



LCPS



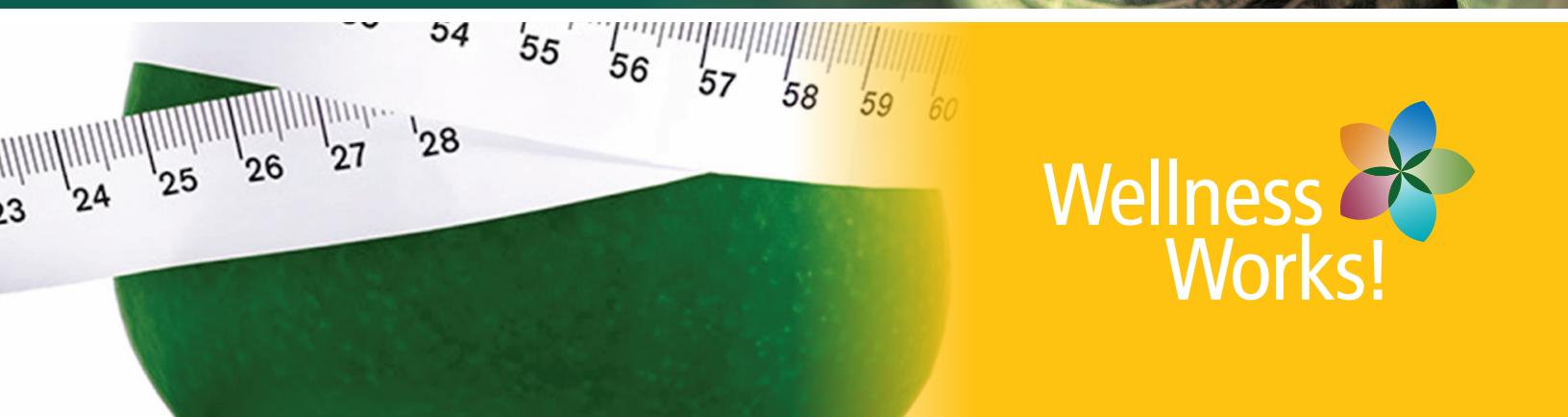
Wellness



Handbook



Live Well and  
Earn \$330!



Wellness  
Works!

# A year from now you'll wish you had started today!

Wellness Works! programs provide inspiration to improve your physical, financial and emotional wellbeing.

If you're ready to make a change and looking for motivation, the Wellness Works! handbook is your resource.

Learn about cash incentives and free programs that are available to you as a valued employee of Loudoun County Public Schools.

**Imagine** where you could be in a year. **Reward** yourself along the way. **Remember**, the difference between who you are and who you want to be is what you do!

Reasonable wellness program alternatives are available to individuals whose medical conditions make it unreasonably difficult, or for whom it is medically inadvisable, to meet the specified health-related standard.

## Inside

---

4	Can You Control Your Own Happiness?
6	Fitness Reimbursement
8	Racing for Wellness
10	Biometric Screening and Wellness Reward
12	Community Supported Agriculture
14	Eat Wise Drop a Size
16	Move with Purpose Fitness Program
18	Cigna Personal Health Team
20	Lifestyle Management Programs
22	EAP: We're Here to Help
24	<i>Employee Benefits News</i>
26	Nominate a Champion for Change
28	Tell Me About It
30	Recommended Reading
31	Find the Help You Need

# Wellness Works!

## Incentive Program

Introducing the new Wellness Works! Incentive Program, a new, convenient way to earn rewards through the LCPS Wellness Works! Program in 2024. Earn rewards for taking charge of and improving your health! Starting January 2024 you will have access to the Wellness Works! Incentive Program platform through the myCigna website. Start by completing your online health assessment for a \$100 reward and then track other wellness activities to earn even more. Some activities will be processed automatically through Cigna claims (Cigna medical plan participants). Other activities are self-reported.

Get rewarded for:

- completing your health assessment,
- preventive care visits and screenings,
- participating in Cigna health coaching,
- CSA memberships,
- participating in a race,
- tracking physical activity and fitness center memberships,
- fitness equipment or devices,
- and more!



**NEW for  
2024!**

**Earn up to  
\$330  
for the year**

Earn monetary credit towards a gift/debit card. Dollars for all goals will accumulate and can be redeemed at any time. You are free to redeem your rewards by splitting earnings into multiple cards however cards must be redeemed in \$5 increments with a minimum of \$10. Any unredeemed rewards will rollover to the next year.

Beginning January 1, 2024, log into your account at [www.mycigna.com](http://www.mycigna.com) (Register if it is your first time visiting). Click on “Wellness” then “Wellness and Incentives” and take your Health Assessment to get started. Then add activities to earn even more rewards.



# CAN YOU CONTROL YOUR OWN HAPPINESS?

Are you a master of your fate or a victim of circumstances? An optimist or a pessimist? Do you believe your happiness is dependent on life's occurrences, your genetic predisposition, or within your control?

## How do you approach your world?

All of us want to be happy, but few realize how much that feeling is within our control. Most believe circumstances dictate our personal level of happiness.



We are constantly in pursuit of the things that we believe will make us happy: a new job, a bigger home, a better body, or a different mate. Once we get what we were after, there is an initial

spike in our happiness. But, the feeling is not sustained. Positive emotions that come along with accomplishments fade quickly. Life returns to routine, and new objects soon become old.

