



ComPsych Newslines

With the holiday season in full swing, cheer and excitement are at an all-time high. While the holidays are a source of great joy for many, for others they are a time of loneliness and stress. No matter what the festive season holds in store this year, ComPsych can help. We urge you and your staff to make the most of the resources, tools and support provided by ComPsych GuidanceResources to help usher in a healthy and happy holiday season.

This edition of Newslines, our customer newsletter for HR and benefits professionals, features resources about Managing Holiday Stress, Making Your New Year's Resolutions Count, Workforce Reductions, Coping with Uncertainty, Eating Right, and more!

GuidanceResources—Your Life. Your Work. Your Best.

The Tools You Need Today

We have developed and curated these resources to address current and potential issues that may impact your organization. If you opt to share some or all of these resources with your employees, you may use the following Employee Distribution Email Template, which bundles the resources with suggested messaging.

[Employee Distribution Email Template](#)

Make this season a bright and bountiful one by giving yourself the best present of all: peace of mind. Turn the holidays into a happy, stress-free time by taking care of yourself and bringing balance to your work and home life and by not letting holiday worries overwhelm you. The resources below contain tips for coping with holiday stress and uncertainty:

[Managing Holiday Stress](#)

[Holiday Resource Guide](#)

[Video - Resilience in Stressful Times](#)

[Coping with a Traumatic Event](#)

Once you have decided on a New Year's resolution, it is your job to actually implement the change into your life. While this is the most challenging part of the process, there are some things you can do to help make your resolution a reality.

[Making Your New Year's Resolutions Count](#)

Reducing a workforce is a complex and difficult process. We understand the challenge involved, as well as the need to be sensitive about the situation for both the employees and the organization. From providing support to affected employees to motivating those who remain on the job, these helpful resources and strategies can assist you in navigating this process smoothly.

[Reduction in Workforce Resources](#)

Eating right plays a crucial role in maintaining healthy cholesterol levels. It's important to focus on a balanced diet that includes plenty of fruits, vegetables, whole grains and lean proteins. When it comes to emotional eating, it can be a challenge to resist turning to food for comfort. Finding alternative ways to cope with emotions, such as engaging in physical activity, practicing relaxation techniques, or seeking support from loved ones, can help break the cycle of emotional eating. By utilizing the toolkit and resources below, you can take positive steps towards maintaining a healthy lifestyle.

[Eat Right Toolkit](#)

[Emotional Eating](#)

[Healthy Cholesterol Levels](#)

Mindfulness is about being engaged in the present moment. It's a state in which we are not thinking, reflecting, judging or deciding; we simply are experiencing what is before us. Mindfulness is one of the most effective ways to respond to personal stress because it forces us to focus on the here and now rather than on worries about the future or regrets about the past. With that in mind, here is a toolkit for promoting personal mindfulness.

[Mindfulness and Relaxation Toolkit](#)

At some point, we all need a helping hand. Whether it's with a small task or a major challenge, having someone to lend support can make all the difference. At work, this can be especially important. The articles and videos below explain how the GuidanceResources Employee Assistance Program can support your well-being efforts. Your Employee Assistance Program offers confidential emotional support, as well as legal, financial and work-life guidance, whenever and wherever you need it.

[Annual EAP Poster](#)

[How Your EAP Can Help: Preventing Burnout](#)

[How Your EAP Can Help: Easing Anxiety](#)

[Video - What To Expect When Reaching Out](#)

For Your Benefits/Program Managers: Q1 2024 Program Communications

Your ComPsych GuidanceResources communications calendar materials for the first quarter of 2024 focus on Financial Wellness. Look for titles on How to Spot a Scam, the Psychology Behind Saving Money, Setting Financial Goals, Post-Holiday Budget Blues, Ways to Beat Inflation, and Effective Performance Reviews. As a reminder, all of the 2024 GuidanceResources employee communications calendar materials are available for immediate download as of January 1 via the ComPsych ResourceCenter.

To access your materials, visit the [ComPsych ResourceCenter](#).

