

# EAP MONTHLY UPDATE

DECEMBER 2022

## Welcome to the EAP Monthly Update!

Are you living your best life? Feeling connected to others and having a purpose is key to a balanced life and personal and professional fulfillment. Many people find meaning in the act of creating something, improving something, or helping others and solving problems. We all have skills and talents to contribute and make the world a better place. Look this month for information on living your life with purpose at [eap.calhr.ca.gov](http://eap.calhr.ca.gov).

### MONTHLY ARTICLE:

#### Living with Intention

What makes you excited about getting up in the morning? What motivates and inspires you? Living with intention involves reflecting on what really matters to you and deciding very deliberately how you want to spend your time and energy, and who you want to include in your life. Having purpose and meaning contributes to happiness and good health. In this article you'll learn tips on how to live your life aligned with your goals and personal values. Read the article on "Living with Intention in the What's Trending section at [eap.calhr.ca.gov](http://eap.calhr.ca.gov).



### EAP FEATURED BENEFIT:

#### Living Healthy

How you think can affect how you feel, and how you feel can affect your thinking. An example of this mind-body connection is how your body responds to stress. Constant worry and stress can cause tense muscles, headaches, stomach problems, high blood pressure, or other serious problems. The Employee Assistance Program offers you many benefits that can help improve your mind and body wellbeing. Learn more about how EAP can help you make healthy choices for your mental and physical health: <https://soceap.magellanascend.com/media/3809/eap-core-flyer-living-healthy-cl.pdf>.



## MIND YOUR MENTAL HEALTH

### December is National Stress-Free Family Holidays Month

Approximately 64 percent of people say their mental health stress level increases exponentially around this time of year. If the holidays stress you out, perhaps it's time to create new family traditions that take the pressure off. This national campaign encourages families to simplify and scale down expectations so that the holidays are more peaceful and focused on the things that are important. Consider the following tips for keeping the strain of the season at bay.

- **Don't strive for the "perfect" holidays.** Be realistic about what you can do during this time; simplify wherever possible. Ask for help with tasks. Gracefully decline some invitations and look after yourself.
- **Create some new, more practical traditions.** If the same old family holiday rituals have become a burden for you, try celebrating in new ways.
- **Prioritize your health.** Maintain as regular a schedule as possible throughout the holidays. Don't skimp on sleep. If you have a workout plan, stay with it. This will help you moderate stress and burn extra calories.

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

## MANAGER ARTICLE AND TIPS

### Bringing out the best in your team

If you're looking for ways to help your staff members perform at their best, consider using some tried-and-true management practices.

- **Impart clear goals.** If you expect optimal productivity from team members, make sure they understand their performance targets in detail.
- **Keep them in the loop.** Regularly share information on organizational trends and changes. Remind your staff how their work contributes to the organization's mission and success.
- **Reward innovations.** Give team members the latitude to introduce new methods and seek solutions that boost efficiency. Reward those who develop true innovations.
- **Learn their lane.** If you get to know your employees' interests, skillsets, and personal preferences, you can tailor their workload to maximize production.
- **Praise generously.** If your department gains an accolade, don't take credit personally. Single out your staff who contributed.

## DECEMBER LIVE WEBINARS

### Manager Webinar – Leading with Purpose

Wednesday, December 7, 2022 | 11:00 – 11:45 a.m.

**Description:** Resilient teams consist of people who trust each other and have a clear mission and shared goals. They can handle adversity and maintain their emotional equilibrium and productivity even during difficult times. This webinar will review the benefits of leading with purpose and help managers identify strategies to lead with intention.

### Employee Webinar – The Power of Purpose

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

**Description:** Being resilient and having a purpose enables us to grow and thrive no matter what challenges we face in life. In this webinar, you'll learn the mental and emotional benefits of having a purpose and identify strategies to live with intention and realize your meaning.

*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](https://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](https://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.*