Shifts in emotions don't last, and most people return to their personal baseline or "happiness set point" for the long term.

By Ellen G.  
Goldman, M.Ed.,  
NBC-HWC



Until recently, behavior scientists believed happiness levels were inherited and extremely stable over the course of people's lives. Circumstances could shift happiness in one direction or another, but only temporarily.

For the individual who considers himself or herself a very happy person, personal tragedy will temporarily cause unhappiness. But with time, that person adjusts to the new reality and eventually will call themselves happy again.

We all know someone who always seems melancholic, blaming their outlook on a lack of a spouse, or lousy job, for example. Then they find their dream mate and marry, or land the fantastic new job. Rather than living happily ever after, within a small time frame, they are melancholic once again. The reason has changed, but the temperament hasn't.

In the past researchers primarily studied individuals with disease, disordered behavior, or clinical depression. Medication and/or talk therapy to "fix" the problem was the available options for them. Little was known about how to help ordinary individuals go from feeling OK to feeling great.

## Enter the field of positive psychology.

Researchers such as Martin Seligman (*Authentic Happiness*), Sonja Lyubomirsky (*The How of Happiness*), Barbara Fredrickson (*Positivity*),

and Tal Ben-Shaham (*Happier, Even Happier*) devote their studies to how ordinary folks can go from being just OK to flourishing.





Their findings show that although 50% of our disposition is a result of our genes, only 10% is due to life's circumstances. That means 40% is due to our behavior, which we do have control over. Through daily focus and effort, we can change our happiness set-point.

The happiest and most successful individuals experience at least a 3:1 ratio of positive to negative emotions throughout the day. Sadly, in the complicated, fast-paced world we live in, most fall well below that ratio.

With everything else you need to turn your attention to, is the pursuit of greater happiness necessary?

You might not be thriving, but you certainly aren't miserable.

Unchecked negativity leads to a host of emotions such as anger, anxiety, and depression. Those feelings can lead to stomach disorders, increased blood pressure, tight muscles, headaches, and a multitude of physical sensations most would prefer to avoid. Chronic negativity can make us sick!

Self-generated positive emotions can improve our physical health. And, when we increase positive emotions, we become more open-minded, creative and resilient, perform better on tasks, and improve relationships.

Dr. Fredrickson identifies 10 positive emotions: joy, gratitude, serenity, interest, hope, pride, amusement, inspiration, awe, and love. Along with the many other health-promoting behaviors you practice (exercise, proper nutrition, sufficient sleep), concentrated effort to increase your daily ratio of positive to negative emotions will shift your set-point.

Ellen G. Goldman is a National Board Certified Health & Wellness Coach who helps overextended professionals get self-care back on their daily "to-do" list so that they can thrive both personally and professionally. Learn more about her wellness programs at [www.EllenGCoaching.com](http://www.EllenGCoaching.com)

Note: Any services provided are out-of-network.

# GET STARTED TOWARDS a HAPPIER, HEALTHIER YOU!

**Dispute negative thinking.** When you overreact, blow things out of proportion, or become overly self-critical, stop and analyze the facts. Usually, they won't support your negative thoughts.

**Stop ruminating.** Constantly going over adverse situations and thoughts perpetuates bad feelings and doesn't accomplish anything. Look for healthy distractions that focus your attention elsewhere. Engage in activities that bring you joy.

**Look for the silver lining in challenging situations.** If you habitually view the glass as half empty, challenge yourself to find it half full.

**Try mindfulness activities like yoga and meditation** to learn how to attend to thoughts with awareness and without judgment. Having a negative thought doesn't mean you must react to it emotionally.

**Read inspirational quotes and stories.** Watch movies that make you laugh. Savor the beauty around you and share good news with others.

**Keep a gratitude journal.** Count your blessings and give thanks to those who help make your world better.

**Engage in an act of kindness every day.** Volunteer for a cause you care about.

**Utilize your personal strengths in the work you do on a daily basis.** Visualize a successful future achieving your goals and dreams.



**\$50/\$100** Reward  
Value

# Fitness Program Reimbursement: Get Moving



## Show a commitment to fitness and get \$50 - \$100!

Exercise can improve your physical and emotional well-being. It boosts your immune system, fights heart disease, stroke and diabetes, increases strength, flexibility and endurance, improves sleep and releases hormones that make you feel good!

A Wellness Works! initiative, the LCPS Wellness Works! Incentive Program provides you the opportunity to receive rewards for working toward your fitness goals.

### *Eligible activities/subscriptions \$50*

---

- Biking
  - Golf
  - Gym
  - Beachbody On Demand
  - Peloton
  - ...and more!
  - Self reported at [www.mycigna.com](http://www.mycigna.com)
  - Your participation in at least 12 monthly workouts is required for the reward
- 

### *Equipment/devices - \$100*

---

Physical activity measured by a wearable device or exercise equipment

- Self-reported at [www.mycigna.com](http://www.mycigna.com)
  - For equipment or device purchased in the current calendar year
- 

### **Program details:**

- Reward is per calendar year.
- Activity must be submitted through the myCigna website.
- All rewards must be requested by December 31.
- Rewards are available to full-time LCPS employees in an active status.
- Rewards are paid by gift card/debit card that can be redeemed at anytime.
- Wellness Works! Incentive Program rewards can be split into multiple cards however cards must be redeemed in \$5 increments with a minimum of \$10.
- Any unredeemed rewards will rollover to the next year.



