

# Health Engagement Strategies Update

May 2024



# Mental health resources

May is Mental Health Awareness Month. If asked by customers or brokers about resources for supporting mental health campaigns, keep the following in mind:

## Health education

Numerous member educational materials are available related to mental health. The following may be of particular interest:

- The [UnitedHealthcare mental health educational portal](#) contains a variety of materials, as well as embedded links to different areas of mental health, including anxiety, burnout, depression, seasonal affective disorder, social isolation, and stress. Additionally, book analyses using Health Survey data have demonstrated the positive impact that exercise and sleep have on mental health. Resources exist for these areas as well: [Sleep for health](#) and [Fitness tips](#).
- The [Health Engagement Strategies section on uhc.com](#) houses various health tip fliers and United at Work recorded presentations related to mental health, including:
  - [Health tip flier: Mental health \(English\) \(pdf\)](#)
  - [Health tip flier: Mental health \(Spanish\) \(pdf\)](#)



# PEO Support Materials for May

## At-a-glance flier of the Month

### Health and well-being challenges

The At-a-glance Library of fliers is intended to support the planning, implementation, and evaluation of your workplace health and well-being program. These key resources offer strategies, innovative ideas, and step-by-step guides to create and maintain a thriving well-being program and drive a workplace culture of health.

[Click here](#) to view this month's employer At-a-glance flier, Health and well-being challenges. In this flier, employers will learn tips and ideas on how to successfully implement a health and well-being challenge, as well as challenges to avoid.

UnitedHealthcare | Wellness

## At-a-glance: Health and well-being challenges

### Tips for success

Health & well-being challenges can be a fun and potentially impactful way to foster physical and emotional health at the worksite. They are often made up of small daily actions that help get employees moving, thinking, and living in healthier ways. Challenges may increase engagement in the health & well-being program, encourage healthier behaviors, and help build a Culture of Health.

 **When designing a challenge, keep the following in mind:**

1. Target opportunities identified in data
2. Select a duration that is engaging (e.g., 2 – 4 weeks)
3. Ensure all employees have an opportunity to complete the challenge
4. Communicate the challenge via numerous channels
5. Encourage leadership to participate
6. Incent the challenge (perhaps with an incentive drawing)

### Types of challenges to avoid

Consider avoiding challenges that are based on:

- **“volume”** (e.g., who can lose the most weight, who can take the most steps, etc.), as action taken is typically not sustainable and may lead to negative impact on one's physical and/or mental health. Generally, a gradual, “slow and steady” approach tends to be more sustainable and impactful in the longer-term.
- **body weight.** Instead, research demonstrates that a more positive and motivational approach is to focus on underlying lifestyle-based behaviors.

 Upon completion, be sure to measure and evaluate the challenge to better understand impact and how challenges can be more effectively designed and delivered in the future.

 United Healthcare



# Member Educational Materials for May

## National Health Observance: Mental Health Awareness Month and National Physical Fitness & Sports Month

May's health observances are Mental Health Awareness Month and National Physical Fitness & Sports Month. Looking for educational information related to these topics? If so, check out the following UnitedHealthcare educational resources:

- [Exercise and mental health](#)
- [Understanding mental health](#)
- [6 healthy living habits](#)

### 6 habits for healthier living

The idea of healthy living may sound relatively simple, but maybe you're struggling with how to form healthy habits. A few nudges in the right direction, along with practical advice might help you take control of your health and your lifestyle habits. After all, it's easy to tell someone to eat more fruits and veggies or get regular exercise, but how do you put those things into action every single day?

There are so many habits – big and small – that you can do to keep your health in check and help you live a longer, happier life. Let's go over 6 healthy living habits that can help you on your way.



## Health Tip Flier of the Month: Recognizing burnout

UnitedHealthcare Health Tip Fliers may be a visual and engaging way of providing member-level education. Check out this month's Health Tip Flier on Recognizing burnout ([English](#) & [Spanish](#)).

UnitedHealthcare | Health Tip

### Health tip: Recognizing Burnout

Originally used to describe the consequences of severe stress and high ideals in "helping" professions, burnout may affect individuals in several career fields, from career-driven people to overworked employees, homemakers, and students.<sup>1</sup>

According to the International Classification of Diseases (ICD-11), burnout is an occupational phenomenon characterized by three dimensions. These dimensions include feelings of energy depletion or exhaustion, reduced professional efficacy, and increased mental distance from one's job, or feelings of negativism related to one's job.<sup>2</sup>

#### Signs and symptoms of burnout<sup>3,4</sup>

There are three main groups of symptoms that are signs of burnout:

- 1. Exhaustion.** Those affected feel drained and emotionally exhausted, unable to cope, tired and down, and don't have enough energy. Physical symptoms include things such as pain and gastrointestinal problems.
- 2. Alienation from work-related activities.** People who have burnout find their jobs to be increasingly stressful and frustrating. They may start to be cynical about their working conditions and colleagues while also distancing themselves emotionally.
- 3. Reduced performance.** Burnout typically affects everyday tasks at work, at home or when caring for family members. Those impacted are very negative about their tasks, find it hard to concentrate and lack creativity.

