



Momentum



Join the live webinar, *Thriving in a Multigenerational Workplace*, on June 12, 2024 at 1:00 p.m. CT. Learn about the five generations currently in the workplace and how you can collaborate more effectively with people from all eras. Scan the QR code to [register now](#).

Thriving 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 supervisors will likely be products of varying eras. People from different generations should strive to learn from each other's ideas and experience, and show understanding for the feelings of those both younger and older.

- Newcomers should respect older workers' experience, while older people should acknowledge younger generations' talent and potential. When this happens, both groups can thrive.
- Tamp down any unconscious bias and accept people based on their merits, rather than as "typical" members of a particular generation. In other words, don't stereotype!
- Stay ready to learn. It's a two-way street. Show your willingness to listen to new ideas and suggestions, while sharing your knowledge and expertise wherever it's needed.

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

Workers from different periods were raised with different expectations about how to address mental health challenges at work.

Here are some ways in which mental health issues apply to the workplace.

- Mental health exists across a continuum, and your experience of having good versus poor mental health can vary at different points in your working life.
- While levels of mental health stigma and preferences for types of care vary, mental health remains a top concern across age groups. However, Generation Z and Millennials often rank it as a higher priority than Generation X, Baby Boomers or Traditionalists.
- The generations have differing levels of comfort with care types. Contact your program for information on services to support your mental health.
- Help normalize the process of seeking mental healthcare by discussing the issue with co-workers of all ages. Share your own experience where that's appropriate, and ask others how comfortable they are with sharing about the topic.

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

Working on Wellbeing

Community wellbeing

- When you build community with others, your emerging sense of belongingness and purpose will improve your overall wellbeing—and others' as well. Always promote community inclusion, which allows everyone to participate while being valued for their uniqueness.
- Offer selfless acts of service, e.g., volunteering, within your community. To find your lane, ask: What am I passionate about? Do my passions relate to community? Could my passions help solve a problem here?

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.