A group of runners is shown from the waist down, running on a dirt path in a wooded area. The path is covered with dry leaves and pine needles. The runners are wearing athletic gear, including leggings and running shoes. One runner in the foreground is wearing bright orange sneakers.

**\$50** Reward  
Value

Go For Your  
Personal Best  
All Four Seasons

A person is riding a red road bike on a paved surface. The bike is in motion, with the wheels and frame slightly blurred. The rider is wearing a light blue cycling jersey. The background is a blurred road with white lane markings.

Racing for  
Wellness  
Reimbursement  
Program

## Run, walk or bike in a race and you win!

Walking, running and biking are all cardiovascular “cardio” exercises. Benefits of cardio include increased stamina, maintenance of a healthy weight or losing weight, a stronger immune system, a stronger heart — and more!

If you haven’t already planned to do so, make this your year to commit to that race you’ve always wanted to finish!

### *Eligible Programs*

---

- 5k
- 10k
- Marathon
- Half marathon
- Triathlon
- Obstacle course
- Any other race that requires you to be active!

### **New to running? Try the Couch to 5k Training Program**

Beginning to run can be extremely tough, especially without a plan. The Couch to 5k (3.1 miles) Training Program can help any new runner start their running experience. All you need are running shoes, 10-30 minutes a few days each week, and 10 weeks’ worth of motivation. Once you’ve started, you’ll get off that couch and in shape in no time! Check out our [website for the Couch to 5k Training Program!](#)

### **Program Details**

- Reward is up to \$50 per calendar year.
- Activity must be submitted through the myCigna website.
- All rewards must be requested by December 31.
- Rewards are available to full-time LCPS employees in an active status.
- Rewards are paid by gift card/debit card that can be redeemed at anytime.
- Wellness Works! Incentive Program rewards can be split into multiple cards however cards must be redeemed in \$5 increments with a minimum of \$10.
- Any unredeemed rewards will rollover to the next year.



**\$100**

Reward  
Value

Take Control  
of Your Health  
and Be Rewarded

Biometric  
Screening and  
Health Assessment  
Reward



## What is a biometric screening?

At LCPS sponsored clinics you will be asked a series of health behavior questions and have health care professionals measure your blood pressure and pulse, blood lipids (total cholesterol, HDL cholesterol, LDL cholesterol and triglycerides), glucose, height, weight, body mass index (BMI) and waist circumference.

### How long does it take?

The process takes about 10-15 minutes from the point of check-in to completion and includes a blood draw by finger stick.

### Why should I get a biometric screening?

Data from these screenings can help identify certain health risk factors and health conditions such as hypertension, diabetes and heart disease. The New England Journal of Medicine reported that for every 1% drop in total cholesterol, the risk of having a heart attack dropped by 2 to 3%. For every one point drop in elevated diastolic blood pressure, there is another 2 to 3% drop in heart disease risk. Knowledge of these risk factors puts you in the driver seat and a conversation with the screening consultant will ensure you understand your next best steps.

### How do I get one?

LCPS sponsors monthly screening events. If you are an employee, or the spouse of an employee with our health insurance, these screenings are free to you. Be sure to check out the Employee Benefits website for dates and locations. Screenings are also generally available for free as part of any routine annual physical covered under a preventive care benefit.

### You've done the work — be sure to get your \$100 Health Assessment Reward

Just complete your online health assessment before December 31 and earn a \$100 reward!

Health assessments are completed on the myCigna website at [www.mycigna.com](http://www.mycigna.com). Log into your account or follow the instructions to register and then complete the assessment. Once you have completed your health assessment, you will have the opportunity to earn other rewards through the LCPS Wellness Works! Incentive Program. Up to \$330 in rewards can be earned in a calendar year.

Program details:

- Health assessment must be submitted through the myCigna website and include biometric numbers.
- The health assessment must be completed by December 31.
- Rewards are available to full-time LCPS employees in an active status.
- Rewards are paid by gift card/debit card that can be redeemed at anytime.
- Wellness Works! Incentive Program rewards can be split into multiple cards however cards must be redeemed in \$5 increments with a minimum of \$10.
- Any unredeemed rewards will rollover to the next year.



**\$50**

Reward  
Value

# Community Supported Agriculture (CSA) Reimbursement Program

Buy Local  
Eat Healthy  
Save Money



## CSAs provide locally grown fresh produce and vegetables.

As a CSA member you are purchasing a share of fruits and vegetables that can be picked up every week at the farm or delivered to a convenient location.

### Why participate in a CSA?

Buy local. You are supporting your local farmers and keeping profits within your community, helping your overall economy.

Eat healthy. When you are eating the produce that comes in your CSA share, you're providing yourself with high quality, nutrient-filled food.

Experiment with new food. You may get some vegetables you haven't heard of or haven't tried before in your weekly box, but that is part of the fun!

Save money. The Wellness Works! Program will reward eligible employees up to \$50 in a calendar year.

### Program details

- Reward is up to \$50 per calendar year.
- Activity must be submitted through the myCigna website.
- All rewards must be requested by December 31.
- Rewards are available to full-time LCPS employees in an active status.
- Rewards are paid by gift card/debit card that can be redeemed at anytime.
- Wellness Works! Incentive Program rewards can be split into multiple cards however cards must be redeemed in \$5 increments with a minimum of \$10.
- Any unredeemed rewards will rollover to the next year.
- Visit the [Loudoun Farms Community Supported Agriculture page](#) for a list of local CSAs.





