

EAP MONTHLY UPDATE

JUNE 2023

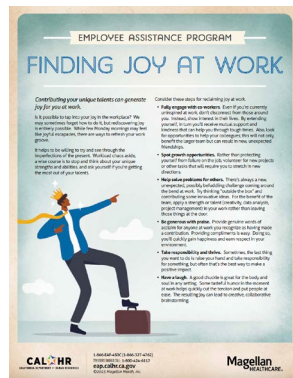
Welcome to the EAP Monthly Update!

Amidst the many complex projects, tough deadlines, and unforeseen changes in today's workplace, it can be hard to remember the motivations that originally inspired your career choices. Maybe you've lost some of that spark as the deadlines and the years have piled up. However, it's possible to clear away today's clutter, identify your core strengths, and re-purpose them at work now. For helpful information on how adopting a more optimistic attitude can help you find joy each day, go to eap.calhr.ca.gov.

MONTHLY ARTICLE:

Finding Joy at Work

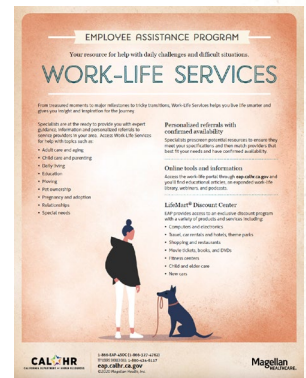
Monday morning can feel like a personal calamity. However, if you see past the imperfections of today, you can rediscover your unique strengths and abilities. Ask yourself: Are you getting the most out of your natural talents? If not, strive to reclaim your joy at work. Engage with co-workers by showing interest in them; you'll receive support and kindness in return. Spot growth opportunities instead of playing defense at work. Contribute innovative ideas to help others solve problems. Generously praise your colleagues for their efforts. Have a laugh at work, which can cut tension and put everyone at ease. Read the article on Finding Joy at Work in the Trending section at eap.calhr.ca.gov.



EAP FEATURED BENEFIT:

Work-Life Services

Keep in mind you've got a powerful program in your corner for saving time and money: Work-Life Services. You can access rapid, expert help in areas such as child and elder care, education, family relocation, legal and financial issues, relationships, special needs, home services, and more. Our work-life specialists discuss your situation with you, then prescreen potential resources so you have qualified, confirmed-to-be-available options. These personalized referrals ensure the resources meet your specifications in areas such as credentials, budget, location, hours, etc. Learn more at <https://soceap.magellanasend.com/media/3815/eap-core-flyer-work-life-services-cl.pdf>.



MIND YOUR MENTAL HEALTH

June is LGBTQIA Pride Month

June is a time for members of the LGBTQIA community (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual people) to come together to celebrate their identities and assert their rights.

- Pride Month is an opportunity to raise awareness of current issues facing the LGBTQIA community.
- Pride events occur throughout the month of June in communities worldwide, with activities including parades, demonstrations, dance parties, festivals, and community days.
- Whether you're a person who lives an LGBTQIA lifestyle or you simply want to be supportive, this is a great time to show appreciation for people who love you just as you are.

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.

Additional sources: Inc.com, TheMuse.com, TinyBuddha.com, AwarenessDays.com, DaysOfTheYear.com, Tralient.com.

MANAGER ARTICLE AND TIPS

Engineering a Positive Environment for Your Staff

When leaders promote an atmosphere of positivity within their workplaces, the workforce becomes more engaged, motivated and productive — in fact, 21 percent more productive than teams with low engagement (Gallup). To help boost your team's joy factor:

- Focus on building rapport with each team member. Show that you're actively listening to them, are open to their concerns and suggestions, and are invested in their success.
- Provide meaningful and frequent feedback, and positive reinforcement, to employees. Recognize the accomplishments of individuals and teams, and acknowledge staff members for their new perspectives and suggestions.
- Show support for your employees' physical and mental wellbeing by creating a work environment that values team collaboration, physical wellness, and stress reduction.
- Empower people to contribute ideas in creative, new ways. Your meetings and brainstorming sessions will become more productive.
- Show respect for all team members. Your words and actions ring loudest when you're treating staff with dignity regardless of their background, gender, sexual orientation, or ethnicity.

UPCOMING LIVE WEBINARS

June

Employee Webinar – Rediscovering Joy at Work

Wednesday, June 14, 2023 | 11:00 – 11:45 a.m.

Description: Simply going through the motions on the job — on automatic pilot — isn't very fulfilling over time. This webinar will help you rediscover the positive motivations underpinning your work. You'll explore ways to capitalize on your unique strengths each workday, plus get a refresher on how to focus on your professional growth and keep moving forward.

Manager Webinar – Helping Staff Find Joy at Work

Wednesday, June 28, 2023 | 11:00 – 11:45 a.m.

Description: Your commitment to the wellbeing of your team will pay countless dividends for them and for the organization. In this webinar, learn about the link between employee engagement and workplace productivity. Identify the obstacles that can adversely affect employees' joy on the job. Get tips on creating and nurturing a positive work environment.

July

The Pursuit of Happiness Using Positive Psychology

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

Description: Learning to redirect your internal dialogue in a positive direction can help you become more confident in your ability to manage life. In this webinar, learn to recognize, challenge, and change negative thinking. Discuss happiness and the role positive psychology plays in it. Identify possible barriers to happiness, and practice strategies to improve your wellbeing.

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.