It is important not to confuse the signs and symptoms of burnout with those for stress or depression. Signs and symptoms that occur in both burnout and depression include feeling down, extremely exhausted and experiencing reduced performance. When seeking help, it is recommended to speak with a medical professional as self-diagnosing may lead to the wrong treatment. In contrast, burnout may be the result of unrelenting stress, but it is not the same thing as too much stress. While stress involves **too much**, burnout is about **not enough**. Being burnt out means lack of control, lack of clear job expectations, or work-life imbalance. Most people may feel stress, but burnout develops gradually over time.

#### Myths about burnout

There are many myths about burnout; don't be fooled. Some myths include:

**Myth.** You must not be good at your job.  
**Myth.** Burnout means you need to make a job change.  
**Myth.** Burnout may be overcome by working harder.  
**Myth.** One day of rest will make everything better.  
**Myth.** Taking time away from work or investing in self-care makes you weak.

UnitedHealthcare | Consejo de Salud

### Consejo de salud: Cómo Reconocer el Agotamiento

Originalmente usado para describir las consecuencias del estrés grave y los altos ideales en las profesiones "que brindan ayuda", el agotamiento puede afectar a personas de diversos campos profesionales, desde personas impulsadas por carreras profesionales hasta empleados, asistentes domésticos y estudiantes sobrecargados de trabajo.<sup>1</sup>

Según la Clasificación Internacional de Enfermedades (International Classification of Diseases, ICD-11), el agotamiento es un fenómeno ocupacional caracterizado por tres dimensiones. Estas dimensiones incluyen sentimientos de abatimiento o agotamiento de la energía, disminución de la eficacia profesional y mayor distancia mental con el trabajo, o sentimientos de pesimismo relacionados con el trabajo.<sup>2</sup>

#### Signos y síntomas de agotamiento<sup>3,4</sup>

Existen tres principales grupos de síntomas que son signos de agotamiento:

- 1. Exhaustión.** Las personas afectadas se sienten exhaustas y agotadas emocionalmente, sin poder salir adelante, cansadas y abatidas, y no tienen suficiente energía. Los síntomas físicos incluyen dolor y problemas gastrointestinales.
- 2. Distanciamiento de las actividades relacionadas con el trabajo.** Las personas que tienen agotamiento sienten que sus trabajos son cada vez más estresantes y frustrantes. Es posible que comiencen a ser cínicas con respecto a sus condiciones laborales y colegas y, a su vez, a distanciarse emocionalmente.
- 3. Disminución del desempeño.** Por lo general, el agotamiento afecta las tareas diarias en el trabajo, el hogar o durante el cuidado de familiares. Las personas afectadas son muy negativas con respecto a sus tareas, tienen muchas dificultades para concentrarse y no tienen creatividad.

Es importante no confundir estos signos y síntomas de agotamiento con los de estrés o depresión. Los signos y síntomas tanto del agotamiento como de la depresión incluyen sentimientos de abatimiento, extenuación extrema y disminución del desempeño. Al buscar ayuda, se recomienda hablar con un profesional médico, ya que el autodiagnóstico puede llevar al tratamiento incorrecto. Por el contrario, el agotamiento puede ser el resultado del estrés constante, pero no es lo mismo que mucho estrés. Mientras que el estrés implica **exceso**, el agotamiento se relaciona con **insuficiencia**. Estar agotado significa falta de control, falta de expectativas laborales claras o desequilibrio entre la vida personal y laboral. La mayoría de las personas pueden sentir estrés, pero el agotamiento se desarrolla gradualmente con el tiempo.

#### Mitos acerca del agotamiento

Hay muchos mitos acerca del agotamiento; no se deje engañar. Algunos de estos mitos incluyen los siguientes:

**Mito.** No debe ser bueno en su trabajo.  
**Mito.** El agotamiento significa que debe cambiar de trabajo.  
**Mito.** El agotamiento se puede superar al trabajar más duro.  
**Mito.** Un día de descanso mejorará toda la situación.  
**Mito.** Tomarse unos días fuera del trabajo o cuidar de sí mismo lo debilita.



