



Momentum



Join our webinar, *Thrive at Work: A Guide to Wellbeing for Leaders*, on Wednesday, March 26, 2025 at 1:00 p.m. CT. Learn about understanding wellbeing, adopting wellness practices, and fostering team-wide support. Scan the QR code to [register now](#).

Thrive as a leader

You can enhance your success as a supervisor or manager if you adopt certain strategies that help you support today's ever-evolving workforce.

- **Inspire commitment.** Recognize and tangibly reward team members' achievements. Employees at all levels want to be recognized for their contributions.
- **Draw upon emotional intelligence.** Be aware of the emotional environment within your team(s). Carefully observe and listen to your staff so they feel you not only hear them, but understand.
- **Embrace technological advancements.** Adopt and leverage new technologies that help you foster innovation and stay competitive in your industry.
- **Manage change skillfully.** Strive to view change positively and develop effective strategies for facilitating change in your area. Consistently help your staff understand and adapt to change.
- **Advocate for continuous learning.** Commit to continually acquiring new skills and knowledge yourself, while advocating for staff development programs that lead to higher employee engagement and talent retention.

Digital Cognitive Behavioral Therapy (DCBT)

Sleep and mental health are more connected than you might think. Mental health conditions can negatively impact good quality sleep, which can impact mental health-creating a negative feedback loop. Taking steps to improve one problem may be beneficial in improving the others. Check out the DCBT module, RESTORE, a six-session program that teaches skills to help improve your sleep. You can also track your sleep and see your progress over time.

Contact your Employee Assistance Program at 1-866-580-9046 (TTY 711) or go online to MagellanAscend.com for confidential, no cost help available 24/7/365 for you and your household members.



Mind Your Mental Health

March includes National Drug and Alcohol Facts Week®

Observed during the third full week of March, National Drug and Alcohol Facts Week aims to inspire dialogue and offer education about the science of drug use and addiction. A number of surprising facts illustrate the seriousness of the issue today.

- Alcohol is the most commonly abused substance and the third most common cause of death in the U.S. Although legal, alcohol kills over 95,150 Americans each year.
- Thirteen is the average age at which children experiment with drugs.
- An estimated 60% of poor work performance can be tied to drug or alcohol use.
- 138 million Americans age 12 and over drink alcohol, and 20.4% of them have an alcohol use disorder.
- Among those with an alcohol use disorder, less than 8% receive treatment.
- Common reactions to substance use include needing to consume more to get the same effect; substance dependency; painful withdrawal symptoms; high blood pressure and stroke; problems with the liver and pancreas; development of certain cancers; loss of motivation; depression and anxiety.

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

Working on Wellbeing

Fostering Physical Wellbeing – Encouraging Movement for a Healthier Workplace

Supporting employees' physical wellbeing is essential for fostering a healthy and productive workplace. Promote regular physical activity. Encourage movement throughout the day to counteract the health risks associated with prolonged sitting. This can include organizing walking meetings, providing standing desks or initiating team fitness challenges.

Money Matters

March 2025 financial webinars

Leveraging Credit While Managing Debt

March 11th. Register here: [11:00 a.m. CT](#) | [2:00 p.m. CT](#)

Credit can be a powerful tool when used responsibly, but it can also lead to debt if not managed properly. This event will highlight the benefits of a high credit score and also review debt reduction strategies to help improve your debt-income ratio. Realize the freedom of having your credit score work in your favor and maintaining manageable monthly debt payments.

Retirement Planning at Any Age

March 27th. Register here: [11:00 a.m. CT](#) | [2:00 p.m. CT](#)

Whether you're a rookie or a seasoned veteran, retirement planning is like a fine wine—it's never too early or too late to uncork! This session will provide tools, insights and motivation to launch or revisit your retirement plan. Get help charting a course to retirement that fits your long-term plans and dreams.

Sources: [VeryWellHealth.com](#), [Healthline](#), [Rethink.org](#), [National Center for Drug Abuse Statistics](#), [Alpine Recovery Lodge](#).

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