



Momentum



Live Webinar—Join us online December 6, 2023 for *Emotional Wellbeing for Leaders*, a webinar about enhancing your emotional intelligence and effectiveness as a leader. Register [here](#).

Emotional wellbeing for leaders

Although many aspects of the workplace have changed in recent years, the primary role of leaders remains that of supporting their team members. Being sensitive to your own and others' emotional wellbeing contributes to a mentally healthier work environment.

- Regularly assess your employees' verbal and nonverbal communication cues to better grasp their situations. Carefully observe and listen so staff recognizes you not only hear them, but understand.
- Try responding instead of reacting. To react to an interaction or conflict is to rush in with emotions. Responding means slowing down and thinking through your approach.
- Fully implement your organization's policies on inclusion—welcoming diverse points of view and fostering a psychologically safe workplace.
- Model healthy behaviors and work-life balance so your staff feels they can prioritize self-care.
- Learn all you can about your organization's wellness benefits and programs, and encourage your staff to access those resources



Identity Theft Resolution*

When you're a victim of identity theft, uncertainty and worries can hound you for months. Tap into your Identity Theft Resolution program, for education, guidance, counseling, and legal and financial assistance to victims of fraud-related crimes. Fraud Resolution Specialists™ will help restore your identity and credit worthiness. Visit your member website to get started.

**Eligibility based on your specific program benefits*

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



Mind Your Mental Health

December is National Stress-Free Family Holidays Month

As the holidays roll around again, strive to make a commitment to taking care of yourself—and not just heroically decorating, cooking, hosting, spending and socializing. The wisdom of seeking balance can make a big difference.

- A recent OnePoll survey of 2,000 adults found that 67 percent report placing unnecessary pressure on themselves to engineer the “perfect” holiday.
- To reduce holiday stress, try to be more realistic about what you can do during this time. Don’t aim for perfection; simplify and downsize wherever possible.
- Ask for help with tasks. Gracefully decline some invitations and look after yourself instead.
- Don’t harshly criticize yourself or get into heavy debates with others during the holidays. Strive to keep things cool.
- If the same slightly-stuffy family holiday rituals are now a burden for you, break patterns and try celebrating in new ways.

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

Working on Wellbeing

Financial wellbeing

- People with financial wellbeing have confidence in their ability to achieve financial goals, regularly save money and demonstrate smart money management behaviors.
- Having financial wellbeing will reduce your stress, enable you to handle unexpected financial emergencies and feel more secure in your financial future.
- Engage with your team about financial wellbeing using these prompts:
 - What is the best way for us to learn financial wellbeing strategies from one another?
 - What financial educational opportunities are available to us?

Money Matters

December 2023 financial webinar

Financial Forum

Tuesday, December 12. Register here: [9 a.m. PT](#) | [12 p.m. PT](#)

Financial fitness is vital for all of us, so this live forum is dedicated to answering questions about myriad financial topics. Panelists will be ready to discuss issues ranging from credit, debt, saving for emergencies and retirement, to student loans, college funding and more. You can submit specific discussion questions when you register for the event.