**Free** (\$167 value)

Eat Wise  
Drop a Size  
*with* Wondr Health

Lose Weight  
Year Round

**Wondr Health is an online program that helps you change *how* you eat instead of *what* you eat.**

By learning new techniques about how and when you should eat, you can continue eating your favorite foods while improving your health, reducing your chance of developing serious, chronic disease and losing weight.

The program includes:

- **Self-paced, online video sessions** to teach you the core principles
- **Frequent correspondence and guidance** from a personal health counselor
- **An online community** to connect with other participants
- **A dashboard** to keep you on track with progress tools and inspiration
- **Ongoing videos** available for one year to ensure skill maintenance

### **Program Details**

To be eligible to participate, you must meet all of the following criteria:

- Be an LCPS employee, retiree or dependent of an LCPS employee or retiree.
- Complete the application process.
- Accurately self-report initial data on application.
- Commit to completing all 10 program sessions.
- Report your weight on a weekly basis with each class.

*If you register and do not complete the program, you will be responsible for the \$167 program fee.*

# move WITH PURPOSE

## FITNESS PROGRAM

LCPS, in collaboration with Walker Tracker, brings you the Move with Purpose Fitness Challenge. Participants will be moving with a purpose – good health, prizes and an opportunity to give back to the community.

The challenge continues all year long with weekly winners and featured challenges.

This is an ongoing individual competition. Your goal is to achieve a minimum of 28,000 steps per week (Monday - Sunday) which can be reached by averaging 4,000 steps per day. Meet or beat the weekly goal and you will be entered for a chance to win a \$100 weekly prize!

**4,000 STEPS  
EACH DAY** per participant



**28,000 STEPS  
EACH WEEK** per participant



**1 BILLION STEPS  
EACH QUARTER**





## Join the program and move for good health, prizes and an opportunity to give back.

### Registration is always open and easy!

- Visit the LCPS Walker Tracker website at <https://lcps.walkertracker.com/>.
- Choose REGISTER NOW and follow the prompts to set up a username and password.
- Log in, and if you have a fitness device or use a fitness program (Fitbit, MyFitnessPal, Garmin, Jawbone, Apple Health, Google Health, etc.) sync it to the Walker Tracker site so your steps will be automatically captured.
- Start moving! Be sure your steps are synced by 8 am each Monday for your chance to win!

### Program Details:

- LCPS employees, retirees and one buddy per participant are eligible to participate.
- Only full-time, active employees are eligible for the weekly prizes.
- Featured competitions and sprint challenges are offered throughout the year.
- Winners are selected at random from all participants that meet the minimum goal. All prizes are taxable.
  - o Weekly prize goal: 28,000 steps in the week (Mon-Sun).
  - o Featured challenge goals vary and will be announced prior to the start of the challenge.
- Changes to the program can be made by LCPS at any time.

Enroll a buddy in the program for FREE!



**Free**

To anyone enrolled  
in a Cigna health plan



Coaches



Clinicians

Cigna

Personal Health

Team (PHT)

877-459-6150

We're Here  
For You



Counselors



Nurses



Dietitians



## Talk with a counselor one-on-one.

When it comes to your health — you're not alone. You have a dedicated team of health specialists — nurses, coaches, dietitians, clinicians and counselors — who will listen, understand your needs and help you find solutions.

- Dial one phone number for support.
- Expect service that meets your personal needs, without any extra cost.
- Access confidential assistance from reliable, compassionate professionals.

### **Partner with a health advocate who can help you:**

- Maintain good eating and exercise habits
- Set and reach health improvement goals
- Better manage conditions, including coronary artery disease, low back pain, arthritis, high blood pressure, high cholesterol and more.
- Get information to better understand your treatment options — so you and your doctor can choose what works for you.
- Understand preventive screenings and annual exams to meet your needs and preferences.
- Know what to expect and how to prepare if you need to spend time in the hospital or need surgery.
- Get answers to questions about your benefits and finding your way through the health care system.

Don't go it alone! Here is the number you need to know: 877-459-6150.



**Free** for LCPS Employees  
and Retirees.

**Wellness  
on  
Demand**

**Stress Management Series**

Time management: No time like the present +

Four steps toward a more organized life +

Stress less +

**Tobacco Cessation**

Tobacco use: How to quit for good +

**Your Health Series**

Menopause +

For men only +

Sleep well for well-

Check  
Out Our

**Lifestyle**

**Management**

**Programs**

Year  
Round

**Wellness  
on  
Demand**

**Stress Management Series**

Time management: No time like the present +

Four steps toward a more organized life +

Stress less +

**Tobacco Cessation**

Tobacco use: How to quit for good +

**Your Health Series**

Menopause

For men only

## Change Your Habits. Change Your Life.

Lifestyle modification and behavior change are the foundations of all the Lifestyle Management Programs. Goals are achieved through a combination of health coaching, small group support and focus on the challenges that go along with adopting a

healthier lifestyle. The programs provide participants with tools that they can use for the rest of their lives to develop and maintain healthy habits that support a long and healthy life.

### Online Content

Previously taught onsite, program participants will now have access to recorded sessions that are accessible 24/7.

Access the LCPS on-demand programs under [Videos and Webinars](#) on the Employee Benefits website.

