

# EAP MONTHLY UPDATE

SEPTEMBER 2023

## Welcome to the EAP Monthly Update!

No one is immune from mental health challenges. One's career success, social status or material comforts cannot insulate a person from conditions such as depression, anxiety, PTSD or addiction. These are real illnesses requiring professional treatments. Even when suffering, it can be tempting to decide that we don't need help. However, behavioral therapies and medications are often vitally important to recovering. Visit the [EAP website](#) for background on helping yourself and others respond to mental health problems.

### MONTHLY ARTICLE:

#### Becoming a Mental Health Ally

The isolation of suffering with a mental health condition can be excruciating. It's usually hard to explain to others just how anxious, sad, stressed, or traumatized you feel. Most confusingly, there may not be an identifiable reason why you feel this way. The presence of a mental health ally can help reduce isolation and suffering. Allies create safe spaces where people can feel comfortable discussing their mental state. Allies share their own mental health stories, they encourage struggling individuals to seek care, and they help promote a sense of understanding and compassion throughout their environments. Read the article on [Becoming a Mental Health Ally](#) on the [EAP website](#).



### EAP FEATURED BENEFIT:

#### BetterHelp Virtual Therapy

How often have you scratched your head and asked, "Isn't there someone who can help me with this?" Sometimes life gets you upset and stuck. Sometimes you need expert guidance to steer you toward better health. That expert guidance can be BetterHelp virtual therapy. At no cost to you, BetterHelp's licensed counselors can help you with career problems, stress and anxiety, depression, family conflicts, grief, LGBTQ-related concerns, and more. BetterHelp counselors are available via text messaging, chat, phone and/or video. Learn more on the [BetterHelp flyer](#).



## MIND YOUR MENTAL HEALTH

### September is Suicide Prevention Awareness Month

This observance promotes greater awareness of the risks of suicidal thoughts and behavior for people around you, and encourages those at risk to connect with needed treatment services.

- Forty-six percent of people who die by suicide have had a diagnosed mental health condition, but research shows 90% may have experienced symptoms of a mental health condition.
- Suicide is the second leading cause of death among youth ages 10-14.
- You can prevent a suicide if you're able to spot warning signs and arrange for safety and professional treatment.
- Individuals in crisis may withdraw from others and their usual activities, talk about dying, show stark personality changes or large emotional swings, and/or appear depressed.
- If you or someone you know is in crisis, help is available. Call or text **988** or chat [988lifeline.org](https://www.988lifeline.org) to reach the 988 Suicide & Crisis Lifeline.

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 the [Magellan Healthcare Mind Your Mental Health website](#) or call EAP for confidential mental health resources.

*Additional sources: Harvard Business Review, National Alliance on Mental Illness, Centers for Disease Control and Prevention, Jefferson Center, LinkedIn, Society for Human Resource Management, Center for Creative Leadership*

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## MANAGER ARTICLE AND TIPS

### Building Safe Spaces

Having a work environment built on "psychological safety" means that colleagues aren't punished or humiliated for speaking up with ideas, questions, or concerns. It's a shared expectation that team members won't embarrass, reject, or punish others for sharing ideas, taking risks, or soliciting feedback. Organizations innovate and respond better to change if they maintain such safe spaces.

- Groups can handle challenges more creatively when their leader exhibits deliberate calm and is open, hopeful, trusting, and curious.
- Encourage people to "brainstorm out loud," voice half-baked ideas, openly challenge the status quo, share honest feedback, and work through disagreements together.
- Acknowledge with your staff that mistakes happen. Don't show anger or punish experimentation. Reframe mistakes as valuable feedback that the team can learn from.
- Discourage the "sunflower effect" where everyone habitually agrees with the leader.
- Provide opportunities for staff to give constructive feedback to each other, and strongly encourage respectful responses.
- Advocate for consistent psychological safety for all staff.



## UPCOMING LIVE WEBINARS

### September

#### Employee Webinar – How to be a Mental Health Ally in Your Personal and Work Life

Wednesday, September 13, 2023 | 11:00 – 11:45 a.m.

**Description:** Learn what mental health allies are and why they're so valuable. Familiarize yourself with ways to help those you recognize as struggling. Contribute to positive psychological environments at home and work in order to support the health of those around you.

#### Manager Webinar – Promoting Psychological Safety in the Workplace

Wednesday, September 27, 2023 | 11:00 – 11:45 a.m.

**Description:** In this webinar, learn techniques for building states of psychological safety for those in your employ. Examine how safe spaces at work improve the well-being of your staff. Pick up best practices for supporting a positive work culture that promotes employee engagement and productivity.

### October

#### Leading an Anti-Inflammatory Lifestyle

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

**Description:** This class examines the connection between your diet and your mood. Look at the types of food that impact inflammation—which can cause damage to cells, tissues, and organs. Review habits you can adopt to promote an overall healthier, anti-inflammatory lifestyle.

*These webinars are free and supervisor approval is required to participate. Space is limited. To register, visit the [EAP website](#). 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 the [EAP website](#). 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.*