



Becoming Your Best Self

ConGlobal's Thrive Wellness program helps employees succeed in every aspect of their lives.

May is Mental Health Month



#MoreThanEnough

Today YOU could be the reason someone feels hope, understood, validated, seen, or loved.



Let's face it no one wants to talk about mental health

The topic is taboo, and the stigma feels suffocating and isolating. We can do better.



If you or a loved one are struggling with mental health, it's common to feel different than other people or feel like no one else understands.

Many people are afraid to share with co-workers because they worry they will be judged, or worse, that they could lose their job.

Even friends and family are left in the dark, unaware of how symptoms like depression, anxiety, negative self-image, or something bigger like PTSD affect our daily lives.

If you find yourself in a situation like this, you may have experienced stigma surrounding mental health. Stigma is an unfair mark of shame placed upon people with mental health issues and one we often place on ourselves.



64% of workers are struggling with their mental health

Bringing mental health into the light and arming our employees with tools and resources allows us to better care for ourselves and our co-workers.

For your body:

- Make time to eat and stay hydrated. Regular meals give you the fuel you need to stay strong and focused.
- Fit exercise into your day. It lowers stress and can help you sleep better. Even a short 15-minute stint can make a difference.

For your mind:

- Notice signs that anxiety or stress is building in you. Recognize this is normal, but have management strategies ready.
- Be open to turning to others for emotional and practical support. It's a strength, not a weakness, to reach out.

For your spirit:

- Find creative ways to stay connected with friends, family, and loved ones.
- Get outdoors. The fresh air and sunlight can renew both health and spirit, as well as regulate sleep cycles.



Cigna Resources:

- **Cigna Veteran Support Line**—call 855-244-6211
- **Mindfulness for Vets**—call 844-621-3956 (passcode 965 38 022) Tuesdays at 4pm, and Thursdays at 7:30pm CT
- **PsychHub**—www.psychhub.com
- **COVID-19 Resources**—www.cigna.com/knowledge-center/coronavirus-resource-center
- **MDLive**—www.mycigna.com

National Suicide Prevention Lifeline—call 800-273-8255 or text 988
C Violence Hotline—call 800-799-SAFE or text LOVE
Crisis Text Line—text HOME to 74141
Substance Abuse and Mental Health Services—call 800-662-HELP



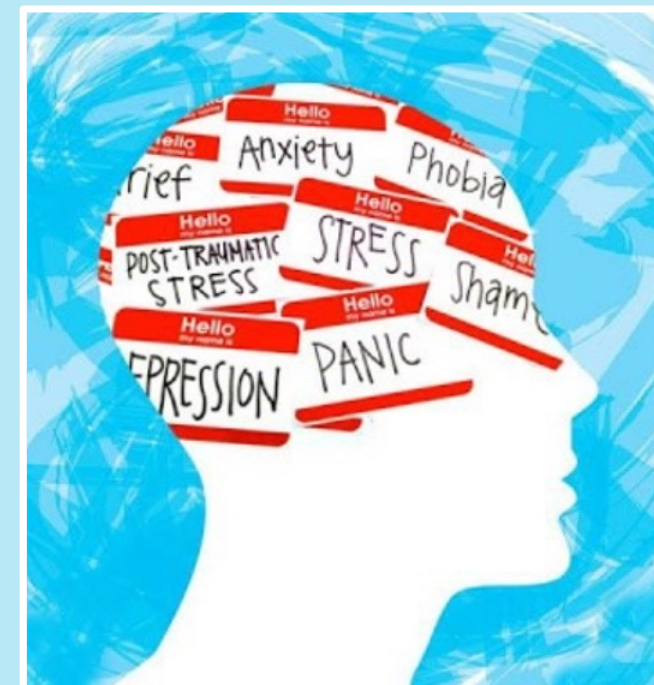
How trauma impacts your health

Trauma, especially early trauma, is linked to increased rates of anxiety, depression, suicidality, and post-traumatic stress disorder. But that's not all. Trauma, if not managed, can also impact your physical health years after it's occurred.

