Magellan HEALTHCARE

Momentum

Creating a positive work environment

BROOKHAVEN NATIONAL LABORATORY

You can help build a positive workplace

A positive workplace is one that promotes employee growth, goal attainment, safety and well-being—an environment that supports employees in performing at their highest abilities. People at all levels of an organization can play a part in making the workplace supportive instead of negative.

- While there are plenty of difficult daily challenges in the workplace, don't dwell on negatives; shift gears as soon as possible into active problem solving with your colleagues.
- Don't get pulled into gossip. Gossiping about others doesn't help anyone's long-term credibility. It only causes ongoing division between people. If you see it happening, excuse yourself as gracefully as possible.
- Take every opportunity to compliment others in the workplace for their contributions and conscientiousness. If you offer positive energy, it will return to you.

Brookhaven Science Associates, LLC Employee Assistance Program
1-800-327-2182 (TTY 711)
MagellanAscend.com

Contact your program

24/7/365

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

Live Webinar—Join us on Wednesday, July 14 for a workplace positivity webinar: *Cultivating Civility in Your Work Environment*. Register here.

Bright ideas on positivity

Participate enthusiastically in workplace group activities. Spreading a sense of belonging is like being a "lighthouse" to those who might be more negative. Be a positive light, and others will join you.

Show respect for all of your co-workers. Your words and actions ring loudest when you're treating your colleagues with dignity and respect regardless of background, gender, sexual orientation or ethnicity.

Help strengthen the organization's culture, regardless of your job level. By sharing kudos, high-fives and being positive in the face of adversity, you'll be the colleague everyone wants on their team.

Additional Sources: Counseling.org, Centers for Disease Control and Prevention, The Balance Careers, Mind Tools, National Alliance on Mental Illness, University of Minnesota, The Blissful Mind, Top Resume.

Mind Your Mental Health

July is BIPOC Mental Health Month

This health observance acknowledges that obtaining needed mental health care is often much more difficult within BIPOC (Black, Indigenous and People of Color) communities.

- While millions of Americans face the challenges of living with a mental health condition, people in marginalized communities have additional barriers such as lack of health insurance and access to services, plus cultural stigma.
- Many demographic categories of BIPOC individuals, including those living in poverty, report experiencing high levels of psychological distress, depression and suicidality.
- Black and Hispanic Americans used mental health services at about half the rate of white Americans in the past year, while Asian Americans obtained care at one-third the rate.
- Of Black American adults ages 26-49 with serious mental illness, 50.1% did not receive treatment.

Visit www.MagellanHealthcare.com/About/MYMH or call your program for confidential mental health resources.

Working on Wellness

Cultivate your connections

- With July being Social Wellness Month, it's an appropriate time to build healthy, nurturing and supportive relationships—they enhance your quality of life and provide a buffer against adverse life events.
- Strive to expand your social network by pursuing your interests and hobbies; you'll certainly find others with similar passions. Also, master the art of showing appreciation to people in your orbit.

Showing Support

Make a Difference to Children Month

- This health observance emphasizes that one person can make all the difference in a child's life. Volunteer or donate to a children's organization. Spend one-on-one time with a child you know.
- Make respectful eye contact with children and teenagers you encounter so they feel a sense of belonging among people in their community. Ask kids how they feel or think without criticizing.

Managing Work-Life Balance

Don't forget self-care

Caring for you doesn't mean indulging in extravagant luxuries. It simply means adopting the mindset and habits that help you minimize work-life stress. If you're struggling with stress, decide if you're getting enough sleep, eating a balanced diet and moving your body. If not, focus on improving these areas. Also, make sure to take breaks at work; try outdoor walks or stretching in place. If you need to vent some frustrations, try journaling, calling a friend, dancing or going for a walk or run.

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