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November 2022



GiveMeLip.com

We have lots of new and exciting information in this Newsletter. Please make sure to read through to get the latest information on new programming and resources!

If you have questions about the Employee Assistance Program or any of the resources below please contact: Ana Reyes, Coordinator- Employee Assistance Programs, 408-453-3616, areyes@sccoe.org



[The Well](#), SCCOE's Employee Health and Wellness website is **ALL NEW!** You can easily find resources here to help increase your wellbeing in the areas of Career, Social, Financial, Physical and Community Wellbeing. Additionally, you can easily find all of the mental health resources offered by the SCCOE in one spot from this page. You can also access the the [New Virtual Wellness Center](#) from this page!



Emotional



Are you interested in being more mindful at work? Join us on Mondays in November and December for 15 minute guided mindful meditations.

[Register Here!](#)

Benefits of Mindfulness in the Workplace and Business

Mindfulness has a multitude of benefits for workplaces and businesses.

Speaking very generally, there are some mindfulness-based processes that are thought to affect employee performance and wellbeing.

These include response flexibility, decreased rumination, empathy, affect regulations, increased [self-determination](#) and persistence, improved working memory and more accurate affective forecasting (Glomb, Duffy, Bono, & Yang, 2012).

[Benefits of mindfulness](#) in the workplace also include improvements in task commitment, and enjoyment of work (Hyland et al., 2015). Let's have a look at some of the work-related benefits of mindfulness in some more detail...

Improved social relationships

Mindfulness results in improved social relationships (Glomb et al., 2012). Positive workplace relationships can have a significant impact. They buffer the effects of workplace stressors, promote thriving in employees, and foster communication, creativity and citizenship behaviors (Glomb et al., 2012). Glomb et al. (2012) suggest that mindfulness promotes positive social connections in the workplace through a number of integral mindfulness processes, but most especially empathy and response flexibility.

Employees who practice being mindful are therefore more likely to show greater acceptance of colleagues without reactivity (Glomb et al., 2012). Optimal functioning of organizations is, in many ways, dependent upon positive interpersonal relationships.

Given that some studies have suggested that training in mindfulness may be linked to social connectedness, this highlights the important role that mindfulness may play in workplace relationships and the success of the organization (Glomb et al., 2012).

Mindfulness and resilience

A benefit of mindfulness in the workplace is that it promotes resiliency. Glomb and colleagues (2012) nominate two processes associated with mindfulness as being likely to foster [resilience](#): affective regulation and persistence.

Mindfulness helps individuals to approach others positively and, in addition, it protects them from the negative emotions and agitation of another person by regulating affect appropriately and decreasing reactivity (Glomb et al., 2012).

In the workplace, resiliency is at the face of interpersonal or task-related stressors, and is also a vital part of optimal work functioning.

Enhanced task performance

Mindfulness also improves task performance.

The way that mindfulness is implicated in [workplace performance](#) is dependent on the nature of the task, and the contextual factors of the work... some mindfulness processes will beneficially affect a variety of types of job, whereas others are more specific (for example, for jobs with a lot of emotional content, decreased rumination and improved affective regulation may hold the key to performance) (Glomb et al., 2012).

It has also been found that mindfulness is associated with fewer cognitive failures (such as forgetting, distraction and blunders) – which suggests that mindfulness may therefore lead to improved workplace performance and fewer accidents (Glomb et al., 2012).

Improved intuition

Mindfulness also promotes an awareness of 'gut feelings' and it has been suggested that tapping into these intuitions may facilitate improved task performance when the level of expertise is high (Glomb et al., 2012).

Furthermore, mindfulness is also thought to promote better decision making, with [decision biases](#) being less likely due to attention to internal and external stimuli, and reduced heuristic processing.

As you can see, the benefits of mindfulness in the workplace are many and varied.

(Read full article here: <https://positivepsychology.com/mindfulness-at-work/>)



Community



World Kindness Day on November 13th is a day to recognize the importance of being kind to each other, ourselves, and the world. On this day, participants celebrate and promote good deeds and pledge to acts of kindness.

Generosity is contagious and increases our happiness. In fact, in 2010, the Harvard Business School surveyed 136 countries and found people who gave to others were the happiest. Even just one act of kindness can turn someone's day around and build a stronger community of healing and positivity. Here are ways you can join us for World Kindness Day:

1. Share your pledge to acts of kindness on social media and use the hashtags #worldkindnessday and #makekindnessthenorm.
2. Check out the [Random Acts of Kindness Foundation](#) for ideas on how to incorporate kindness into your everyday life.
3. Send a [LOVE NOTE](#) to one of your colleagues to let them know you care and notice their hard work.
4. Some of us are already taking steps to find professional help with our well-being, and perhaps you or a loved one should too. If you or a family member would like help finding a mental health care provider, use Care Solace, a complimentary and confidential coordination service provided by Santa Clara County Office of Education:
 - Call 888-515-0595. Support is available 24/7/365 in any language.
 - Visit caresolace.com/sccoe and either search on your own OR click "Book Appointment" for assistance by video chat, email, or phone.