### *Classes Include:*

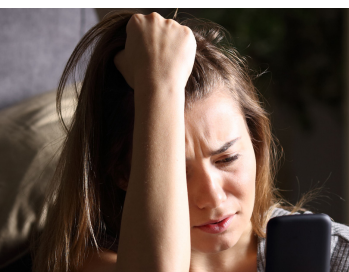
- **Finding Balance - Stress**
- **Tobacco Cessation**
- **Whole Person Health**

### Cigna Online Programs and Resources

Log on to [www.mycigna.com](http://www.mycigna.com) and choose Wellness>Resources>Health Topics and Resources for a host of Cigna lifestyle programs and resources.

**Free**

# EAP: We're Here to Help



## **Mental Health Counseling**

Emotional

Job Stress | Substance Abuse | Depression | Anxiety |

Grief Workplace Tension | Men-

tal Health | Inpatient and Outpatient

Needs | **Life Coaching** Life Transitions

Improving Communication Skills | Active Engagement with

Relationships | Dealing with Difficult Coworkers

Managing Multiple Projects & Demands | Effective and

Respective Communication | Stress and Time Management | Meeting Deadlines

Under Pressure **Work/Life Resources** Child Care | Pet Care |

Housing Services | Education | Elder/Adult Care **Legal & Financial**

**Resources** Bankruptcy | Home Buying | Credit Card Debt | Identity Theft |

Retirement Planning College Fund Planning **Medical**

**Advocacy** Advocacy and Research | Discharge Planning | Elderly

and Aging Issues | Care Transition | Medical Appoint-

ment Preparation | Healthcare Transportation | More...





## What is an EAP?

EAP stands for Employee Assistance Program. LCPS has contracted with Lytle EAP Partners to provide this program for you. Your EAP provides you and your family with free and confidential help in dealing with personal problems.

### Who Pays for EAP Services?

LCPS pays for services provided by your EAP. Sometimes, there may be a need for additional professional services and a referral is made to an outside agency. In such cases, the EAP staff work with you to find services covered by your health insurance or through other resources that you can afford.

### Will LCPS Know That I Am Using the EAP?

Confidentiality is one of the most important aspects of the EAP. Be assured that if you or a family member contacts the EAP directly, no one in your company will know unless you tell them.

### How Do I Use the EAP?

To get help, just call 1-800-EAP-7272 (1-800-327-7272). Professional counselors are available all day, every day. Should you need or want to meet with a counselor, a time will be scheduled that is convenient for you. Up to 6 free counseling sessions per issue.

You can also access EAP online resources at [www.mylifeexpert.com](http://www.mylifeexpert.com). To sign up for the first time, use company code LCPSCHOOLS.

### What Kinds of Problems Can my EAP Help with?

Your EAP can help you and your family with most any kind of problem!

- Marital or family problems
- Legal difficulties
- Emotional or stress related problems
- Drug or alcohol abuse
- Debt management and consolidation
- Credit counseling and coaching
- Retirement and estate planning
- Budgeting
- Home financing
- Investing

**[www.mylifeexpert.com](http://www.mylifeexpert.com)**

**1-800-327-7272**

# Employee Benefits News

For LCPS Employees - September 12, 2023

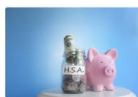
## In This Issue:

- LCPS Flu Shot Clinics Start Next Week
- LCPS Blood Drive - Free Gift!
- Strive to Thrive Sprint Challenge
- Attention New Employees: Check your Benefit Deductions
- Hybrid Voluntary Contribution Deadline
- Lytle EAP - Your Employee Assistance Program
- Upcoming Wellness Webinars
- Retirement Information Session
- Cigna Office Hours
- Events and Happenings

## LCPS Flu Shot Clinics Start Next Week

LCPS is hosting flu shot clinics in September and October. Flu shots will be administered by Inova nurses at various locations throughout the County. Flu shots are FREE for LCPS employees, substitutes and dependents covered by an LCPS medical plan (LCPS badge or Cigna medical card required). Non-covered family members will be charged \$34.00 per standard shot.

Weekday clinics are walk-in and do not require appointments. Appointments are required for Saturday clinics only. Find more information and the Flu Shot Clinic Schedule on the [2023 LCPS Flu Shot Clinics webpage](#).



## Health Savings Accounts - LCPS Contribution & Debit Cards

LCPS will make an annual contribution of \$1,000 (for employee only) and \$2,000 (for employee + one or more dependent), to your HSA account. This contribution will be deposited into your HSA account within 2 weeks of the January 27th pay (first pay for new 2023 elections). If you incur any eligible expenses prior to the funds being available in your account and payment of the expense cannot wait until your funds are available, you can pay the expense and then reimburse yourself out of your HSA funds. It's easy to do through your HSA account on [www.mycigna.com](#).

You can also make pre-tax contributions to your HSA. If you would like to start or change your contributions to your HSA, you can do so at any time during the year by completing an HSA Change Form. As a reminder, contributions (from you and LCPS) are available once they are deposited into your account - and not in advance.

HSAs are only available to employees enrolled in the High Deductible Health Plan. If you are a new participant, your HSA card should have arrived at your home this week. For more information, forms and links to helpful resources, visit our [HSA webpage](#).

Health Savings Account Webpage

## Retirement Information Sessions

Are you planning to retire in the next year? We are offering two live virtual information sessions each month to provide you with all of the details you need to get started.



