



Momentum

Embracing differences



Understanding diverse perspectives

Employee Assistance Program
1-800-327-5048 (TTY 711)
MagellanAscend.com

In your work and personal lives today, you're likely to encounter people who differ from you—in areas such as culture, ethnicity, age group, physical abilities or limitations, educational background, gender identity and sexual orientation. However, don't let such characteristics divide you! If you take the time to learn about others' lives and treat them with respect, you'll almost certainly find more commonalities than differences.

- Ask people to share some of the customs and practices associated with their cultures.
- Encourage them to tell their personal stories; you'll get a fuller picture of who they are—their feelings, nuances and the richness of their lives. Plus, they'll be pleasantly surprised by your interest.
- Practice accepting ideas that are different from your own, and show respect to those in your daily orbit regardless of their orientation.

Contact your program

24/7/365

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

Live Webinar—Join us Wednesday, October 13 for *Fostering Understanding Between Veterans and Civilians for Workplace Success*. Register [here](#).

Learning and demonstrating acceptance

Seek continuous personal improvement. Be willing to learn, accept feedback and listen carefully to the concerns of those around you. Strive to understand. Even the most enlightened individual can find opportunities for growth.

People from different backgrounds may worry about how they're perceived by others. Some may hesitate to speak up. However, if you take the lead in being open, others may reciprocally share their stories.

Focus on accepting one another at work. Acceptance refers to recognizing others' truths without trying to change them, struggle against them or withdraw from them.

Mind Your Mental Health

October is National Depression and Mental Health Screening Month

This observance is designed to educate the public about the signs, symptoms and treatment options for depression, and to encourage those who might be suffering to respond to a brief, confidential battery of questions—a mental health screening.

- The screenings aren't considered a professional evaluation, but they are a quick and uncomplicated way to spot some of the early signs of potential trouble.
- Early identification and treatment of mental health problems leads to better outcomes. Early treatment may also lessen long-term disability and prevent years of unnecessary suffering.
- Don't be afraid to share your own experience of depression with those who are currently struggling. Depression is extremely common, and helping others know that they are not alone (thus reducing stigma) can be very encouraging.

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

Working on Wellness

As seasons change, stay with healthy habits

- As the days get shorter and colder, you might ponder discontinuing your exercise regimen. But don't hibernate yet! Take up an indoor exercise such as stationary biking, treadmill, kickboxing, aerobics, dancing or weightlifting.
- To stay healthier this season, remember to drink plenty of water and wash your hands often. If you struggle with emotional eating, distract yourself and substitute a healthier behavior.

Showing Support

Push back against bullying

- If you have children, become familiar with signs of bullying such as frequent headaches, stomachaches or trying to avoid school. Talk informally with children about both their friends and nemeses at school.
- If you're bullied at work, ask colleagues if they've experienced such threats. Join forces by calling out bullying behavior whenever it happens, and/or take turns going to HR with concerns.



Managing Work-Life Balance

Be better balanced

Are you feeling overwhelmed and unbalanced? Identify your priorities in life. If you're not engaging in things you value, resolve to make gradual changes. Drop activities that don't help your personal life or career. Ask for help at work and home. Preserve your hobbies and other stress-busting activities. Search online for specific services that could save you time and strain. Access your program for stress management resources.