Real-Life Help

Maintain Well-Being This Holiday Season

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Monthly Webinar • Tuesday, November 17th

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Maintain Well-being This Holiday Season

Your EAP+Work/Life Program Can Help

The holidays are often a hectic time and can place a strain on your time, emotions, relationships and ability to perform at your best. Many people feel overwhelmed and turn to overeating, alcohol, or other destructive coping methods.

Our experts can help you find and use healthier ways to cope with stress, anxiety and worry this season and throughout the year. We offer the support, resources, and referrals you need to better balance your work and life and help you regain a sense of control and well-being.

The service is FREE and completely confidential.

Free!

Webinar!

Tuesday, November 17th

Budgeting Basics

Learn why budgeting matters and how to make one that works for you.

Register now!

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Talk to Your Partner About Money

Don't Put it Off

When money problems get out of control, so can the relationship. Here are smart tips for discussing financial matters, whether you're a new couple or have been in a long-term relationship:

- **Review your priorities.** Should you save for the future or spend on something you want now? It's a common point of contention for couples. Goals often change over time, so periodically reviewing expectations is important.
- **Schedule a regular monthly check-in.** Irregular or unfocused talks can give the impression that everything is okay financially. Allow time for sorting through money issues where you and your partner aren't finding common ground.
- **Don't bring in nonfinancial issues.** This only makes it harder to achieve successful outcomes regarding your money.
- **Sum it up.** Decide what the next steps will be. This can help clear up any misunderstandings. Consider putting your summary in writing.

Need help with financial issues?
Turn to your EAP+Work/Life program for support.

Chase Away Holiday Blues

The holiday blues can be triggered by stress, fatigue, unrealistic expectations, financial constraints, and the inability to be with family and friends. The demands of shopping, parties and family reunions can add to feelings of tension.

Here's how to cope with stress and depression this holiday:

- **Manage your expectations.** Organize your time, pace yourself, and be realistic about what you can do.
- **Don't put the entire focus on just one day** (i.e., Thanksgiving Day). Remember, it's a season of holiday sentiment and activities can be spread out.
- **Do something for someone else.** Try volunteering some time to help others.
- **Enjoy free activities.** Check out local parks and recreation listings for events like "turkey trot" charity walks.
- **Spend time with supportive people.** Reconnect with old friends and/or make new ones!
- **Recharge your batteries!** Remember to let others share responsibility of activities.

Feeling depressed? Turn to your EAP+Work/Life program for help any time of year!

November is COPD Awareness month

COPD, or chronic obstructive pulmonary disease, describes the obstruction of airflow and includes emphysema and chronic bronchitis. It's the 4th leading cause of death in the U.S. Tobacco use is a major risk factor, but air pollutants, asthma and genetics also play a role. Talk to your doctor about testing for COPD.

Family Squabbles Erupting?

Tips to Resolve Conflicts

The holiday hubbub and disruption of normal routines can trigger conflicts among family members. Here's how you can help your family resolve disagreements more effectively.

- Practice positive speaking. And, be open about your own feelings, thoughts and experiences.
- Listen! And pay attention to the non-verbal expressions of intense feelings, like a clenched jaw or fidgeting.
- Adopt a win-win approach. Think, "We are all on the same team—everyone will benefit."
- Get to the negotiation phase quickly. Summarize the discussion where everyone agrees to the changes.

Do you need help resolving family conflicts? Reach out to your EAP+Work/Life program.

EAP+ Work/Life Program

EAP+Work/Life
Get short-term assistance

- Referral for in-depth counseling, if needed
- Work/Life Specialists locate support resources, from caregiving to legal help
- Visit website for online articles and other resources
- In a crisis, emergency help is available 24/7

Talk to a Licensed Professional Counselor to learn coping skills. You may be referred to the appropriate professional for in-depth, long-term help.

Use self-search provider databases, get 4,000 updated and authoritative articles, view video clips, attend monthly online seminars and more.

Confidential assistance is available 24/7.

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Your EAP+Work/Life Website is Available 24/7

Access Online Help and Resources, Anytime

Your Health Advocate EAP+Work/Life website is packed with important information to help you with personal, family and work issues and better balance your life! **Here's what you'll find:**

- ✓ Orientation video of the many ways we can help
- ✓ Locators for childcare, summer camps, in-home agencies, pet care, education, older adults, volunteer opportunities
- ✓ Authoritative articles on emotional well-being, relationships, financial guidance, legal concerns, health issues, working and personal growth
- ✓ Sign up for webinars
- ✓ Savings Center
- ✓ Support groups and other community resources

HA Blog **Connect to us**

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About Human Management Services (hms)

Human Management Services, Inc. (hms), a Health Advocate Company, is an integrated counseling and referral resource specializing in Employee Assistance (EAP) and Work/Life Programs. HMS works with companies throughout the United States and draws on over 30 years of experience implementing a broad range of Work/Life, case management and counseling services. HMS is known for their flexibility, commitment to innovation, and EAP marketplace knowledge, giving them the ability to continually deliver enhanced services to their clients.

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