

# EAP MONTHLY UPDATE

MARCH 2022

## Welcome to the EAP Monthly Update!

Tax season is almost here, and it's a good time to review your finances and organize your records. Are you on track with your financial goals? Retirement planning is an essential part of financial wellness and involves looking at your complete financial picture: identifying your sources of income, creating a budget and savings program, and managing risk during different life stages. Look this month for suggestions on saving and financial stability at [eap.calhr.ca.gov](http://eap.calhr.ca.gov).

### MONTHLY ARTICLE:

#### Achieving Your Retirement Goals

Whether retirement is years away for you or coming soon, it's important to plan for your financial future. If you're just getting started, saving even a small percentage of your paycheck for retirement can result in big gains over time. If you're older and nearing retirement, consider contributing the maximum allowed to your retirement account and be sure to take advantage of any employer matching plans. In this article you'll learn about the expenses in retirement you'll need to consider and tips to achieve your goals.



Read the article on "Achieving Your Retirement Goals" in the What's Trending section at [eap.calhr.ca.gov](http://eap.calhr.ca.gov).

### EAP FEATURED BENEFIT:

#### Financial Wellness

Are you living paycheck to paycheck and stressing about your bills? Many of us could use help with financial matters and planning for the future. Your EAP offers a financial wellness service to assist you in taking control of your monthly finances, avoiding pitfalls, and setting financial goals, whether it's managing student loans, buying a home, paying off debt, or planning your retirement. Visit [eap.calhr.ca.gov](http://eap.calhr.ca.gov) to take a financial assessment, access financial resources, and get a personalized action plan.



Learn more at [soceap.magellanascend.com/media/3972/eap-core-flyer-financial-wellness-june-2021-cl.pdf](http://soceap.magellanascend.com/media/3972/eap-core-flyer-financial-wellness-june-2021-cl.pdf).

## National Drug and Alcohol Facts Month

Substance use disorders affect all segments of the population, and nearly everyone knows a family member or friend who has struggled with addiction. Yet many people still believe harmful myths that can stigmatize and discourage people from getting help. Learn myths and facts about addiction and recovery.



Visit [MagellanHealthcare.com/about/bh-resources/mymh](https://www.magellanhealthcare.com/about/bh-resources/mymh) or call your program for confidential mental health resources.

## MIND YOUR MENTAL HEALTH

**National Drug and Alcohol Facts Week is March 21 – 27**

Despite positive developments in the U.S. such as reductions in opioid use, research has identified many facts illustrating the continuing seriousness of substance abuse.

- Alcohol contributes to approximately 18.5% of emergency department visits and 22.1% of overdose deaths related to prescription opioids.
- 25.8% of people age 18 and older report that they have engaged in binge drinking (four to five drinks consumed within two hours) in the past month.
- 15.1 million adults, or one in 14 age 26 or older, have needed substance abuse treatment, yet only 1.4%, or three million, have received treatment.
- 70% of users who try an illegal drug before age 13 develop a substance abuse disorder within the next seven years, compared to just 27% of those who try an illegal drug after age 17.

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

The omnipresent challenges of the last two years have tested the resilience of people everywhere—and of course, that includes members of organizational work teams. Over this time, some leaders have realized that empathy, self-awareness, and flexibility may not come naturally to all members of their teams. However, you can inspire employees' growth in these areas.

- **Resourcefulness:** Encourage your team to pull together in coming up with workable, innovative solutions to challenges and problems.
- **Honesty:** In group settings, encourage "candor breaks" where individuals can speak out without consequences. Resilient teams speak truth to each other in order to collectively solve problems.
- **Empathy:** In tough situations, listen closely to the concerns of each team member. Don't try to talk employees out of what they're feeling. Maintain a group environment where compassion and caring are welcomed; promote peer-to-peer support.
- **Humility:** Emphasize that it's always okay for team members to ask for help when feeling overwhelmed.

## MARCH AND APRIL LIVE WEBINARS

### March

#### **Employee Webinar – Retirement Planning: Getting Started and Sticking to Your Goal in Times of Uncertainty**

**Wednesday, March 9, 2022 | 11:00 – 11:45 a.m.**

**Description:** It's never too early to start planning for retirement, and the sooner you start saving, the better off you'll be. In this webinar you'll learn about the power of compounding, how to adjust your saving and spending plans as needed, and how to use goal-setting strategies to stay on track with your vision for retirement.

#### **Manager Webinar – Your Program: Benefits to Support Managers**

**Wednesday, March 23, 2022 | 11:00 – 11:45 a.m.**

**Description:** The Employee Assistance Program helps employees with personal concerns and assists managers with issues in the workplace. In this webinar you'll learn about the components of the EAP and how to access the variety of resources, tools, and services that will help you support your staff and facilitate a positive, productive workplace.

### April

#### **Overcome Exhaustion and Burnout**

**Wednesday, April 13, 2022 | 11:00 – 11:45 a.m.**

**Description:** What are the mental and physical signs that you're doing too much and burning out? What are the root causes of your feelings of fatigue? In this webinar, you'll learn to recognize the symptoms of burnout and identify simple practices to help restore emotional health and well-being.

*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 2022 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.*