Join Us for GuidanceTalks

In our most recent sessions:

- [“FMLA and ADA Today: What You Need to Know for 2024”](#), attorney and FMLA/ADA expert Matt Morris summarized absence trends from 2023, such as remote work accommodations, FMLA intermittent leave, and the considerations employers need to address to make the “new normal” more normal. Using real-life scenarios, attendees learned about the latest developments in the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA) and other laws that affect employee absences.
- [“Handling Holiday Stress”](#), Marci Walton, ComPsych Learning and Organizational Excellence Consultant, will provide an overview of common stressors people encounter during the holidays and will offer “stress buster” tips to help get the most possible enjoyment out of the season.
- [“Embracing Excellence: Neurodiversity at Work”](#), ComPsych Clinical Director and psychologist Dr. Jennifer Birdsall and ComPsych Well-Being Program Manager Beth Brown answered the question, “What is neurodiversity?”, explained different skills and experiences of individuals who identify as neurodiverse, and delivered strategies for helping this population thrive at work and for maximizing the benefits of having a diverse workforce.

In light of the current global unrest, we have created a two-part GuidanceTalk series to help improve mental health and navigate disagreements without damaging relationships. Watch them here:

[“Informed Or Informed? Healthy Media Consumption During Major News Events”](#)
[“How To Have Impassioned Disagreements Without Damaging Relationships”](#)

To watch previous sessions and register for upcoming talks, visit the [GuidanceTalks Center](#):

[GuidanceTalks Center](#)

From the Newsroom

Call For Entries: Health At Work Awards

The 19th Annual ComPsych Health at Work awards program honors organizations making an impact on the lives of their employees by focusing on the whole person. With the scale and pace of change over the past few years, meeting the unique well-being needs of employees is more important than ever. Submissions are closing later this month, and we hope you will participate!

Submission Deadline: Sunday, December 31, 2023

[Health At Work Awards 2023 Submission Form](#)

Guest Appearances

On Wednesday, December 13 at Noon CT, ComPsych's very own Matt Morris will be speaking at Littler Mendelson's annual holiday webinar!

In this complimentary 75-minute webinar, Littler Shareholder Jeff Nowak and FMLASource Vice President Matt Morris will tackle the most common and difficult pregnancy accommodation scenarios that employers face and provide practical suggestions on how employers can address these situations. Through the use of case studies, their usual humor and even the customary holiday song, Jeff and Matt will answer the following:

- Isn't the PWFA just another version of the ADA? How are they different?
- How broad is the PWFA? Does it cover in vitro fertilization and related conditions and treatments outside of pregnancy?
- For how long is a pregnancy accommodation reasonable and required?
- And much more!

It will be an incredible opportunity to hear them both speak, and you won't want to miss out!

[Register here for "Pregnancy Accommodations: Navigating Difficult, Yet Common Scenarios To Keep Employers Compliant"](#)

Featured Products

Well-Being Coaching

Available as a fully integrated enhancement to current well-being programs, Well-Being Coaching offers unlimited access to our staff of health coaches to help employees overcome challenges to their mental and physical health and well-being. Coaching topics cover a wide variety of socio-emotional issues, as well as physical health issues, including burnout, stress, resiliency, time

emotional issues, as well as physical health issues, including burnout, stress, resiliency, time management, self-esteem, motivation, exercise, nutrition, weight management, sleep, back care, tobacco cessation, and much more.

[For more information](#), contact your account manager.

WellthSource: Financial Wellness for the Digital Age

Available as a fully integrated enhancement to current EAP programs, WellthSource is a needs-based, digital financial wellness platform that offers interactive, guided programs, tools and resources, 24/7. Available on desktop, tablet and mobile platforms, WellthSource helps users create a well-planned, flexible and sustainable lifestyle of healthy financial choices and habits. Features include:

- State-of-the-art, interactive digital platform to create a personalized financial wellness curriculum for each user
- Easy-to-follow digital modules to create a legally binding will and personalized financial plan
- Needs-based, guided programs on all of the key areas of financial well-being
- Convenient online and mobile access to thousands of cutting-edge financial tools and services
- Access to ComPsych's dedicated staff of in-house CPAs, CFPs and other financial experts

[For more information](#), contact your account manager.

Follow us on LinkedIn!

For the latest news and updates about ComPsych, [Follow us on LinkedIn here](#).

Best Wishes for a Delightful December!

Please reach out to your account manager for any needs you may have.

Kind Regards,

ComPsych Corporation

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