# Member Educational Materials for May

## United at Work Presentation of the Month: The power of positivity and affirmation

[Click here for The power of positivity and affirmation presentation.](#) Your attitude and outlook are a choice. During this presentation, members will learn the importance and power of positive thinking and provide you with ways that may help to improve your mental health and emotional well-being.



### Quiz & Answers - English

#### Power of Positivity Questionnaire

Name: \_\_\_\_\_

Please circle your answers to the following questions.

- Common forms of negative self-talk include:
  - Filtering
  - Personalizing
  - Catastrophizing
  - Polarizing
  - All of the above
- Self-talk may be automatic thoughts that are negative or positive.
  - True
  - False
- Positive thinking does NOT result in which of the following?
  - Lower rates of depression
  - Improve cognition by increasing productivity
  - Decrease attentiveness
  - Lower levels of stress
- Health benefits of positive thinking includes:
  - Strengthen immune system
  - Reduce coronary artery disease
  - Decrease chances of heart attack
  - All of the above
- According to the Law of Attraction, the feelings we project into the Universe or subconscious returns to us.
  - True
  - False
- One of the first rules of positive self-talk is to not say anything to yourself that you wouldn't say to anyone else.
  - True
  - False

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### Quiz & Answers - Spanish

#### El Poder de la Positividad Cuestionario

Nombre: \_\_\_\_\_

Por favor, marque con un círculo sus respuestas a las siguientes preguntas.

- Las formas comunes de autoconversa negativa incluyen:
  - Filtrar
  - Personalizar
  - Catastrofizar
  - Polarizar
  - Todo lo anterior
- Los diálogos internos pueden ser pensamientos automáticos negativos o positivos.
  - Cierto
  - Falso
- ¿El pensamiento positivo NO resulta en cuál de las siguientes opciones?
  - Menores tasas de depresión
  - Mejora de cognición aumentando la productividad
  - Reducción de atención
  - Niveles más bajos de estrés
- Los beneficios para la salud del pensamiento positivo incluyen:
  - Fortalecer el sistema inmunológico
  - Reducir la enfermedad de las arterias coronarias
  - Reducir las posibilidades de un ataque al corazón
  - Todo lo anterior
- De acuerdo con la Ley de la Atracción, los sentimientos que proyectamos al Universo inconscientemente regresan a nosotros.
  - Cierto
  - Falso
- Una de las primeras reglas del diálogo interno positivo es no decirte nada que no dirías a nadie más.
  - Cierto
  - Falso

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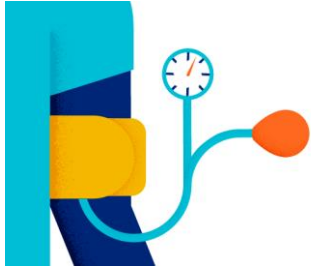
 [Click here](#) for the entire United at Work catalog.



# UHC Rewards activities of the month

## Biometric screening and annual check up

Through UnitedHealthcare Rewards, **incentives are available for covered employees and spouses for completing a variety of activities**, including a biometric screening and annual check up. See below for more information about these incented activities. To learn more, check out the 3-minute [UnitedHealthcare Rewards recorded overview](#).



### Biometric screening

This wellness screening measures blood pressure, body mass index (BMI), glucose, and cholesterol levels, weight, and more. The results may help you identify current health issues and prevent the risk of future ones. There are three options to complete the screening:

1. Use an at-home testing kit
2. Go to a lab for a screening
3. Use a provider results form

Regardless of how you get screened, the diagnostic vendor will email you when your results are ready to view on your Health Profile. After receiving your results, it may take a few days for your rewards earnings to be updated.



### Annual check up

An annual checkup is a preventative care visit that may help support members health and prevent illness. If a member already has a primary care provider (PCP), have them schedule an appointment at their earliest convenience. If they don't have a PCP, find **Available activities > Annual checkup > and click Schedule appointment**. They will be directed to where they can find a PCP that works best for them. Certain prenatal appointments will also qualify for this reward activity to help meet members where they are at in their care journey.



### Get started

Download the UnitedHealthcare® app and activate UHC Rewards to start earning.



# Next Month's Preview...

**Member educational materials**



**Health Observances**  
Men's Health Month and National Safety Month



**Health Tip Flier of the Month**  
Men's Health  
(English and Spanish)



**United at Work Presentation**  
Men's Health  
(English and Spanish)

**Employer support**



**At-a-glance flier**  
Tips for engaging men in workplace