When we go through a traumatic experience (such as being abused, a parent dying, or getting into a car accident), our bodies trigger physiological responses to adapt to the event or events. These responses aren't always up to us; our genes determine them, our coping responses, and how our brains regulate them.

The trauma sensitizes the hypothalamic-pituitary-adrenal (HPA) axis, the body's central stress response system. When that happens, it can affect our hormones (especially adrenaline, cortisol, and oxytocin).

Trauma is part of life, but focusing on a healthy lifestyle and taking care of yourself sends a message to your body that it is safe and nourished. This can help you reset.



MDLive
Counseling



iPrevail
On-demand
coaching



Ginger
Text-based
coaching



Talkspace
Online
therapy



Happify
Games for
stress & worry

Mental Health Resources for Cigna Customers, for more information, call 800-244-6224 or use the online chat at myCigna.com

A solid affirmation ritual can be a game-changer for your confidence and overall outlook on life. These pep talks can help us see how awesome we are, the greatness we are capable of, and that there's always something to be grateful for or look forward to.

Before you zoom over to Pinterest ad pick a random affirmation that sounds cute, you're missing out on the mental health benefits that come from an affirmation created for your circumstances. And when you make something for where you're at right now, it's way easier to internalize the message.

Make positive affirmations work for you

If you need more healthy self-talk but rarely relate to the generic clichés that everyone seems to keep repeating, we have some uplifting statements that can boost your well-being.

YOU ARE WORTHY
YOU ARE WORTHY
YOU ARE WORTHY
YOU ARE WORTHY
YOU ARE WORTHY
YOU ARE WORTHY
YOU ARE WORTHY
YOU ARE WORTHY

- 1. Pick an area of your life you want to focus on.** Honing in on one mental health issue or life concern is way more manageable and less discouraging than zooming in on all the things that bug you at once. *I am a strong, capable person.*
- 2. Find an outcome that will make you happy.** Once you have your focus, you can figure out what change would make you feel better. *Growth is sometimes bumpy and isn't always linear, but I will stay the course.*
- 3. Channel your best self.** Craft a statement from your future evolved self, like, *My boundaries are important, and I'm allowed to express my needs to others.*
- 4. Think about what you'd say to a friend.** If we are as mean to our best friends as we are to ourselves, we probably wouldn't be buds for long. If you're struggling, think about what you'd tell a friend. *The identity I choose for myself is valid, and I can explore it.*



The 5YP—how to make a 5-year plan without getting overwhelmed

Coming up with a five-year plan is hard, even for those with specific dreams they want to reach but struggle to act. Going through life without a clear direction isn't the worst thing, but it's also a form of self-sabotage.

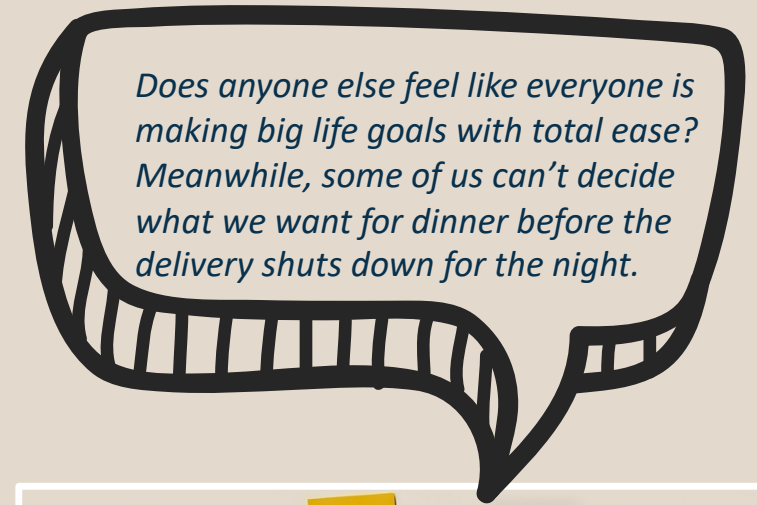
Here are some stress-free ways to start formulating a five-year plan without letting your fear of the unknown get the best of you.

