

EAP MONTHLY UPDATE

MARCH 2023

Welcome to the EAP Monthly Update!

The busyness of life can accumulate and end up putting us last in line on our own priority list. With challenges like unexpected schedule changes and overlapping children’s activities, there can sometimes be little room left for our own interests. However, neglecting meaningful parts of our lives has a damaging effect over time. If you don’t fit in the physical, spiritual, mental, and recreational replenishment you need, you’ll be in less-than-ideal shape to help others. Look this month for information on improving your self-care at eap.calhr.ca.gov.

MONTHLY ARTICLE:

Prioritizing Self-care

Self-care isn’t selfish. Instead, it’s defined as making a commitment to activities that support your emotional, physical, and spiritual health. With these elements in place, you’ll have more energy to share with your family, friends, co-workers, and the larger world. In other words, you must take care of yourself before you can effectively care for others. Elements of self-care include following healthy habits in sleep, diet, exercise, and hydration. Schedule daily “you” time for creative hobbies or spiritual practice. Take breaks throughout the day, set boundaries on your time, and prioritize relaxing with loved ones. Read the article on “Prioritizing Self-care” in the Trending section at eap.calhr.ca.gov.



EAP FEATURED BENEFIT:

Digital Emotional Wellbeing Program

Did you know that you have easy access to app-based personalized health improvement tools? Powered by NeuroFlow, Magellan’s Digital Emotional Wellbeing Program helps identify the right type of health improvement and progress tracking activities for your condition. The program helps you cope with challenges like depression, ADHD, chronic pain, grief and loss, stress, caregiving, PTSD, and more. The program synchronizes with other trackers like Fitbit, Garmin, and MyFitnessPal through Apple Health or Google Fit. Learn more about how to get started with the Digital Emotional Wellbeing Program: <https://soceap.magellanascend.com/media/5317/digital-well-being-neuroflow-flyer-cl.pdf>.



MIND YOUR MENTAL HEALTH

March is National Drug and Alcohol Facts Week

During the fourth week of March, this observance aims to counteract myths about substance use and addiction, while educating people about the current science on substance use. Some facts:

- Only 10-20 percent of people in the U.S. who need treatment for substance abuse receive care.
- Fentanyl is a factor in 53 percent of U.S. overdose deaths. There were 42,700 fentanyl overdose deaths in 2020.¹
- Among the 138.5 million Americans who are current alcohol users, 61.6 million people (or 44.4%) are classified as binge drinkers and 17.7 million people are classified as heavy drinkers.²
- Traditionally, alcohol and drug problems weren't treated until the individual "hit bottom" after their substance misuse became a crisis. However, mild substance use disorders can also be treated, and early intervention can prevent severe disorders later.

Mind Your Mental Health (MYMH) helps raise awareness about important health issues to help you and your friends, family, and co-workers learn practical ways to support your own health and gain an understanding of how to help others.

Visit www.MagellanHealthcare.com/about/bh-resources/mymh or call EAP for confidential mental health resources.

1. National Center for Drug Abuse Statistics.
2. Substance Abuse and Mental Health Services Administration (SAMHSA) 2020 National Survey on Drug Use and Health.

Additional sources: Psychology Today.

MANAGER ARTICLE AND TIPS

Managing Manager Stress

Keep in mind that self-care is important for people at all organizational levels — including leaders. When you're in charge, managing your stress becomes a core competency as part of supporting your team.

- Delegating tasks or projects to individuals on your staff can free up your time and reduce stress levels. It also helps your staff members grow and develop new skills.
- Tap into your own personal "board of directors" — any informal group of peers, friends, or family that can help you cope with the emotional challenges of leadership.
- Ensure that you eat a balanced diet and get enough rest. Devote some time to getting vigorous exercise — it's a great way to combat stress.
- Fit tension-relieving relaxation exercises into your daily routine. Practice a technique such as deep breathing, meditation, progressive muscle relaxation, yoga, or tai chi.

Don't go it alone! Remember that expert, confidential management consultation is available to you at any time via a phone call to EAP.

UPCOMING LIVE WEBINARS

March

Employee Webinar - Self-care Isn't Selfish

Wednesday, March 8, 2023 | 11:00 – 11:45 a.m.

Description: This webinar will give you tips on how to make self-care a priority. You'll learn how to incorporate self-care into your daily routine and stay on a more even keel emotionally.

Manager Webinar - Self-care Awareness: Practicing What You Preach

Wednesday, March 22, 2023 | 11:00 – 11:45 a.m.

Description: As a leader, you want all your employees to maintain their own health and attain good work-life balance. Are you providing enough encouragement in this area? In this webinar, review how self-care is important for you and your team. Look at ways to take better care of yourself and inspire your team to do the same.

April

Financial Setback? Regroup & Rebuild

Wednesday, April 12, 2023 | 11:00 – 11:45 a.m.

Description: Virtually everyone gets into a financial pickle once in a while. However, those pickles can be painful. This webinar looks at how to target the source of setbacks (e.g., income vs. expenses), shows you how to rebuild your finances in multiple areas, and recommends behavioral changes around money that can help prevent future setbacks.

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. 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. 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.