



Magellan
HEALTHCARE®

Momentum

Engaging your team

According to research by Gallup, just 34% of U.S. employees are engaged in their work and 70% of the variance in a team's engagement is related to their management. Consider these tips to motivate staff:

- Recognize and build on employees' strengths rather than focusing on their weaknesses. This helps staff produce significantly better work, be more engaged, and stay with the organization longer.
- Provide honest praise to your staff and show that you value their efforts. A positive assessment from a supervisory position is usually a powerful spur to productivity.
- Accept criticism and complaints. Workers become frustrated if they feel they can't express their opinions about challenging issues.
- Show your employees they can rely on you to have their backs during workplace disputes.
- Demonstrate that you respect employees' work and lives. Employees who feel their manager is invested in them are more likely to be engaged.

Additional sources: Gallup, Harvard Business Review, WebMD, Mayo Clinic.

Digital emotional wellbeing

Take a moment to reset and refocus with these brief exercises: close your eyes and take a few deep breaths or get up, stretch and get some fresh air outside! For more helpful ways to integrate healthy activities into your daily routine or for help managing anxiety, stress, depression, pain, sleep problems and more, visit your member website to access the Digital Emotional Wellbeing program.

Contact your program

24/7/365

for confidential, no-cost help
for you and your household
members.

Live Webinar—Learn how to better engage your staff. Join our webinar, *Inspire and Motivate Your Team*, on Wednesday, June 22. Register [here](#).

Employee Assistance Program
1-800-588-8412 (TTY 711)
MagellanAscend.com (use
Principal Enhanced)

Mind Your Mental Health

June is PTSD Awareness Month

More than eight million American adults each year experience post-traumatic stress disorder. The intent of PTSD Awareness Month is to reduce stigma and get proper treatment for those affected.

- PTSD can develop after exposure to a frightening event or ordeal in which severe physical harm occurred or was threatened.
- PTSD's symptoms can include episodes of intense fear, flashbacks, sleep problems, hypervigilance, elevated heart rate, breathing difficulties and a seeming loss of control.
- Effective treatments include cognitive-behavioral therapy, which helps people establish healthier thought patterns and behavioral responses; exposure therapy, which helps people safely face and cope with frightening memories; and eye movement desensitization and reprocessing (EMDR).

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

Working on Wellness

How to start eating clean

- Eating clean means choosing foods that are as close to their natural form as possible. When you avoid highly processed foods like chips, cookies and ready-to-eat meals, you avoid their excessive calories, sugar, salt and saturated fat.
- Emphasize fruits and vegetables, eat more whole grains, include some protein at every meal (e.g., nuts, beans and legumes), skip artificial ingredients and drink mostly water instead of sugar-heavy soft drinks and juices.

Managing Work-Life Flow

Start summer right

Plan some warm-weather activities that are fun for the whole family. Check the dates of festivals and fairs planned for your area. See a drive-in movie with the kids. Do some swimming at your local pool or a convenient beach. Go with friends to a bar or restaurant for a sunset happy hour outdoors. Plan a woodsy hike, or go boating, kayaking or fishing. Have a picnic lunch at a park with plenty of shade and space.

Money Matters

June 2022 financial webinars

Retirement Planning: Getting Started

June 14th. Register here: [9 am PT](#) | [12 pm PT](#)

Learn the importance of establishing a retirement savings goal. Adopt goal-setting strategies that can help you stay on track. Also review common types of investment accounts for your savings.

Dreaming of Retirement

June 23rd. Register here: [9 am PT](#) | [12 pm PT](#)

Build a plan for sustaining the retirement lifestyle you envision. Learn to calculate whether you're on track to have the necessary income and assets to make your retirement dreams come true.