

# EAP MONTHLY UPDATE

## SEPTEMBER 2022

### Welcome to the EAP Monthly Update!

We all go through difficult times in life, but sometimes hardships become overwhelming and result in an emotional crisis. When people feel there is no way out of their emotional pain, they may become hopeless and consider suicide. Many people who commit suicide communicate their intent ahead of time, and suicide is always a risk for people who show the signs and symptoms of major depression. Look this month for information on the warning signs of suicide and how to help people who are in crisis at [eap.calhr.ca.gov](http://eap.calhr.ca.gov).

#### MONTHLY ARTICLE:

##### Knowing the Signs of Crisis

People can experience emotional crises after traumatic events happen in their lives, including job loss, serious financial problems, illness, relationship break-ups, and more. Emotional crises can trigger severe depression and other mental health issues. In this article, you'll learn to identify the signs of a person in crisis, ways to show your caring and support by listening without judgment, and when and how to get help when a person is at imminent risk of suicide. Read the article on "Knowing the Signs of Crisis" in the What's Trending section at [eap.calhr.ca.gov](http://eap.calhr.ca.gov).



#### EAP FEATURED BENEFIT:

##### Virtual Therapy

If you or a family member are going through a challenging time and would like to speak to a mental health professional, consider Virtual Therapy. Through this program, employees and their eligible family members have access to up to four confidential virtual therapy sessions per fiscal year, at no cost. Virtual therapy can involve a live phone session, live video session, a text messaging exchange over a week, or a live chat session. Virtual therapy sessions do not count against EAP clinical services. Learn more at <https://soceap.magellanascend.com/media/3811/eap-core-flyers-betterhelp-cl.pdf>.



## Suicide Prevention Awareness Month

In 2020, nearly 46,000 Americans died by suicide, an average of 132 people each day. Suicide attempts have increased significantly among youth since the pandemic. We can all help to prevent these tragedies 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:**  
[MagellanHealthcare.com/about/bh-resources/mymh](https://MagellanHealthcare.com/about/bh-resources/mymh)

## MIND YOUR MENTAL HEALTH

### September is Suicide Prevention Awareness Month

Understanding the issues around suicide and mental health is an important way to take part in suicide prevention. Helping others who may be in crisis can make a difference and save lives.

- Research shows that people having thoughts of suicide feel relief when someone asks after them in a caring, nonjudgmental way. It's important to ask, "Are you thinking about hurting yourself?"
- Reduce a suicidal person's access to lethal items. While it's not always easy, asking if the at-risk person has a plan, and removing firearms or medications, will help.
- Contact the National Suicide Prevention Lifeline at 988 via call or text and/or make a connection with a trusted person like a family member, friend, spiritual advisor, or mental health professional.
- Keeping in touch with the at-risk person after a crisis or discharge from treatment can help reduce that person's risk.

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

### Improving your team dynamics

"Team dynamics" may not be easy to define but can simply be viewed as the ways in which colleagues interact. A positive, collaborative dynamic will get the best out of each team member regardless of their work style. To help steer the group dynamic in a positive direction:

- Communicate openly. Encourage team members to discuss issues and problems throughout the course of a project. If project status changes, inform staff as soon as possible.
- Clearly define roles and responsibilities. Teams that lack focus or direction can develop poor dynamics, as people struggle to understand their role in the group.
- Address problems rapidly. If you observe conflicts within the group, challenge them quickly. Have people speak up and share their concerns.
- Commit to shared goals. Creating and communicating clear goals is essential to fostering positive team dynamics.
- Encourage differences. Don't fall back on groupthink. Encourage differing ideas on how to get things done. Diversity spurs creativity.

## SEPTEMBER AND OCTOBER LIVE WEBINARS

### September

#### **Employee Webinar – Suicide Risk: Awareness and Prevention**

**Wednesday, September 14, 2022 | 11:00 – 11:45 a.m.**

**Description:** This webinar teaches participants how to identify the warning signs of suicide and what to say to a person who is having suicidal thoughts and is at risk of hurting themselves. You'll also learn how to get help for someone experiencing a crisis and the resources that are available.

#### **Manager Webinar – Creating an Environment Where Positive Relationships Thrive**

**Wednesday, September 28, 2022 | 11:00 – 11:45 a.m.**

**Description:** What are positive relationships and why are they important for productivity at work? In this webinar, you'll review ways to deal with team conflict and manage difficult feelings in the workplace. You'll also identify how to effectively handle difficult or uncivil customers/clients and defuse potentially volatile situations.

### October

#### **Understanding Substance Misuse**

**Wednesday, October 12, 2022 | 11:00 – 11:45 a.m.**

**Description:** Millions of Americans suffer from a substance use disorder or know a friend or family member who does. In this webinar, you'll learn the definition of addiction, the warning signs of substance misuse, and identify when it's time to get professional help. Resources for recovery will also be reviewed.

*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). Scroll down to the bottom of the homepage. On the right side under the header for "Featured Topics," click on the link for "Access webinar."*

*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.*