

Momentum



Join our leaders' webinar on Wednesday, December 4 at 1:00 p.m. CT. In *Supporting employee wellbeing: From mental health awareness to action*, we will discuss methods for maintaining a positive and empathetic workplace. Scan the QR code to [register today](#).

Mental health awareness

More than ever, leaders play a crucial role in promoting mental health and wellbeing among their teams. By fostering a caring and supportive environment, managers can significantly impact morale, productivity and overall job satisfaction.

Here's how leaders can make a positive difference:

- Schedule regular one-on-one meetings to get to know your team members personally and understand their needs and challenges.
- Encourage staff to take breaks, seek medical or behavioral care when necessary and prioritize self-care practices.
- Create an environment where staff feel comfortable being themselves and speaking up without fear of judgment or rejection.
- When a team member discloses a mental health challenge, be present, listen actively and offer the organization's available resources, such as services through your program.

Wellbeing Coaching*

Learn how to defend your wellbeing and unlock your full potential with the help of a coach. Coaching is available by phone or video and is completely confidential. A wellbeing coach can help you define and clarify your personal and professional goals, providing you with a clear roadmap to follow. Learn how to identify and address any barriers or challenges that are preventing you from achieving your goals. 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

December is National Stress-Free Family Holidays Month

As the holiday season approaches, it's natural to feel a mix of excitement and stress. Here are some strategies to help you manage stress and enjoy a more peaceful holiday experience:

- *Lighten the mood:* Avoid harsh criticism and heated debates during the holidays. Focus on keeping things positive and lighthearted.
- *Maintain a healthy lifestyle:* Make small, manageable changes to your diet and exercise routine to stay healthy and energized.
- *Anticipate challenges:* Think about potential stressful interactions and plan how you'll respond calmly and constructively.
- *Set realistic expectations:* Don't strive for perfection. Simplify and downsize holiday plans to reduce stress.
- *Honor loved ones:* Take time to remember and grieve any loved ones you've lost this year.
- *Build a support network:* Identify a trusted friend or colleague you can reach out to if you're feeling overwhelmed.

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

Working on Wellbeing

Social wellbeing

- Social wellbeing as a leader involves fostering a positive and supportive work environment where employees feel valued, connected and included.
- Cultivate trust, respect and open communication with your team members. Encourage collaboration and teamwork.
- Foster a workplace culture that values diversity, inclusion and respect for all individuals.
- Demonstrate healthy behaviors and prioritize your own wellbeing. Your actions can inspire and influence your team members to adopt healthy habits.

Money Matters

December 2024 financial webinar

Smart Tax Moves: Opportunities to Save

December 10th. Register here: [11:00 a.m. CT](#) | [2:00 p.m. CT](#)

This event looks at several tax planning strategies that many people don't take full advantage of even though they qualify. These include making sure you have the appropriate tax withheld, maximizing your retirement plan contributions, and investing with taxes in mind. We recommend that before you take any tax action, consult with a tax expert to see how these tax planning tips would apply to your specific situation.

Sources: Healthwise, Calm.com, Families for Depression Awareness, American Heart Association.