

**Magellan**
HEALTHCARE®

Momentum

FOR MANAGERS

Improving your team dynamics

"Team dynamics" may not be easy to define, but can simply be viewed as the ways in which colleagues interact. A positive, collaborative dynamic will get the best out of each team member regardless of their work style. To help steer the group dynamic in a positive direction:

- **Communicate openly.** Encourage team members to discuss issues and problems throughout the course of a project. If project status changes, inform staff as soon as possible.
- **Clearly define roles and responsibilities.** Teams that lack focus or direction can develop poor dynamics, as people struggle to understand their role in the group.
- **Address problems rapidly.** If you observe conflicts within the group, challenge them quickly. Have people speak up and share their concerns.
- **Commit to shared goals.** Creating and communicating clear goals is essential to fostering positive team dynamics.
- **Encourage differences.** Don't fall back on group-think. Encourage differing ideas on how to get things done. Diversity spurs creativity.

Identity theft resolution

Identity theft can cause serious financial and legal problems for you. Through your program, you have access to Identity Theft Resolution services to save you time and money. You're eligible for one free 60-minute consultation with a Fraud Resolution Specialist™ who will provide you with an ID Theft Emergency Response Kit and assist with actions like notifying credit reporting agencies and initiating fraud alerts.

Contact your program

24/7/365

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

Live Webinar—Join us Wednesday, September 28 for *Creating an Environment Where Positive Relationships Thrive*. Register [here](#).

Employee Assistance Program
1-800-356-7089 (TTY 711)
Member.MagellanHealthcare.com

Mind Your Mental Health

September is Suicide Prevention Awareness Month

Understanding the issues around suicide and mental health is an important way to take part in suicide prevention. Helping others who may be in crisis can make a difference and save lives.

- Research shows that people having thoughts of suicide feel relief when someone asks after them in a caring, non-judgmental way. It's important to ask, "Are you thinking about hurting yourself?"
- Reduce a suicidal person's access to lethal items. While it's not always easy, asking if the at-risk person has a plan, and removing firearms or medications, will help.
- Contact the National Suicide Prevention Lifeline at 988 via call or text and/or make a connection with a trusted person like a family member, friend, spiritual advisor or mental health professional.
- Keeping in touch with the at-risk person after a crisis or discharge from treatment can help reduce that person's risk.

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

Working on Wellbeing

How to manage chronic pain

- Chronic pain is discomfort that lasts three months or more. It's important that your medical team diagnoses the pain's cause(s). The best treatment plans use a variety of strategies including medications, lifestyle changes and therapies.
- Your doctor may prescribe medications such as corticosteroids, muscle relaxers, NSAIDs, acetaminophen, medical marijuana (depending on local laws), nerve blocks/stimulation, or anti-inflammatory medication injections. Be sure to get regular exercise, adequate sleep and eat healthy foods. Join a support group for chronic pain.

Managing Work-Life Flow

Self-care strategies

Self-care is anything you do that helps you stay physically, mentally and emotionally well. Choose activities that will replenish your energy and restore your balance.

Start small by adding a relaxation activity to your daily routine (e.g., meditation, muscle relaxation or deep breathing), journaling, a new relaxing hobby or 30 minutes of exercise—such as walking.

Add new self-care practices when ready. Be sure to eat healthy, regular meals, stay hydrated and get adequate sleep.

Money Matters

September 2022 financial webinars

Planning for College 101

September 13th. Register here: [9 am PT](#) | [12 pm PT](#)
With college costs continuing to rise, it's imperative to plan for funding your college savings goals. Examine different types of college savings accounts and the financial aid process.

Student Loan Repayment Strategies

September 22th. Register here: [9 am PT](#) | [12 pm PT](#)
Learn about student loan repayment options. Review repayment options for federal and private loans, including how to reduce monthly payments or pay off loans faster.