

Momentum



Join the live webinar, Engaging a Multigenerational Workforce, on June 26, 2024 at 1:00 p.m. CT. Learn more about the five generations currently in the workplace and how you can support their individuality, productivity and wellbeing. Scan the QR code to [register today](#).

Leading in a multigenerational workplace

Did you know there are no less than five generations active in the workplace now? These include Traditionalists (the Silent Generation, born 1928 – 1945), Baby Boomers (1946 – 1964), Generation X (1965 – 1980), Millennials (1981 – 1996) and Generation Z (1997 onward).

Your colleagues and staff will likely be products of different eras. Knowing they have differing motivations, expectations and work styles will help you find value in everyone's perspectives, promoting stronger teamwork and creativity. Here are some tips for doing so.

- Arrange coaching that encourages employees of different ages to share their knowledge, including through reverse or reciprocal mentoring.
- Ask team members about their preferred communication methods and accept changing formats.
- Study and survey your team(s) to determine what matters most to different sets of employees, e.g., benefits, work flexibility, schedules, etc.

Work-Life Services*

Slightly busy these days? Save time and money on life's most important needs. Access webinars, live talks and articles that offer insights and strategies focused on key life events and day-to-day challenges. Topics include: child and elder care, education, parenting and more. Visit your [member website](#) to learn more.

**If available through your program.*

Contact your Employee Assistance Program at 1-800-450-1327 (TTY 711) or go online to Member.MagellanHealthcare.com (enter Principal Core) for confidential, no cost help available 24/7/365 for you and your household members.

Mind Your Mental Health

Navigating mental health in a multigenerational workforce

Individuals from different generations have diverse levels of comfort discussing mental health issues at work. As a leader, you can help remove stigma and direct staff to supportive resources. Here are some steps you can take to accommodate the behavioral health needs of multiple generations in the workforce.

- Encourage a culture where employees of all generations become more comfortable discussing mental health concerns.
- Direct those in need to resources through your program.
- With mental healthcare a particular priority to younger generations, strive to reduce myths and stigma, while emphasizing the confidentiality of services, in your communications.
- Encourage attendance at wellness webinars and other trainings to help staff recognize their own mental health or substance abuse concerns and support colleagues.
- Maintain a workplace that values diversity and inclusivity, respecting the unique contributions of each generation.
- Schedule supportive, non-judgmental check-in sessions with staff so they have a safe space to discuss concerns.

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

Working on Wellbeing

Community wellbeing

Community wellbeing is about feeling safe where we live, taking pride in and supporting our communities. To weave wellbeing discussions into your individual and team meetings, consider asking the following questions:

What do you feel passionate about in your communities?

How can we get involved in our communities?

How does the work we do every day impact our communities?

Money Matters

June 2024 financial webinars

Relationships & Money

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

Money can be a tricky subject, especially when it comes to relationships. This event explores the various ways that finances can impact relationships and how you might approach money in a more healthy and sustainable way. Learn best practices for improving finance-related communication skills with friends and family.

Investing Resources: Professionals vs. DIY

June 27th. Register here: [11 a.m. CT](#) | [2 p.m. CT](#)

This event looks at the differences between online investing platforms versus the more traditional practice of meeting face-to-face with an investment advisor. The webinar examines how to find an investment professional, the importance of monitoring your investments, and how to adjust your portfolio over time. Lastly, you'll learn about how you can create an action plan to help with your next steps in investing.

Sources: Harvard Business Review, Deloitte.com, BetterUp.com, WellnessGrind.com, Pew Research Center, The O'Connor Group, The Kiva Center.