



Momentum

Coping with change

The year 2020 may have introduced more changes into the lives of Americans than ever before. Just when you've adapted to something new (such as working/studying at home), things change again.

If you've struggled with handling changes, try making use of basic change management strategies.

- Take your time adjusting. There are no rules on how quickly you should adapt to new situations. Remember that even the most resilient of people need time to process a new reality.
- Reframe how you view change. Whether a change is good or bad, ask yourself what lesson you might learn as a result of navigating it. Try to view change as an opportunity, not just a crisis.
- Manage the stress that changes can engender. Practice relaxation techniques, meditate, or use other stress-reducing tactics.

Tips for managing change

Don't try to weather change alone. Talking and laughing with trusted friends and family about what you're going through will help. Don't keep feelings of stress, tension and anxiety bottled up.

If possible, limit the changes that you must handle. For example, if you're aware of forthcoming events such as an office move or a wedding, don't pursue other major initiatives simultaneously.

Employee Assistance Program
1-800-327-5048 (TTY 711)
MagellanAscend.com



Contact your program

24/7/365

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

Live Webinar—On Wednesday, January 13, join us for *Challenges of a Post-Quarantine Workplace: Adapting to the "Next Normal."* Register [here](#).

Take care of yourself during a time of change. Remember that you need regular exercise, a balanced diet and adequate sleep to be able to cope with changes large and small.



Mind Your Mental Health

January is National Get Organized Month

Many people don't realize how much energy and focus they lose when they're disorganized at work or at home. To keep a disorganized home or workspace from draining you:

- **Assess your spaces.** When you enter your work or leisure spaces, do they make you feel good and ready to achieve? Or, do they feel stale and burdensome? If it's the latter, schedule time-limited get-organized efforts.
- **Categorize the clutter.** Starting one zone at a time, sort items into categories such as trash, keep, donate, recycle, undecided and sell. Store "keepers" in clearly labeled bins, boxes and other such containers. Give donation items to charities or thrift stores, take loads to recycle centers, and organize a garage sale.
- **Get a fresh start.** Straighten your work spaces at day's end so you can start fresh tomorrow. Longer term, completely rearrange your physical spaces periodically; this will refresh your thinking and creativity!

Visit www.MagellanHealth.com/MYMH or call your program for confidential mental health resources.

Working on Wellness

Seek a healthy weight

- January is Healthy Weight Awareness Month. This doesn't mean being "thin"; a healthy weight is one that lowers your risk for health problems. Try improving just one eating habit at a time.
- Don't compare yourself to others. Thinness isn't realistic for most people, yet we may feel bad if we can't achieve an unrealistic body size. Body size isn't as important as being healthy!

Showing Support

Fulfilling New Year's resolutions

- If your friends or family are establishing New Year's resolutions, encourage them to focus on things they truly desire rather than pleasing someone else or trying to meet a perceived expectation.
- Help them be realistic. For example, if they've announced that they're pursuing dramatic weight loss goals, encourage them instead to set out healthy eating and exercise goals whereby they make gradual changes.



Managing Work-Life Balance

Getting back into the routine

It can be hard to get back into a good work-life routine after the winter holidays. Upon heading back, arrive at work early and grab some quiet organizing time. Set a new goal for learning and mastering a new work skill. Put something fun on your midwinter calendar such as a dinner out or weekend trip. For kids, restart their usual bedtime routine a few days before school begins, and reduce their screen time prior to going back.