

# EAP MONTHLY UPDATE

## JUNE 2022

## Welcome to the EAP Monthly Update!

The busy lives we lead, the devastating economic and social effects of the pandemic, and even social media have resulted in feelings of disconnection for many people. Some individuals feel emotional detachment because of mental health issues, such as depression or post-traumatic stress, substance abuse, physical impairments, or because they're involved in unhealthy or abusive relationships. Look this month for information on the importance of building and maintaining healthy relationships and communicating more effectively at [eap.calhr.ca.gov](http://eap.calhr.ca.gov).

### MONTHLY ARTICLE:

#### Respecting Relationships

Strong social connections are vital for our emotional and mental well-being and have a positive effect on our physical health. Research suggests that having close personal relationships can even prevent illness and increase longevity. People in healthy relationships trust and respect each other, listen, and communicate without judgment, and can rely on each other for support during difficult times. In this article, you'll learn tips on building and maintaining mutually respectful, strong relationships at home and at work.



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

### EAP FEATURED BENEFIT:

#### Lifestyle Coaching

Are you looking to reduce stress, achieve better life balance, or manage your time more effectively but aren't sure where to start? EAP offers Lifestyle Coaching to help you grow and achieve your goals. A professional coach will help you develop an action plan and meet with you via phone or video conference on a regular basis to problem-solve, offer resources and encouragement, and keep you on track.



Learn more at <https://soceap.magellanascent.com/media/3968/eap-core-flyer-lifestyle-coaching-june-2021-cl.pdf>

### COMING SOON! NEW EAP BENEFIT

Starting July 1, 2022, the EAP will include a new digital program for life, mind, and body. This new program is powered by NeuroFlow and will be available via app and website. NeuroFlow's platform will include Magellan Healthcare's award winning digital cognitive behavioral therapy modules (DCBTs), as well as an easy way to find virtual and brick-and-mortar providers. The NeuroFlow app will replace our current digital mental well-being app, myStrength, on the EAP website on July 1, 2022. You will get more information about this change throughout the next few months.

## National PTSD Awareness Month

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



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

## MIND YOUR MENTAL HEALTH

### June is PTSD Awareness Month

More than eight million American adults each year experience post-traumatic stress disorder. The intent of PTSD Awareness Month is to reduce stigma and get proper treatment for those affected.

- PTSD can develop after exposure to a frightening event or ordeal in which severe physical harm occurred or was threatened.
- PTSD's symptoms can include episodes of intense fear, flashbacks, sleep problems, hypervigilance, elevated heart rate, breathing difficulties and a seeming loss of control.
- Effective treatments include cognitive-behavioral therapy, which helps people establish healthier thought patterns and behavioral responses; exposure therapy, which helps people safely face and cope with frightening memories; and eye movement desensitization and reprocessing (EMDR).

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

According to research by Gallup, just 34% of U.S. employees are engaged in their work and 70% of the variance in a team's engagement is related to their management. Consider these tips to motivate staff:

- Recognize and build on employees' strengths rather than focusing on their weaknesses. This helps staff produce significantly better work, be more engaged, and stay with the organization longer.
- Provide honest praise to your staff and show that you value their efforts. A positive assessment from a supervisory position is usually a powerful spur to productivity.
- Accept criticism and complaints. Workers become frustrated if they feel they can't express their opinions about challenging issues.
- Show your employees they can rely on you to have their backs during workplace disputes.
- Demonstrate that you respect employees' work and lives. Employees who feel their manager is invested in them are more likely to be engaged.

*Additional sources: Gallup, Harvard Business Review, WebMD, Mayo Clinic.*

## JUNE AND JULY LIVE WEBINARS

### June

#### Employee Webinar – When the Pot Boils – Help People Cool It

**Wednesday, June 8, 2022 | 11:00 – 11:45 a.m.**

**Description:** We all have different ways of thinking and dealing with conflict and disagreement. Understanding verbal and nonverbal cues can help us resolve issues more effectively and get along better with others. In this webinar, you'll practice strategies to deal with difficult people and heated situations, and recognize ways to cool yourself down.

#### Manager Webinar – Inspire and Motivate Your Team

**Wednesday, June 22, 2022 | 11:00 – 11:45 a.m.**

**Description:** In order to achieve great results, you should be constantly thinking about ways you can motivate and inspire your team. In this webinar, we'll identify warning signs of a disengaged team, define ways to motivate employees when times are tough and describe how to help your team work better together.

### July

#### Mindfulness: The Life-Mind-Body Connection

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

**Description:** What exactly is mindfulness and how does the mind-body connection relate to managing stress? In this webinar, you'll learn the definition of mindfulness, mind-body methods to reduce stress, and the myths and realities of meditation. You'll practice deep breathing and meditation techniques to achieve an improved mindset and mood.

*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.*