# Employee Benefits News

For LCPS Employees - June 20, 2023

## In This Issue:

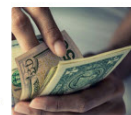
- Earn Your \$50 Wellness Reward
- Give Yourself a Gut Check Webinar Recording Now Available
- End of School Year Steps Sprint Challenge Results
- EAP - Did You Know? Your EAP Can Help You Find Eldercare
- Mid-Year Changes to Health Insurance - Qualifying Life Events
- Saving for College with Invest 529 Employee Webinar
- Retirement Information Sessions
- Cigna Office Hours
- Events and Happenings

## Earn Your \$50 Wellness Reward

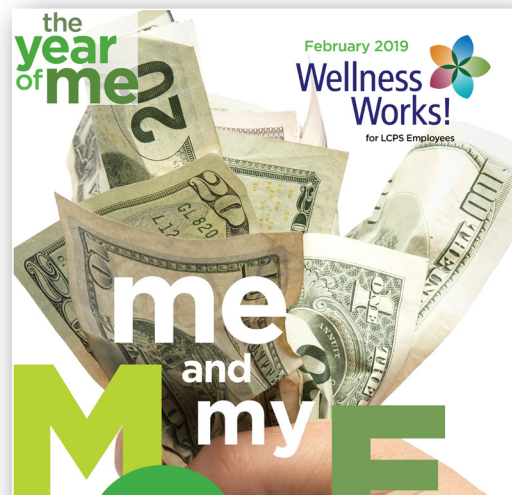
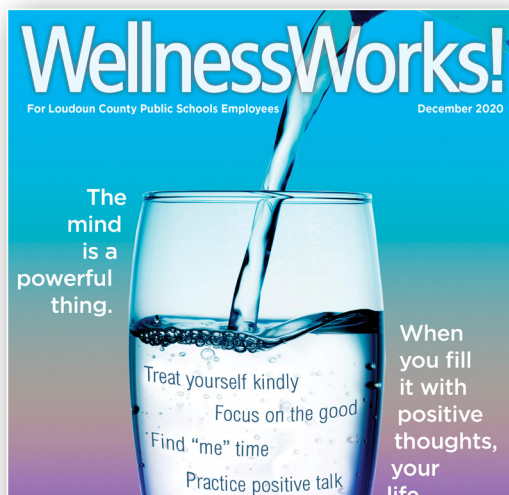
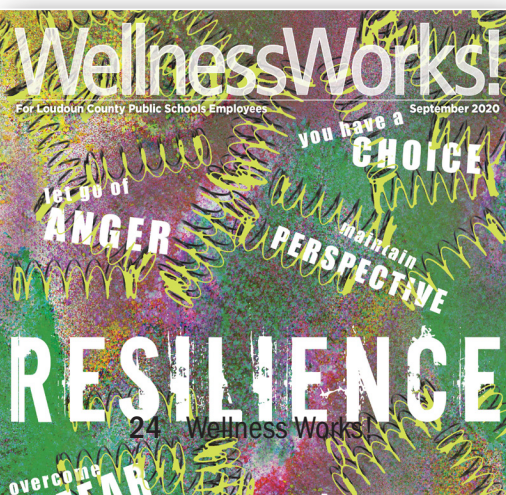
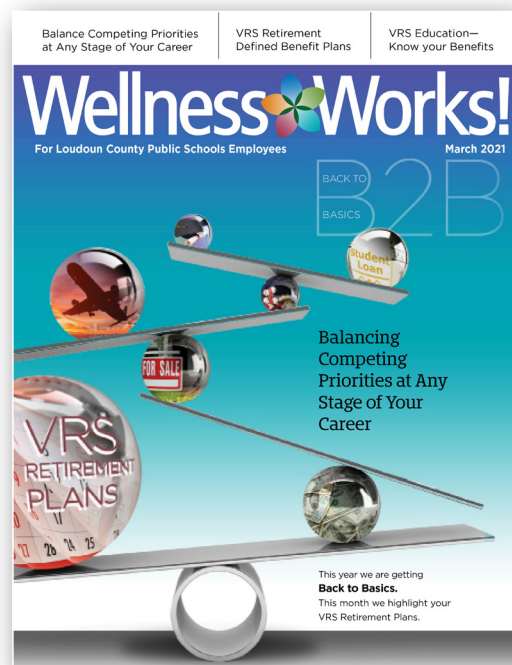
It's easy. Simply complete the Cigna online medical health assessment and include your biometric numbers to earn your reward! No need to complete other tasks or submit paperwork.

All full-time LCPS employees are eligible. Don't leave money on the table. Here is how you can access the health assessment.

- **Insured through Cigna:** Go to [www.mycigna.com](#). Log into your account or Register if it's your first time visiting. Under the Wellness drop down choose My Health Assessment. You will see your options and will choose TAKE MY ASSESSMENT to get started.
- **Not insured through Cigna:** Copy and paste this link into your web browser: [https://mycigna.com/Wellness/5290020](#). Sign in if you did this last year or Don't have an account if it's your first time.



# Employee Benefits News





## Providing resources to help you improve your health and wellness...and save money!

The Employee Benefits Newsletter is distributed to you every other week via email. You can also access all newsletters and Wellness Works! magazines on the Employee Benefits website under the *Wellness Works!* link. The newsletters and magazines contain important and exciting information about your LCPS benefits and LCPS wellness programs.

