

EAP MONTHLY UPDATE

WELCOME TO THE EAP MONTHLY UPDATE - MARCH 2020

One of the keys to building healthy relationships is to understand and accept people's flaws and limitations. When we make the choice to be kind and less critical, we feel better and are more forgiving of our own faults as well. This month, look for ways to improve your relationships with others and even boost your emotional and physical health by practicing kindness at home, at work, and in your community. Learn more about relationships and emotional health at eap.calhr.ca.gov.

NEW EAP WEBSITE LAUNCH – MARCH 1, 2020!

We are pleased to announce the launch of your new EAP website on March 1, 2020. The newly designed website features a user-friendly browsing experience that allows you to quickly see all the programs and services available to you and your eligible dependents at no cost, 24/7/365. Key features of your new website include:

Explore Services - features individual program tiles for quick and easy access to services.

App Library - hosts convenient links to download mobile apps to help with anxiety management, insomnia, obsessive compulsion disorder and more.

The Learning Center - provides fresh, clinically-approved content on a variety of topics from building resiliency to handling traumatic events in the form of articles, videos, self-assessments, and webinars.

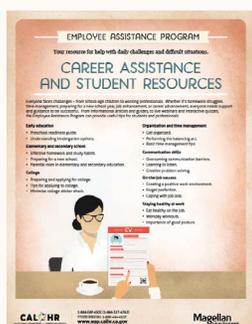
The monthly update and live webinar are featured on the homepage each month.

MONTHLY ARTICLE

Developing a Culture of Kindness

There are many ways to model a culture of kindness and to show empathy for the people we encounter every day. When we perform a kind act for someone, it makes us feel good about ourselves and has the ripple effect of inspiring others to do the same. In this article, you'll discover how kindness benefits your mental and physical health, and how being authentic and expressing genuine appreciation strengthens your connections with others.

Visit <http://www.calhr.ca.gov/employees/Pages/eap-articles.aspx> to read the article.



EAP FEATURED BENEFIT

Career Assistance and Student Resources

Whether you're considering advancing your career, looking to change jobs, or are thinking about ways to enhance your current job, your EAP offers helpful resources and information about career assistance. Students of any age can benefit from articles, webinars, and information on organization and time management, communications skills, on-the-job success, and staying healthy at work. Visit <http://www.eap.calhr.ca.gov/home-page.aspx> to learn more about career assistance and student resources.

MARCH IS NATIONAL PROBLEM GAMBLING AWARENESS MONTH



Millions of Americans are affected by problem gambling, which often impacts their finances, relationships, and even their jobs. Problem gambling affects the family too. The good news is, there are prevention and treatment resources readily available to help people recover.

MIND YOUR MENTAL HEALTH

Mind Your Mental Health (MYMH) helps raise awareness about mental health issues to help you and your friends, family, and coworkers learn practical ways to support your own mental health and gain an understanding of how to help others.

Although it's often a hidden condition, non-suicidal self-harm is when people intentionally and repeatedly injure themselves without intending to take their own lives. The self-harm is often a symptom of a mental health problem, and may be a coping mechanism for dealing with intense emotional pain.

- 1. Acknowledge self-harm.** You're self-harming if you cut or scratch yourself on the arms or torso, or repeatedly have burns, bruises or cuts in the same place.
- 2. Obtain an evaluation.** If you're harming yourself, you'll need to arrange for an evaluation by a licensed mental health professional.
- 3. Know that treatment helps.** People who are self-harming can, through therapy, learn to address the underlying issues and develop alternative ways to cope with urges to self-harm.

Visit the MYMH web page to learn more: MagellanHealth.com/MYMH

MARCH AND APRIL LIVE WEBINARS

March

Thriving in a Multigenerational Workforce

Wednesday, March 11, 2020 | 11:00 a.m. – 12:00 p.m.

Description: Are you a Traditionalist, Baby Boomer, or a member of Gen X, Y or Z? How do the backgrounds and unique perspectives of these five generations impact the workplace? In this webinar, you'll have a better understanding of how to navigate a multigenerational workforce and build positive relationships with people of all ages.

MARCH AND APRIL LIVE WEBINARS (CONT.)

April

Budgeting, Relationships and Life Events

Wednesday, April 8, 2020 | 11:00 a.m. – 12:00 p.m.

Description: What are the life events that can change your financial plans – and how do you handle them? In this webinar you'll learn about financial wellness growth opportunities and the four crucial financial issues to discuss in your relationships.

These webinars are free and supervisor approval is required to participate. Space is limited. To register, visit the EAP website at eap.calhr.ca.gov, click on the "Learning Events" program tile.

Webinars are recorded and are available on the website approximately two to three weeks after a live event. To view past webinars, go to eap.calhr.ca.gov, scroll down and click on Learning Center tab. Scroll down to and on the left side of the page, click on "Webinars." Click on "View More" to select the individual webinar recording and access the slideshow and any handouts shared during the webinar.

UPCOMING EVENTS

Spring 2020 Free EAP Statewide Orientations and Workshops

We will be hosting the following free Statewide Orientations and Workshops March through May:

- Employee Orientation
- Supervisor Orientation
- Create a Positive Outlook
- Using Self-Coaching to Achieve Your Health and Wellness Goals
- Goal Setting to Ignite Workplace Success
- Strategies for Resolving Workplace Conflict

For a list of times and locations please visit: <http://www.calhr.ca.gov/employees/Pages/eap.aspx>. All sessions are free and are available to all employees, reservations are not required, and seating is on a first-come first-served basis. Before planning to attend, employees should ensure supervisor's approval, and provide two weeks notice for special accommodations. At many facilities parking is not provided and employees should plan accordingly. Please share this information with your colleagues and remember to check back frequently as new sessions will be added.

EMPLOYEE ASSISTANCE PROGRAM

1-866-EAP-4SOC

eap.calhr.ca.gov



CALIFORNIA DEPARTMENT OF HUMAN RESOURCES