



Momentum



To increase your skill in helping employees navigate the stages of change, join the leaders' webinar, *Tips for Managing Change in the Workplace*, on March 27, 2024, at 1:00 p.m. CT. Scan the QR code to [register now](#).

Managing change

Everyone processes change in different ways and at different rates. However, as a leader, you play a critical role in effectively guiding staff through changes in the workplace. Consider these tips to help you motivate and encourage your team:

- Be clear and honest when communicating change.
- Tell your team what's in it for them.
- Share as much information as possible.
- Praise your team's efforts to embrace change.
- Use compelling visuals to create a tangible vision of the future.
- Encourage your team not to view challenges and setbacks as failures.



Financial wellbeing*

Financial concerns can be stressful even for seasoned leaders. To help get your finances on track, you can take advantage of an experienced, certified Money Coach. Money Coaches provide personalized financial coaching support over the phone. You can also access online resources such as financial assessments, budgeting software and on-demand courses. Visit your member website to learn more.

**If available through your program.*

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

March 18 – 24 is National Drug and Alcohol Facts Week®

Observed during the third full week of March, National Drug and Alcohol Facts Week is meant to inspire dialogue about the science of drug use and addiction among Americans, particularly youth. Seventy percent of users who try an illegal drug before age 13 develop a substance misuse condition within the next seven years, compared to 27% of those who try an illegal drug after age 17.

Efforts to prevent teen substance misuse should start early in life. To help prevent substance misuse:

- Keep your teen busy with meaningful activities, such as sports or other group activities.
- Expect your teen to follow household rules.
- Keep talking with your teen. Praise your teen for success.

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

Working on Wellbeing

Career wellbeing

Career wellbeing involves looking forward to daily challenges and working at something that engages your skills, interests and leadership abilities. Analysis by Gallup has shown that career wellbeing—liking what you do every day—has the strongest impact on your overall wellbeing. People with high career wellbeing are more than twice as likely to be thriving in their lives overall. Elements of career wellbeing include continuous learning and providing conscientious service to others.

Money Matters

March 2024 financial webinars

Women & Money

March 12th. Register here: [11 a.m. CT](#) | [2 p.m. CT](#)

Women often face unique financial challenges. This online event covers personal finance basics, focusing on strategies that are relevant for women. It also reviews planning for life events like starting a family and juggling multiple financial goals. Whether you're just starting your financial journey or looking to take your financial skills to the next level, join this event for the tools and confidence to move forward.

Unlocking the Power of Your Credit

March 28th. Register here: [11 a.m. CT](#) | [2 p.m. CT](#)

Credit plays a vital role in achieving financial health, yet many people struggle to understand and effectively manage their credit. This informative and engaging session will dive into the fundamentals of credit, including how it works, how to establish and maintain good credit and common mistakes to avoid.

Sources: National Center for Drug Abuse Statistics (NCDAS), Substance Abuse and Mental Health Services Administration (SAMHSA), Centers for Disease Control and Prevention (CDC), Securian.com, CNBC.com, Real Simple, Healthwise, Investopedia, My Secure Advantage, State Farm, Consumer Financial Protection Bureau.

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