Start by acknowledging why you're stuck.

Sometimes worrying about failing, the worst-case scenario, what people think, and how daunting goals can be overwhelms people. And when we're overwhelmed, our bodies and minds can't function like they usually do—you're an overheated phone that's been in the sun too long. It's OK to take a step back and practice some self-compassion. Then start where you're at and give yourself credit for trying.

Interview yourself. It can be tough to think about who you want to be in five years if you barely know who you are now. Ask yourself what matters to you right now and what might matter to you later in life. Next, mull over your current values and needs compared to what they might be. Look at your existing strengths and areas for growth to give you the direction you need.

If one big plan is too stressful, come up with a bunch of mini-plans. Let's say you aim to be a well-read person but currently only cite TikTok. Break that goal up into mini-ones. Return to your preferred genres and formats, an action-packed audiobook or a murder mystery on your e-reader. If your goal is to read one book monthly, break that into 20 pages daily.



Looking to meet financial goals? Schedule a meeting with an expert from Principal at principal.com/Virtual1on1.

CONGLOBAL
thrive

2 SPF ingredients Derms will never stop recommending

There's no way around it—sun exposure makes hyperpigmentation worse. So, protecting your skin with a solid sunscreen is key.

“**Tranexamic acid** is a great ingredient to combat pigmentation,” says Dennis Gross, MD. “it works by blocking skin cells and melanocytes—aka the cells that produce pigment—from communicating with each other, leading to reduced pigmentation. This same ingredient strengthens the skin's moisture barrier, keeping hydration and external irritants out.”

Hyperpigmentation is a common condition that makes some of the areas of the skin darker than others.

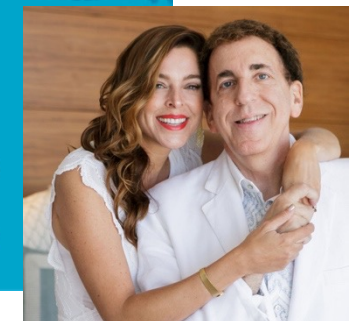
Non-nano zinc oxide is a physical blocker that provides broad-spectrum protection against UVA and UVB rays. And, because mineral sunscreens work in part by reflecting visible light, they're extremely effective for hyperpigmentation-prone skin. And despite being a mineral sunscreen, it goes on totally sheer and feels hydrating.



Four lifestyle habits the longest-living people have in common

There's a scientific basis for understanding common diseases, and it helps explain why Blue Zone regions and some Asian countries have low rates of chronic diseases.

1. **They eat plant-based diets.** Blue Zones focus on plants and eat 90 to 100% plant-based food like vegetables, fruits, grains, and beans because it benefits your heart, gut, and brain. They eat small playing card-sized portions of meat on occasion and stick to drinking water, coffee, and wine on occasion.
2. **They manage stress by gardening.** Researchers are just beginning to understand how stress contributes to disease. Early findings indicate that the mental turmoil caused by a too-long to-do list or too many nights of poor sleep compromises the body's ability to regulate inflammation.
3. **Blue Zone residents stay physically active throughout the day.** They don't do strenuous workouts, but their lives are dynamic. They walk to the grocery store, dance, practice tai chi, and ride their bikes everywhere.
4. **They stay closely connected to their communities.** Having people in your life who love and care for you—and who you love and care for in return, is good for you.



Dean Ornish, MD, and author Anne Ornish—a couple researching and writing about behaviors that improve (and even undo) chronic diseases like diabetes—they've identified four lifestyle tips that can genuinely move the needle against illness and aging.



The impressive health benefits of walking 10k steps per day

Walking burns calories and helps support a healthy weight. Depending on your weight and walking speed, you can burn 300-500 calories walking 10k steps.

Improved cardiovascular health—regular walking improves heart health by reducing blood pressure and cholesterol levels and improving the body's oxygen uptake.

Enhanced muscle strength and endurance—walking helps to tone calves, thighs, and glutes while improving balance and coordination.

