



# Momentum

*Creating a positive work environment*

## You can help build a positive workplace

A positive workplace is one that promotes employee growth, goal attainment, safety and well-being—an environment that supports employees in performing at their highest abilities. People at all levels of an organization can play a part in making the workplace supportive instead of negative.

- While there are plenty of difficult daily challenges in the workplace, don't dwell on negatives; shift gears as soon as possible into active problem solving with your colleagues.
- Don't get pulled into gossip. Gossiping about others doesn't help anyone's long-term credibility. It only causes ongoing division between people. If you see it happening, excuse yourself as gracefully as possible.
- Take every opportunity to compliment others in the workplace for their contributions and conscientiousness. If you offer positive energy, it will return to you.



# AVAYA

Employee Assistance Program  
and Family Resources  
1-877-804-9753 (TTY 711)  
[MagellanAscend.com](http://MagellanAscend.com)

Contact your program

# 24/7/365

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

**Live Webinar**—Join us on Wednesday, July 14 for a workplace positivity webinar: *Cultivating Civility in Your Work Environment*. Register [here](#).

## Bright ideas on positivity

### **Participate enthusiastically in workplace group activities.**

Spreading a sense of belonging is like being a "lighthouse" to those who might be more negative. Be a positive light, and others will join you.

**Show respect for all of your co-workers.** Your words and actions ring loudest when you're treating your colleagues with dignity and respect regardless of background, gender, sexual orientation or ethnicity.

**Help strengthen the organization's culture, regardless of your job level.** By sharing kudos, high-fives and being positive in the face of adversity, you'll be the colleague everyone wants on their team.

## Mind Your Mental Health

# July is BIPOC Mental Health Month

This health observance acknowledges that obtaining needed mental health care is often much more difficult within BIPOC (Black, Indigenous and People of Color) communities.

- While millions of Americans face the challenges of living with a mental health condition, people in marginalized communities have additional barriers such as lack of health insurance and access to services, plus cultural stigma.
- Many demographic categories of BIPOC individuals, including those living in poverty, report experiencing high levels of psychological distress, depression and suicidality.
- Black and Hispanic Americans used mental health services at about half the rate of white Americans in the past year, while Asian Americans obtained care at one-third the rate.
- Of Black American adults ages 26-49 with serious mental illness, 50.1% did not receive treatment.

Visit [www.MagellanHealthcare.com/About/MYMH](http://www.MagellanHealthcare.com/About/MYMH) or call your program for confidential mental health resources.

## Working on Wellness

### Cultivate your connections

- With July being Social Wellness Month, it's an appropriate time to build healthy, nurturing and supportive relationships—they enhance your quality of life and provide a buffer against adverse life events.
- Strive to expand your social network by pursuing your interests and hobbies; you'll certainly find others with similar passions. Also, master the art of showing appreciation to people in your orbit.



## Showing Support

### Make a Difference to Children Month

- This health observance emphasizes that one person can make all the difference in a child's life. Volunteer or donate to a children's organization. Spend one-on-one time with a child you know.
- Make respectful eye contact with children and teenagers you encounter so they feel a sense of belonging among people in their community. Ask kids how they feel or think without criticizing.

## Managing Work-Life Balance

### Don't forget self-care

Caring for you doesn't mean indulging in extravagant luxuries. It simply means adopting the mindset and habits that help you minimize work-life stress. If you're struggling with stress, decide if you're getting enough sleep, eating a balanced diet and moving your body. If not, focus on improving these areas. Also, make sure to take breaks at work; try outdoor walks or stretching in place. If you need to vent some frustrations, try journaling, calling a friend, dancing or going for a walk or run.