



**Magellan**  
HEALTHCARE®

# Momentum

## Leading a resilient team

The omnipresent challenges of the last two years have tested the resilience of people everywhere—and of course, that includes members of organizational work teams. Over this time, some leaders have realized that empathy, self-awareness and flexibility may not come naturally to all members of their teams. However, you can inspire employees’ growth in these areas.

- **Resourcefulness:** Encourage your team to pull together in coming up with workable, innovative solutions to challenges and problems.
- **Honesty:** In group settings, encourage “candor breaks” where individuals can speak out without consequences. Resilient teams speak truth to each other in order to collectively solve problems.
- **Empathy:** In tough situations, listen closely to the concerns of each team member. Don’t try to talk employees out of what they’re feeling. Maintain a group environment where compassion and caring are welcomed; promote peer-to-peer support.
- **Humility:** Emphasize that it’s always okay for team members to ask for help when feeling overwhelmed.

## Financial wellness

Everyone needs money help sometimes. Through your program, you can get help with debt concerns, student loans, major life events and more. You can meet with an experienced money coach for 30 minutes up to three times per issue, per year. Take a financial assessment and receive a personalized action plan, plus tap into premium financial education content that’s specific to your current challenge(s).

Contact your program

**24/7/365**

for confidential, no-cost help for you and your household members.

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**Live Webinar**—Join us Wednesday, March 23 for *Your Program: Benefits to Support Managers*. Register [here](#).

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Employee Assistance Program  
**1-800-229-8674 (TTY 711)**  
MagellanAscend.com



## Mind Your Mental Health

### National Drug and Alcohol Facts Week is March 21–27

Despite positive developments in the U.S. such as reductions in opioid use, research has identified many facts illustrating the continuing seriousness of substance abuse.

- Alcohol contributes to approximately 18.5% of emergency department visits and 22.1 percent of overdose deaths related to prescription opioids.
- 25.8% of people age 18 and older report that they have engaged in binge drinking (four to five drinks consumed within two hours) in the past month.
- 15.1 million adults, or one in 14 age 26 or older, have needed substance abuse treatment, yet only 1.4%, or three million, have received treatment.
- 70% of users who try an illegal drug before age 13 develop a substance abuse disorder within the next seven years, compared to just 27% of those who try an illegal drug after age 17.

Visit [MagellanHealthcare.com/about/bh-resources/mymh](https://MagellanHealthcare.com/about/bh-resources/mymh) or call your program for confidential mental health resources.

#### Working on Wellness

##### Keep sleep as a personal priority

- More than half of Americans surveyed say they don't get a good night's sleep most nights. Although you might not always manage it, strive to get the golden eight hours of sleep.
- Follow a calm bedtime routine each night, use relaxation techniques, reserve the bedroom for sleeping (i.e., no screens), use calming fragrances and/or sounds, and get medical help if you have regular sleep problems.

#### Managing Work-Life Flow

##### Start fresh this spring

In addition to inspiring housecleaning, springtime can be an opportunity to refresh your personal intentions and attitudes. Make a list of things that represent life's "clutter" or overdue "to-dos" for you. Are you holding onto an unhelpful grudge against someone? Are you overdue on contacting a relative? Have you procrastinated on a home improvement project? Set out some action steps and move forward. Also, for a physical and mental boost, get outside and enjoy nature with your loved ones.

#### Money Matters

##### March 2022 financial webinars

**Women & Money.** March 8th. Register here: [9 am PT](#) | [12 pm PT](#)

As the wealth gap narrows between women and men, there are still certain financial challenges that are unique to women. In this presentation we empower you with 7 Action Steps to create financial wellness and help you assess your history with money. We will discuss the importance of incorporating emotional intelligence as well as technical aspects of money management to help direct your finances to their highest potential.

**Sandwich Generation: Caught in the Middle.** March 24th. Register here: [9 am PT](#) | [12 pm PT](#)

Navigating personal finances can be daunting for anyone, but if you not only support your children but aging parents or grandparents, you are likely facing much greater challenges than most. Help has arrived! In this class we'll show you how to assess your financial and personal capacity and set realistic boundaries to help you through this stage of life. We'll talk about how to handle setbacks and remain resilient, and we'll provide resources and tools to help you manage your financial goals.