In addition to physical benefits, walking releases endorphins, the body's natural mood-boosting chemicals. Walking reduces stress, promotes relaxation, and studies point to improved cognitive function, enhanced creativity and problem-solving, and better sleep.

Embracing this simple, low-impact exercise can lead to a happier, healthier, and more active lifestyle. So, why not give it a try?

The concept originated in Japan during the 1960's as a marketing strategy to promote pedometers. However, numerous studies have demonstrated the health benefits of maintaining an active lifestyle that includes walking.



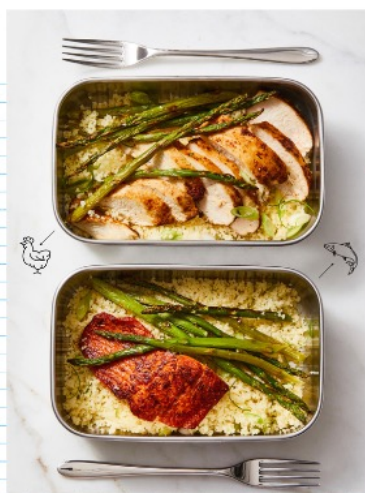


Meal prep for the win!

Meal prep is preparing key elements of a dish (think: grains, roasted veggies, cooked protein, etc.) or even the entire recipe before you eat it. Meal prepping can save you time (and often money) and gives you a nutritious option in no time.



Batch cooking—making big recipes at once and freezing them for future use.



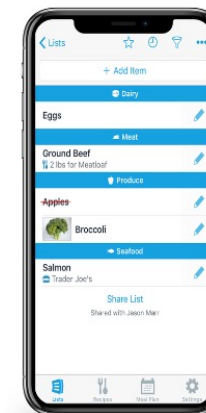
Individually portioned meals—divvy up portions into containers for grab-and-go.



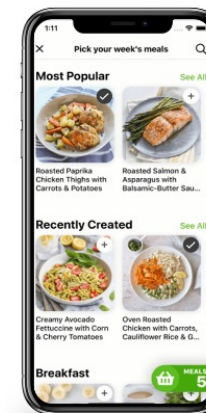
Prepped ingredients—chop, peel, or roast beforehand and use as components.

Yes, there's an App for that!

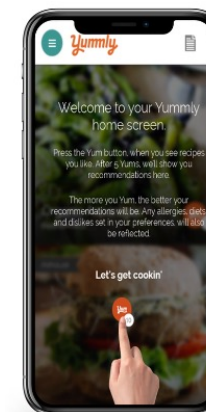
Apple and Android Versions



Anylist—create and share organized lists (grocery lists or to-do's), and organize recipes



Mealime—make meal planning, shopping, and cooking as easy as takeout.



Yummly—recipe recommendations based on type, allergens, diet, and experience.



CONGLOBAL
thrive

What integrity at work looks like, and five ways to foster it

Integrity at work is about more than honesty and respect. If an organization has a true culture of integrity, employees take their commitments seriously, are proactive when they don't understand their responsibilities, and ultimately, are accountable for their results.

Integrity isn't easy. But it's essential for teams to grow and achieve their goals.

One of the best ways to understand this concept is to look at the traits associated with integrity. It means:

- You express gratitude when other people help you.
- You value honesty and openness.
- You are responsible and accountable for your actions, good and bad.
- You respect yourself and others, no matter where you are.
- You are reliable and trustworthy.
- You help those in need without sacrificing your own health.
- You are patient and flexible, even when unexpected obstacles show up.

What do these traits look like at work?

- You respect other's opinions.
- You address conflict honestly and respectfully.
- Your behavior and ethic set you apart as a role model
- You show up ready to work.
- You speak up and report unethical behavior.

CONGLOBAL
thrive

Do you have your ducks in a row for Open Enrollment?



It's coming soon—May 30-June 12

We know life is busy and complex, and predicting what benefits you'll need next year can seem like a big task.

