



Momentum

Embracing Neurodiversity

Everyone's brain develops in a unique way. Neurodiversity acknowledges and values these differences. Someone who is neurodivergent has a brain that has developed or works differently than someone who thinks and processes information in ways typical within their culture. When a loved one, colleague, or someone you know is neurodivergent, it can be challenging to know how to support them best. Whether they are autistic, have attention deficit hyperactivity disorder (ADHD), a learning disability, or another condition related to neurodivergence, it's important to approach their needs with patience, understanding and a willingness to learn.

For family members, friends, colleagues, or partners of neurodiverse individuals, here are seven ways to support and help them thrive.

- **Encourage them to use their strengths**, such as memory, mathematical skills, visual/spatial awareness and attention to detail.
- **Recognize that people who are neurodivergent may feel misunderstood or left out.** Be willing to listen to them and respect their choices.
- **Make environmental adjustments** (physical or sensory), so they have the tools to succeed.
- **Communicate in ways that they prefer.** Instant messaging, texting or email may work better for someone uncomfortable with telephonic or face-to-face conversation.
- **Educate yourself.** Learn about the specific condition someone has so you can better understand their needs, behaviors and communication style.
- **Ask thoughtful questions** to understand their specific condition better and how it affects them personally.
- **Be there for them** and make it clear you are an ally.



Join the live webinar, *Understanding Neurodiversity in Your Personal and Work Life*, on April 10, 2024 at 11:00 a.m. Learn the value of understanding and supporting people who may be neurodivergent. Scan the QR code to register now.



Work-Life Services

Do you ever feel like there are not enough hours in the day to juggle work and personal responsibilities? Whether you need guidance on child or elder care, college planning, home improvement projects or anything else life throws your way, Work-Life Specialists are here to help. Visit eap.calhr.ca.gov to learn more.

April Is Autism Acceptance Month

This is a time to acknowledge the challenges and celebrate the differences of those affected by autism. Autism spectrum disorder (ASD) is a complex developmental condition that affects how a person communicates, interacts with others and perceives the world around them. April's observance calls for the acceptance and inclusion of persons with ASD.

Acceptance empowers people with autism to embrace their uniqueness, which boosts their self-esteem and helps reduce the stigma associated with this condition.

- Approximately 1 in 36 children in the U.S. is diagnosed with ASD.
- ASD is four times more likely in boys than girls.
- About 50 percent of individuals with ASD have average or above-average intelligence, but only 21 percent of adults with autism are employed full-time.
- Many people with ASD have sensory sensitivities, such as being sensitive to loud noises or certain textures.
- Many individuals with autism have made significant contributions to the art, entertainment, science, business and other fields.

Visit [Mind Your Mental Health](#) on the [EAP website](#) or call 1-800-EAP-4SOC (1-866-327-4762) TTY: 711 to get started.

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Working On Social Wellbeing

Social wellbeing refers to our ability to make and maintain positive relationships and regular contact with others, whether at work or in our free time. According to Gallup®, one in four adults strongly agrees that their friends and family give them positive energy daily.

Friendships have tremendous implications at home and in the workplace. With every hour of social time, your mood can continue to improve for up to six hours. Practice social wellbeing by surrounding yourself with people who accept and treat you with respect

Continue your journey to achieve financial wellbeing by attending one of April's 2024 financial webinars.

My Secure Advantage's (MSA) Keys to Financial HealthSM: Unlock Your Potential

April 9, 2024

Register here: [9:00 a.m.](#) | [12:00 p.m.](#)

Achieving financial wellbeing is essential for a happy and secure life. MSA has identified five keys that can help you unlock your financial potential. Explore how to take control of spending, leverage credit and debt, prepare for the unexpected, build your future and achieve your goals. Master these keys to improve your finances, feel better and enjoy less stress.

Sources: Cleveland Clinic, Child Mind Institute, Autism Parenting Magazine, Centers for Disease Control and Prevention (CDC), Business Journal, LinkedIn.

Investing Basics: Growing Your Wealth

April 25, 2024

Register here: [9:00 a.m.](#) | [12:00 p.m.](#)

Investing can be intimidating, especially if you're new to the game. This webinar will cover the basics of investing, including different types of investments and evaluating risk and return. Whether you're saving for retirement or want to increase your wealth, this event can provide education, tools and confidence to help you get started.

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