Help Build a Positive Workplace

Numerous studies show that when managers and other leaders promote an atmosphere of positivity within their workplaces, the workforce becomes more engaged, motivated, and productive—in fact, 21% more productive than teams with low engagement (Gallup). This in turn reduces workplace stress, absenteeism, and turnover. Here are some ways to boost positivity:

- Embody your organization's values of an encouraging, progressive culture in your daily interactions in order to increase team member interest and buy-in.
- Show support for your staff's physical and mental well-being by creating a work environment that values team collaboration, physical wellness, and stress reduction.
- Prioritize communication by respecting and empowering people to contribute in creative ways. Meetings and brainstorming sessions will become more productive. Regularly keep your staff updated on organizational initiatives and how they align with your staff's roles.

SEPTEMBER AND OCTOBER LIVE WEBINARS

September

Employee Webinar – Supporting Others Through Their Mental Health and Substance Use Concerns

Wednesday, September 8, 2021 | 11:00 a.m. – 12:00 p.m.

Description: Most Americans either know someone with a mental health or substance use issue or have experienced it themselves. In this webinar you'll learn how to respond and support individuals going through a challenging time and know when it's a crisis and/or time for professional intervention. Participants will also receive helpful resources and self-care strategies.

Manager Webinar – Cultivating Civility in Your Company Culture

Wednesday, September 22, 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 in the workplace and on employees. You'll recognize the value of promoting a positive and civil work environment with your team and within your company.

October

Fostering Understanding Between Veterans and Civilians for Workplace Success

Wednesday, October 13, 2021 | 11:00 a.m. – 12:00 p.m.

Description: In this webinar, you'll learn the basics on military demographics, structure, and the common sacrifices veterans have made in order to serve. You'll understand the unique needs of veterans and their common challenges with civilian workplace culture, identify the valuable skills veterans bring, and learn strategies for better communication.

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 the 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.