

Momentum



Join the live webinar on Wednesday, September 25 at 1: 00 p.m. CT, *Coaching employees to improve performance and engagement*. Learn how to boost your skill set for helping others reach peak performance. Scan the QR code to register today.

Performance coaching

As a supervisor or manager, you are the most powerful factor in building employee motivation, productivity and positive morale. Performance coaching can help you do that.

- Trust between a leader and staff is key to performance coaching. Trust develops through honest feedback and respect. Trust at work improves communication, stimulates innovation, and encourages people to embrace change.
- Take the time to listen to your staff members, understand what they want to achieve and what obstacles might be in their way. Ask open-ended questions to get discussions started.
- Your feedback should inform, enlighten and suggest improvements to employees regarding their performance.
- Remember to reinforce positive behavior; your coaching conversations should focus on what is working well in addition to what can be improved.
- To accomplish buy-in, the manager and employee should jointly create an action plan including performance goals that are simple, measurable and attainable. Then do regular coaching check-ins.

Counseling*

Need some expert help with a personal, work or health issue? No cost, confidential counseling services can help you cope. Our licensed providers address everything from stress and anxiety to self-esteem issues, relationship conflicts, career difficulties and more. Get counseling in-person or virtually. 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

Suicide Prevention Awareness Month

This is a good time to pause and reflect on the health and wellness of those around us, and to be aware of how someone at risk for suicide may need another person to intervene on their behalf.

Here's some information about recognizing risks and preventing suicide.

- More than 50,000 Americans died by suicide in 2023—more than in any year to date.
- People with suicidal thoughts are usually struggling with a painful life situation. As their distress worsens, they may develop “tunnel vision,” believing suicide is the only solution.
- Use of alcohol or opioid medications significantly increases suicidal risk.
- Spot the signs: People in distress may withdraw from others, speak about death, show stark personality changes, lose interest in activities and appear depressed.
- Listen closely to and take seriously what a troubled individual is saying. Don't act shocked — or be critical or judgmental—if they mention ending their life.
- If any level of risk seems present, contact 911 or the 988 Suicide & Crisis Lifeline.

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

Working on Wellbeing

Physical wellbeing – Fitting physical activity into your day

- Finding time for exercise can sometimes feel like a lost cause. Try being active in small chunks! At home, take daytime walks or bike rides. Mow the lawn, wash the car or clean out the garage. Walk the dog or play frisbee.
- At work, encourage your staff to get moving—use the stairs instead of the elevator. Take short walks during your breaks, and hold walking meetings with colleagues. Regularly stand up and stretch at your desk.

Money Matters

September 2024 financial webinars

Planning for College 101

September 10th. Register here: [11 a.m. CT](#) | [2 p.m. CT](#)

Financing a college education is a big task. This webinar explores things you may need to know about funding education including how to apply for federal and state financial aid, scholarships and grants, and other effective funding options like 529 plans. The class will also touch on budgeting for college expenses. Whether you're supporting a loved one or you're a student yourself, this event can help.

Employee Benefits: Smart Choices, Brighter Future

September 26th. Register here: [11 a.m. CT](#) | [2 p.m. CT](#)

Choosing employee benefits is an important part of building a financial action plan. This event will look at different types of employee benefits and review the pros and cons of available options. Get tips on maximizing your benefits like tax-advantaged accounts and matching contributions. Whether you're starting a new job or reevaluating your current benefits, this event can help you make informed decisions.

Sources: U.S. Office of Personnel Management, National Institutes of Health/National Library of Medicine, Appraisd.com, BetterUp.com.