We've partnered with the benefits experts at iBTR (formerly iBenefits) to help you understand what's new, change or enroll in benefits, and update your profile.

Make a free 1:1
appointment for
you and your
spouse or partner



Your existing benefits will roll over this year, but if you want to enroll, waive, or make changes you must do it during the open enrollment period. Coverage is effective July 1, 2023.

Safety Pillars Walking & Climbing

WALKING & CLIMBING

Situationally
Aware

Adapt to
Conditions

Mount &
Dismount
Equipment
Correctly



Slip, trips, and falls are some of our largest exposures, but we can prevent them together.

A loss of friction between your footwear and the floor causes a **slip**.

A physical obstacle causes a **trip**—like the edge of a rug or a cracked sidewalk—that prevents you from completing your step.

A **fall** occurs when you are too far off balance.

Safety Pillars Walking & Climbing



Preventing falls from slips:

- Inspect floor and work surfaces often and clean up hazards
- Place warning signs in damp or wet areas
- If you must leave tools out, block off your work area
- Maintain good lighting in dark areas & use tools like headlamps if extra lighting is needed
- Take extra care in wet, icy, or snowy weather

Safety Pillars Walking & Climbing



Preventing falls from trips:

- Keep walkways clear of hazards
- Practice good housekeeping, keep work areas clean
- Maintain good lighting in dark areas
- Pay attention while walking
- Keep your path of vision clear if you must carry items
- Repair cracks or gaps in concrete

