

Momentum

Embracing differences

AVAYA

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Live Webinar—Join us
online for *Thriving in a
Multigenerational Workforce*,
an interactive webinar on
Wednesday, March 11.
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How to connect with all types of co-workers

The healthiest workplaces today place value on the many differences represented by people throughout the workforce. Elements of diversity can include people's ethnicity, religious beliefs, cultural preferences, age group, physical abilities or handicaps, economic and educational background, and sexual orientation. You can learn and grow professionally if you make a concerted effort to understand and accept co-workers' differences.

- Display common courtesy such as offering kind greetings and smiling at colleagues.
- Take time to learn about different cultures, races, religions and backgrounds represented by your colleagues.
- Be sensitive and tactful regarding differences among co-workers; acceptance of those from differing generations and backgrounds will minimize workplace misunderstandings.
- Welcome ideas that are different from your own, and support diverse teammates' innovative thinking.

Tips for embracing people's differences at work

1. Share a goal. Instead of operating as "us" versus "them," collaborate on a shared goal. This will de-emphasize differences between people and promote closer teamwork.
2. Stay curious. If you don't understand someone else's perspective, request clarification. Ask specific, open-ended questions and pay attention to the answers so you can demonstrate your willingness to learn.
3. Be patient. Crossing cultural, ethnic or age-based borders can require concentration and energy. Also maintain a shared sense of humor in your group; it will help you get through challenging situations.

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Mind Your Mental Health

March is National Self-Harm Awareness Month

Although it's often a hidden condition, non-suicidal self-harm is when people intentionally and repeatedly injure themselves without intending to take their own lives. The self-harm is often a symptom of a mental health problem, and may be a coping mechanism for dealing with intense emotional pain.

1. **Acknowledge self-harm.** You're self-harming if you cut or scratch yourself on the arms or torso, or repeatedly have burns, bruises or cuts in the same place.
2. **Obtain an evaluation.** If you're harming yourself, you'll need to arrange for an evaluation by a licensed mental health professional.
3. **Know that treatment helps.** People who are self-harming can, through therapy, learn to address the underlying issues and develop alternative ways to cope with urges to self-harm.

Visit www.MagellanHealth.com/MYMH or contact your program to get help for depression, anxiety, PTSD and other mental health conditions.

Working on Wellness

Prioritize good sleep

- March is Sleep Awareness Month, and while more than half of surveyed Americans say they don't get good sleep, some simple changes in sleep routines can help.
- Unplug from screens—cellphones, computers and TV—two hours prior to bedtime. Follow a peaceful bedtime routine nightly. Don't discuss weighty issues in bed. Try to awaken close to the same time every day, including weekends.

Daily Diligence

Respect differences in those around you

- Commit to learning all you can about other people's ethnicities, cultures, religions, gender orientations and age groups. Focus on the commonalities you uncover rather than differences.
- Ask people to tell their personal stories; you'll get a fuller picture of what their lives are like—their feelings, nuances and the richness of their lives. They'll be pleasantly surprised by your interest.



Approximately **2 million cases** of self-harm are reported each year in the U.S., but the actual number is probably higher since many people conceal their self-mutilating behaviors.

Source: HealthyPlace.com