



Momentum



Join our webinar, *Master emotional regulation to be a more effective leader*, on Wednesday, December 3, 2025 at 1:00 p.m. CT. Learn how to keep calm amidst workplace storms. Scan the QR code to [register now](#).

Lead with empathy and self-awareness

By incorporating key elements of emotional intelligence into your management style, you'll create a more productive work environment where team members feel valued and empowered to make positive contributions.

- Self-awareness in leadership is an understanding of how your personality traits and behaviors affect your interactions with others at work. If you refrain from imposing negative emotions onto your team, you'll create a more stable and positive work environment.
- Leaders who understand their emotions, triggers and biases can make better-informed decisions and lead teams more effectively.
- Leading with empathy involves showing sincere interest in the unique needs, emotions and hopes of each team member.
- Actively listen to your staff and consider their perspectives. This helps build stronger relationships and earns trust.

Discount Center Powered by LifeMart®

As a manager, one of the most impactful ways you can support your team is by recognizing the challenges they face outside of work. Life can feel complicated and expensive, and your team members often juggle both professional and personal demands. By encouraging your team to use the members-only LifeMart shopping platform, you can help ease some of that stress. LifeMart offers exclusive discounts on hundreds of products and services in one convenient place. When individuals worry less about life's expenses, they have more energy and focus to bring to their work.

**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

The holiday season can be a joyful time, but it can also bring stress for many individuals as they balance work, family and personal responsibilities. As a manager, you can play an important role in supporting your team's wellbeing during this season:

- Encourage realistic expectations. Remind team members it's okay to simplify, set boundaries and not aim for perfection during the holidays.
- Promote a respectful environment. Discourage workplace debates on sensitive topics and foster a culture of kindness and understanding.
- Lead with empathy. Recognize that not everyone experiences the holidays the same way. Showing understanding goes a long way in helping staff feel supported.
- Support healthy habits. Encourage staff to take breaks, move their bodies and practice stress-relieving activities like walking or stretching.
- Model balance. Demonstrate healthy habits yourself, such as moderating alcohol use at work events or taking time for self-care.
- Acknowledge flexibility. Where possible, offer flexible scheduling or remind staff to use available resources that can help ease holiday pressures.

When managers support team members with empathy and flexibility, it creates a healthier workplace culture and allows everyone to enjoy a less stressful holiday season.

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

Working on Wellbeing

Working on Emotional Wellbeing

- Strong emotional awareness helps managers support their team with empathy and self-awareness. Recognize that staff may face stress or uncertainty, and create space for them to share concerns.
- Practice mindfulness, pause before reacting and manage your own emotions thoughtfully. Your behavior sets the tone for your team.

Money Matters

December 2025 financial webinar

MSA Insights

Dec. 9th. Register here: [11:00 a.m. CT](#) | [2:00 p.m. CT](#)

Master your money with MSA Insights! Join this event to stay ahead of market trends, learn from our expert Money Coaches, and adopt strategies that help you boost your financial well-being and overall peace of mind. Ready to build the financial future you've always wanted?