Safety Pillars Walking & Climbing



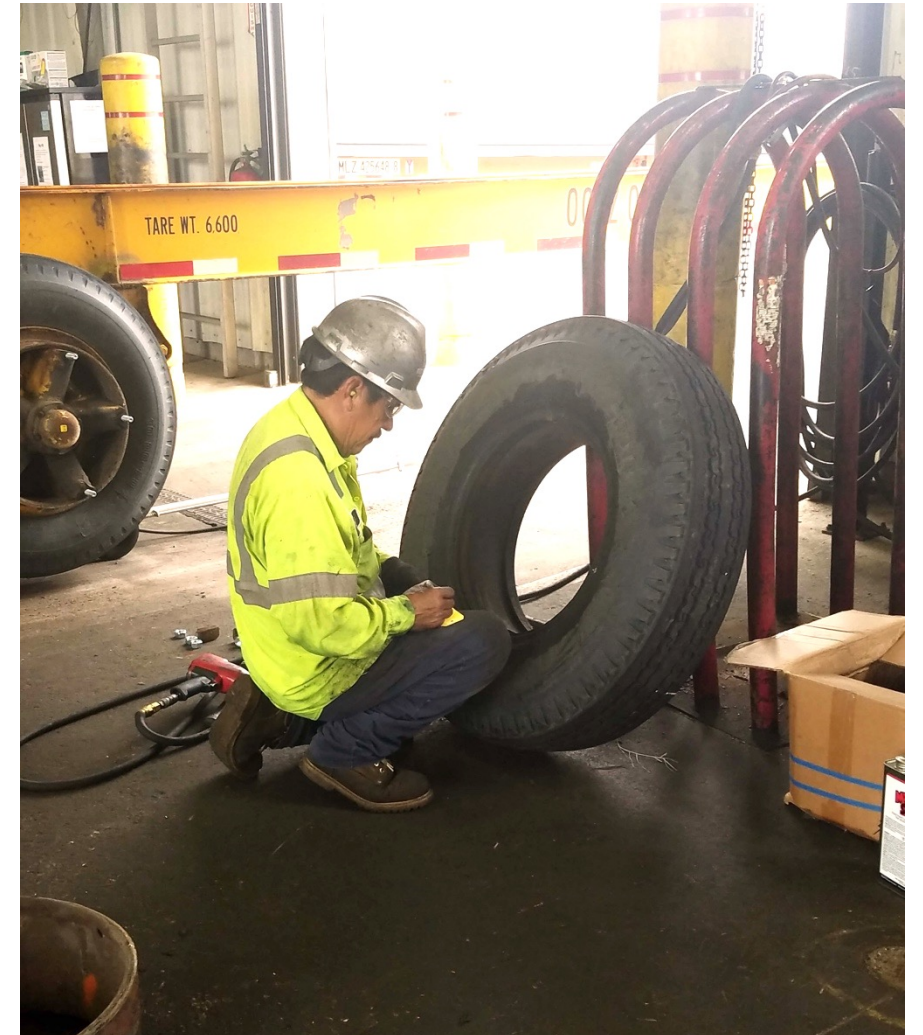
If you must walk on a slippery surface

- Point your feet slightly outward, keeping your center of balance under you.
- Take slow, small steps.
- Pay close attention to the walking surface. Look before you step.
- Use your feet as probes to detect possible slip, trip, or fall hazards.
- Get your feet underneath your body to maintain balance after an initial step.

Safety Pillars Walking & Climbing



Housekeeping is a crucial part of any health and safety program. It helps prevent injuries, improves productivity and morale, and provides a good first impression to visitors.





When to go to the ER, Urgent Care, or your doctor

\$ TELEHEALTH	\$ DOCTOR'S VISIT	\$ URGENT CARE	\$ HOSPITAL ER	\$ FREESTANDING ER
<p>Your Cost: \$0 Copay</p> <p>MDLive is an excellent, no-cost resource when you or a family member have a health concern.</p> <p>MDLIVE helps with</p> <ul style="list-style-type: none">• Allergies• Ear problems• Flu• Fever• Pink eye and more	<p>Your Cost: \$15-35, or 20% after deduction</p> <p>Your primary doctor is low-cost non-urgent care for illnesses and injuries, vaccinations, exams, screenings, or specialist referrals.</p> <ul style="list-style-type: none">• Generally, the best place to go for non-emergency care• Establish medical history for future care	<p>Your Cost: \$35, or 20% after deduction</p> <p>Urgent care is moderately priced care for illnesses and injuries that are not-life-threatening.</p> <ul style="list-style-type: none">• Urgent care has extended hours (nights, weekends, and holidays)• It can be used when your doctor's office is closed• Many have online or phone check-in	<p>Your Cost: \$400, or 20% after deduction</p> <p>Hospital emergency rooms are fairly expensive and should be used for serious or life-threatening emergencies.</p> <ul style="list-style-type: none">• Open 24/7• Long wait times• Expect multiple bills for services (doctor, facility, and specialists)	<p>Your Cost: \$400, or 20% after deduction</p> <p>Freestanding emergency rooms are the most expensive option, and you could be transferred to a hospital.</p> <ul style="list-style-type: none">• Open 24/7• Services don't include trauma care• Many are out-of-network and charge more than your health plan's fees• Charges extra facility and lab fees

*Costs shown are for in-network services.



Know where to go for care.

It's important that you know where to go for medical care when you need it. There are some big differences between visits to your primary care provider and visits to the emergency room, such as cost, time spent waiting for care, and follow up.

Medical, mycigna.com
Group # 3343748
800-244-6224

Cigna Personalized support
Email: its_talktocigna@cigna.com

Prescription Drugs, caremark.com
RxGRP: RX21AV
844-203-6363
800-237-2767 (Specialty Rx)

Telehealth MDLIVE 24/7,
mycigna.com
888-726-3171

Omada, omadahealth.com/itsc
888-409-8687

Dental, DeltaDentalLL.com
Group # 20497
800-323-1743

Vision, eyemed.com
Group # 1022502
866-939-3633

Flexible Spending Accounts,
hrsimplified.com
888-318-7472

Employee Assistance Program,
mycigna.com
877-622-4327

Voluntary Plans, voya.com
Group# 726940
800-955-7736

Life & AD&D, voya.com
Group # 726940
800-955-7736

Disability, voya.com
Group # 726940
800-955-7736

STD & FMLA,
voya.absenceresources.com
844-206-4102

401(k), principal.com
Plan # 820829
800-547-7754

Pet Insurance,
petinsurance.com/its
877-738-7874