### **Benefits Topics**

- What benefits are available to you
- How your benefit programs work and benefit FAQs
- How to best utilize your benefits and save money
- Upcoming changes to benefits and benefit options

### **Wellness Topics**

- LCPS wellness program details
- Upcoming wellness events
- Wellness resources
- Employee wellness success stories

Don't miss these and other helpful topics. Read the newsletter when it comes into your email box or access all of the newsletters and magazines on the [\*Employee Benefits News\*](#) page of our website.

**Free** Make  
someone's day!

# Nominate a Champion for Change

Year  
Round





## Has someone you know had a positive impact on you?

A Champion For Change is someone who is enthusiastic about wellness and willing to try new or different ideas to make a positive change and inspire others.

It's been said that people respond to change typically in one of four ways: they become critics, bystanders, victims

or change champions. When you're presented with the need for change in your home or workplace, becoming a change champion is achievable!

- Be an advocate of change
- Define where you are going
- Own and balance the conflicts between standing still and moving forward
- Clear the path for change
- Commit to the outcomes

Do you know someone that has committed to a change that has had a positive effect on their physical, financial and/or emotional well-being?

Maybe you know someone that excels at motivating colleagues? Someone that is a leader in the Wellness Works! Initiatives?

Champions are awarded plaques, recognized by senior leadership and featured in the Wellness Works! Magazine so...go ahead...make their day! Just click on the following link to submit your nomination.

[Champion for Change Nomination Form](#)

**Free** Motivate  
Others

**TELL ME  
ABOUT IT!**

THE PROGRAM HAS  
**BEEN A GAME CHANGER**  
IN MY WEIGHT LOSS ATTEMPTS.

OUR **EVENING WALKS**  
BECAME A **SPECIAL**  
**BONDING TIME** FOR US.

Tell Me  
About It

MY DAUGHTER AND I BOTH  
**HOPE TO EARN A**  
**BLACK BELT** NEXT  
YEAR.

Actual LCPS  
Employees



## **Tell Me About It!**

Ask yourself, “Can I be happier both at home and at work?” “Am I on target to retire on my terms?” “Am I comfortable with my current weight?” “Am I ready to stop thinking about what I need to do – and actually do it?”

Through Wellness Works! programs we share information, tips, stories and programs to help you answer these questions and find workable solutions.

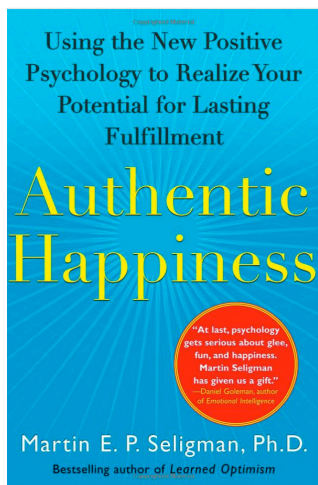
**Just  
Click  
On**



Tell Me About It! is a campaign to gather feedback from you about the LCPS programs and benefits. Do you have a health or wellness success story or tip to share with us? Is there an LCPS program that has benefitted you, a lesson you have learned or any other

personal success you would like to share with your LCPS work community? Tell Me About It! — We hope your experience will motivate or benefit other LCPS employees.



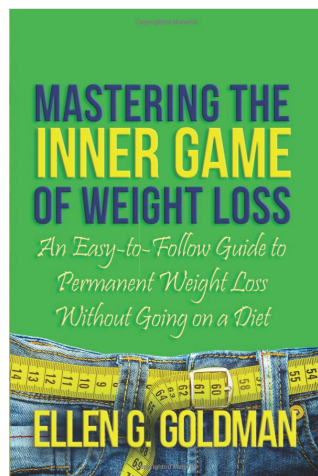


### Authentic Happiness

Martin Seligman, Ph.D.

A national bestseller, *Authentic Happiness* launched the revolutionary new science of Positive Psychology — and sparked a coast-to-coast debate on the nature of real happiness.

According to esteemed psychologist and bestselling author Martin Seligman, happiness is not the result of good genes or luck. Real, lasting happiness comes from focusing on one's personal strengths rather than weaknesses — and working with them to improve all aspects of one's life. Using practical exercises, brief tests, and a dynamic website program, Seligman shows readers how to identify their highest virtues and use them in ways they haven't yet considered. Accessible and proven, *Authentic Happiness* is the most powerful work of popular psychology in years.



### Mastering the Inner Game of Weight Loss

Ellen G. Goldman

If sustainable, permanent weight loss is what you are after, tweaking your daily habits and learning how to eat and live healthily while getting on with your busy life is how you will achieve that goal. Ellen G. Goldman grew up with a mother who was almost always on a diet, slavishly trying to shed pounds by sacrificing this or only eating that. But every attempt was met with failure and pound after pound crept back whenever she gave up. After years of watching her mother's struggles, Ellen decided there had to be a better way. Devoting her education and career to the study of health, fitness, and nutrition, and later becoming a National Board Certified Health and Wellness coach, Ellen has spent the last 30 years helping her clients to lose weight and keep it off. Now she's sharing her 52 best tips with you.

# Find the Help You Need

LCPS offers many resources to meet your needs and sometimes it's hard to know where to go for what. The chart below will guide you to the right place for your needs.

