

**Magellan**
HEALTHCARE®

Momentum

FOR MANAGERS

Bringing out the best in your team

If you're looking for ways to help your staff members perform at their best, consider using some tried-and-true management practices.

- **Impart clear goals.** If you expect optimal productivity from team members, make sure they understand their performance targets in detail.
- **Keep them in the loop.** Regularly share information on organizational trends and changes. Remind your staff how their work contributes to the organization's mission and success.
- **Reward innovations.** Give team members the latitude to introduce new methods and seek solutions that boost efficiency. Reward those who develop true innovations.
- **Learn their lane.** If you get to know your employees' interests, skill sets and personal preferences, you can tailor their workload to maximize production.
- **Praise generously.** If your department gains an accolade, don't take credit personally. Single out your staff who contributed.

Digital emotional wellbeing program

Winter can be a tough season emotionally—colder weather, shorter days and a lack of sunshine can all take their toll on your mental health. With the Digital Emotional Wellbeing program, available via mobile app and your member website, take care and improve your mental wellbeing. Learn how to manage challenges like ADHD, chronic pain, grief and loss, stress, caregiving, PTSD and more.

Contact your program

24/7/365

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

Live Webinar—Join us Wednesday, December 7 for a webinar that can sharpen your management skills: *Leading with Purpose*. Register [here](#).

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

Mind Your Mental Health

December is National Stress-Free Family Holidays Month

Approximately 64 percent of people say their mental health stress level increases exponentially around this time of year. Consider the following tips for keeping the strain of the season at bay.

- **Don't strive for the "perfect" holidays.** Be realistic about what you can do during this time; simplify wherever possible. Ask for help with tasks. Gracefully decline some invitations and look after yourself.
- **Create some new, more practical traditions.** If the same old family holiday rituals have become a burden for you, try celebrating in new ways.
- **Prioritize your health.** Maintain as regular a schedule as possible throughout the holidays. Don't skimp on sleep. If you have a workout plan, stay with it. This will help you moderate stress and burn extra calories.

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

Working on Wellbeing

How to become and stay motivated

- Everyone gets stuck sometimes. If you're in need of a motivational boost, take action. Reexamine your priorities and make more room for them in your life. Approach your tasks in new ways.
- Pick three activities that create high levels of excitement and motivation for you. Commit to spending at least one more hour on each of the activities every month. Delegate or eliminate activities you no longer value.

Managing Work-Life Flow

Warm up your winter

Take care of yourself during the colder, darker months. Get as much sunlight as possible. Keep moving through exercise or dancing. Wear clothing in layers; even multiple thin layers help you retain heat. Check for drafts in your home by looking for light entering around doors, windows or outlets; seal them with caulk. Move furniture away from vents so heat and air can flow freely. Install a programmable thermostat that maintains your home's temperature based on your schedule.

Money Matters

December 2022 financial webinar

Identity Theft: Prevention, Protection & Resolution

Tuesday, December 13. Register here: [9 am PT](#) | [12 pm PT](#).

This class is designed to help you understand how personal data gets compromised, what you can do to prevent it, and the initial steps to take if you become a victim. Identity theft is always evolving, so you'll benefit from this up-to-date overview.