



# Momentum



Join the live webinar, *Understanding Neurodiversity in Your Personal and Work Life*, on April 10, 2024 at 1:00 p.m. CT. Learn the value of understanding and supporting people who may be neurodivergent. Scan the QR code to [register now](#).

## Embracing neurodiversity

Everyone's brain is different and develops in a unique way. Neurodiversity acknowledges and values these differences. No one should face stigma because they have conditions such as autism, attention-deficit hyperactivity disorder (ADHD) or learning disorders.

Consider these tips to help neurodiverse individuals feel supported:

- Encourage them to make use of their individual strengths in areas such as memory, mathematical skills, visual/spatial awareness or 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. Use instant messaging, texting or email with someone uncomfortable with telephonic or face-to-face conversation.



### Self-Care Programs

Sometimes it's difficult or inconvenient to arrange care for your health struggles. Online programs are available for a variety of conditions including chronic pain, anxiety, depression, insomnia and substance use disorder. Programs are confidential and available to complete at your own page, 24/7/365. Visit your member website to learn more.

Contact your Employee Assistance Program at 1-866-580-9046 (TTY 711) or go online to [MagellanAscend.com](https://MagellanAscend.com) for confidential, no cost help available 24/7/365 for you and your household members.



## Mind Your Mental Health

### 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 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. Learn more about ASD.

- Approximately one in 36 children in the U.S. is diagnosed with ASD; ASD is four times more likely in boys than girls.
- About 50% of individuals with ASD have average or above-average intelligence, but only 21% 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 art, entertainment, science, business and other fields.

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

## Working on Wellbeing

### Career wellbeing

- Many factors impact your wellbeing, including work. People with high career wellbeing find their work enjoyable, and they're able to employ their strengths each day.
- People who can use their strengths at work are three times more likely to report an excellent quality of life. To increase your engagement, try brainstorming three to five job-related strengths you could apply more in your current role.

## Money Matters

### April 2024 financial webinars

#### **MSA's Keys to Financial Health<sup>SM</sup>: Unlock Your Potential**

April 9th. Register here: [11 a.m. CT](#) | [2 p.m. CT](#)

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 each of these keys to improve your finances, feel better, and enjoy less stress.

#### **Investing Basics: Growing Your Wealth**

April 25th. Register here: [11 a.m. CT](#) | [2 p.m. CT](#)

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 just want to increase your wealth, this event can provide education, tools, and confidence to help you get started.

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

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