Service Provider	Who Can Use It	Available Services	Hours	Contact Information	Example
Cigna Personal Health Team	Employees enrolled in Cigna Health Plan	Talk with a counselor one-on-one about your wellness, medical or health needs	24/7	877-459-6150	Weight loss help Managing chronic pain
Tele-medicine	Employees enrolled in Cigna Health Plan	Communicate directly with a doctor on your phone, tablet or computer	24/7	MD Live 888-726-3171 www.mycigna.com - Talk to a doctor or nurse 24/7 - Connect Now	Non-emergency situations such as sore throat or fever Immediate contact with a doctor for consultation or prescription Out of town medical support
Lytle Mental Health Services	All Employees	Crisis support, mental health, and substance abuse	24/7	800-327-7272 www.mylifeexpert.com Company Code LCPSCHOOLS	Mental health crisis support At work or at home Completely confidential



# EMPLOYEE ASSISTANCE PROGRAM

Financial worries, aging parents, job stress, health issues - Everyone faces challenges from time to time, with your EAP you don't have to face these things alone.

*This includes solutions such as:*

## ANYTIME, ANYWHERE

Reducing barriers to access through technology

**INCLUDES:** 24/7/365 Telephone Support,  
Mobile App with Chat Functionality, Video  
Counseling and Web Portal

## PERSONAL ASSISTANT

Our Personal Assistant helps individuals with their "to do" list. It can be difficult to find extra time in the day to manage everyday tasks. We help lighten the load through researching the best options to benefit you and your loved ones.

**SERVICES INCLUDE:** Entertainment & Dining,  
Travel & Tourism, Household Errands, Service  
Professionals

## COACHING

We help employees and their household members achieve their personal and professional goals by providing coaching that meets needs in many of life's domains. A coach works actively to help individuals assess their current situation then develop goals to meet their stated expectations. A coach is an accountability partner and helps individuals overcome obstacles to achieve goals. **COACHES HELP WITH:** Life Transitions, Work/Life Balance, Goal Setting, Improving Relationships, & More.

## MEDICAL ADVOCACY

Medical Advocacy is a new approach to maneuvering through the healthcare system. It offers strategies to promote employee health, productivity, and well-being by serving patient populations throughout the entire lifespan and by addressing health problems in every category of disease classification and in all disease stages.

**WE HELP WITH:** Insurance Navigation, Doctor Referrals, Specialist Referrals, Care Transition, Discharge Planning, Adult Care Coach

## LEGAL/FINANCIAL RESOURCES

Legal and Financial resources and referrals are available to connect employees with experienced, vetted professionals in their topical area of legal and financial needs.

**RESOURCES INCLUDE:** Divorce/Custody, Bankruptcy, Budgeting, Estate Planning/Wills, Personal Injury/Malpractice, Major Life Event Planning

## MENTAL HEALTH COUNSELING

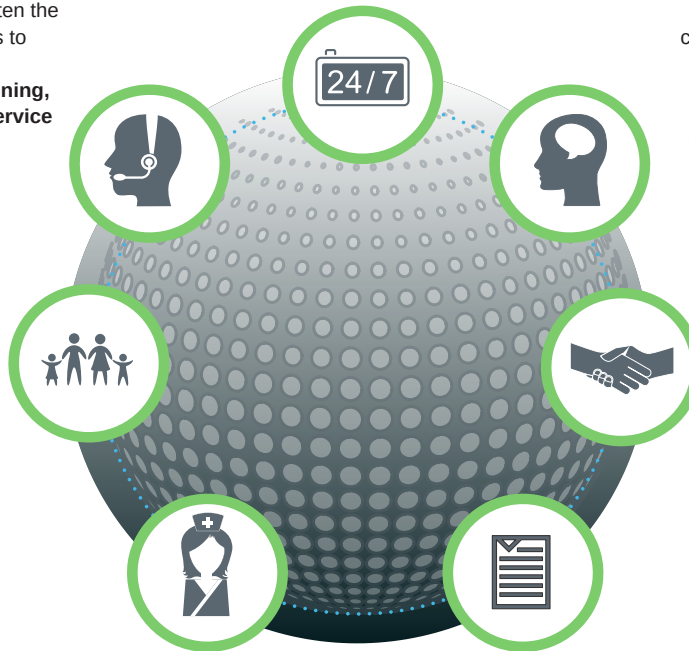
When overwhelmed with personal, work or life stressors, mental health counseling can be a lifesaver. Our licensed master's level counselors support you and your household members through difficult times providing confidential assistance 24/7.

**WE HELP WITH:** Family Conflict, Couples/Relationships, Substance Abuse, Anxiety, Depression

## WORK/LIFE RESOURCES

Navigating the practical challenges of life, while handling the demands of your job can be stressful. Work/Life resources and referral services are designed to provide knowledgeable consultation and customized guidance to assist with gaining resolution to everyday hurdles.

**RESOURCES INCLUDE:** Home Safe Services, Adoption, Elder/Adult Care, Parenting, Child Care, Special Needs Support, Wellness



**PRIVATE, CONFIDENTIAL, & AT NO COST TO YOU**  
**FOR YOU AND YOUR HOUSEHOLD MEMBERS**

Your participation with your EAP is voluntary and strictly confidential. We do not report back to your employer about the things you discuss in private counseling conversations.

**1-800-327-7272 or [www.mylifeexpert.com](http://www.mylifeexpert.com)**  
**To log in use Company Code: LCPSCHOOLS**