Let's send a text message to a friend we haven't spoken to in a while, treat someone (or ourselves) to a cup of coffee, and be an empathetic and encouraging ear to others as we close out 2022.

Need more inspiration? [Watch how one simple act of kindness can cause a ripple effect in the community!](#)



UPCOMING EVENTS

Stay informed with different videos and webinars from EAP by visiting [EAP- Workshops and Webinars](#)



We have added many new resources to the workshops and webinars tab above including lots of workshops through CalPERS and CalSTRS. Additionally we are excited to offer Mindful Monday running in November and December. See the Emotional Wellness section above for more details and register [HERE](#) !

NEW SERIES

Developing Your Leadership Skills

with Jaclynn Robinson



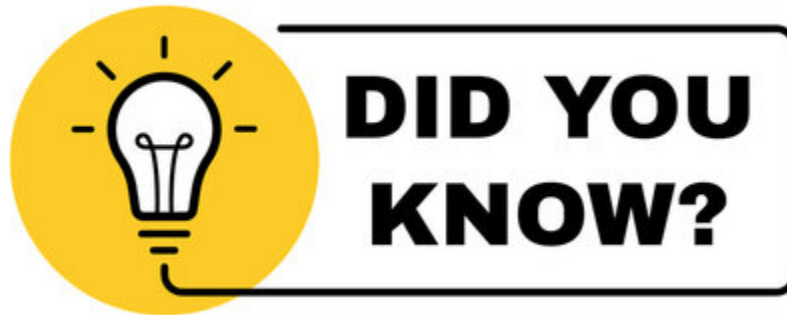
Are you interested in developing your Leadership Skills? Gallup is launching a new Podcast just for you! **Access the LIVE Program** at <http://www.gallup.com/cliftonstrengths/live>
You can watch directly on YouTube at <https://www.youtube.com/channel/UC9cWuqTlcuDLhA264zAKCgg>
You can also get more information on the Health and Wellness [Webinars and Workshop](#) page

COVID-19 Testing


Routine testing for essential education workers and their families is a healthy practice and improves public safety. We encourage monthly testing.

You and your families have access to free routine COVID testing at SCCOE locations, through your health provider, and through public events

- Weekly [routine testing](#) is available to all SCCOE staff. It is an essential practice that contributes to the health and safety of our employees and the public.
- It is possible to have an active COVID-19 virus infection and be contagious without having symptoms (asymptomatic).
- In Santa Clara County, in addition to testing symptomatic patients, health care providers are required to provide easy access to routine testing for asymptomatic essential education sector workers who are in frequent proximity to students and/or the public.
- [OptumServe Testing](#) Open to the public with a focus on Santa Clara County education sector employees and their families.
- [Site-specific testing](#) is an observed, walk-up, self-administered [anterior nasal-swab test](#) available to employees and students at SCCOE sites where in-person learning and services are taking place.



Kaiser Permanente had partnered with Ginger to expand their Mental health Support offerings!



On-demand emotional support with **ginger**

- Immediate 1-on-1 support for coping with many common challenges — from stress and low mood to issues with work and relationships, and more.
- Highly trained emotional support coaches are ready to help 24/7
- Adult Kaiser Permanente members can use Ginger for 90 consecutive days at no cost.

What can you do with the Ginger app?

- Text with your coach anytime, anywhere, 24/7 for 90 days
- Discuss goals, share challenges, and create an action plan with your coach
- Get personalized, interactive skill-building tools from your coach
- View recaps from each texting session, track your progress, and more



The Ginger app offers 1-on-1 support for many common challenges — from anxiety, stress, and low mood to issues with work, relationships, and more. Ginger's skilled emotional support coaches are ready to help 24/7. Kaiser Permanente members can use the app at no cost, no referral needed.

What can employees do with Ginger?

- Text with a coach anytime, anywhere, 24/7.
- Discuss goals, share challenges, and create an action plan with their coach.
- Get personalized, interactive skill-building tools from a library of more than 200 activities.
- View recaps from each texting session, track progress, and work with their coach to adjust action plans as needed.

EAP Services



Basic Features of the Program

- 6 brief counseling sessions per incident
 - Licensed Professionals
 - Confidential service
 - Voluntary program
- Offered to employees & their household members
 - No cost to use EAP
 - Available 24 hrs./7 days

Call (800)999-7222 or go to anthemEAP.com and enter SISC



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About the Santa Clara County Office of Education

Working collaboratively with school and community partners, the Santa Clara County Office of Education (SCCOE) is a regional service agency that provides instructional, business, and technology services to the 31 school districts of Santa Clara County. The County Office of Education directly serves students through special education programs, alternative schools, Head Start and State Preschool programs, migrant education, and Opportunity Youth Academy. The SCCOE also provides academic and fiscal oversight and monitoring to districts in addition to the 22 Santa Clara County Board of Education authorized charter schools.

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