



Becoming Your Best Self

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

Many challenges can impact our mental health during the holidays, from the hustle and bustle of preparations to social gatherings and gift-giving expectations.

Unwrap wellness this December and give yourself the gift of patience, kindness, and grace





ConGlobal Perks—just in time for the holidays!

ConGlobal employees get unparalleled access to employee discounts from industry-leading travel, entertainment, and retail brands.



Scan the QR code and follow the instructions below to activate your ConGlobal Perks account and enjoy deals and limited-time offers on the products, services, and experiences you need and love.

- Hotel discounts up to 60% off
- Save up to 20% on flights
- Get movie tickets up to 40% off
- Save up to \$100 off gate prices at Walt Disney World
- Exclusive savings Apple products, appliances, and even new or used cars



Scan QR code or click the link to visit website



Choose the best deals and offers



Find amazing exclusive offers & deals



More savings, more of what makes you happy



Do you have a holiday preset?

Some people are pulling back this season—in socializing, spending, eating, etc. to bolster their mental health.

The holidays can be taxing, both mentally and physically. The American Psychiatric Association reports that 31% of Americans expect to feel more stressed from constant eating and drinking, the financial strain of buying gifts and traveling, and the reunions with family members together that can take a toll.

But some forward-thinking people are taking steps to get their minds and bodies ready for the season's stimulus by creating a "preset" or "pretox" or wellness break before the holidays.

"I always tell people try to flex your 'no' so you can protect your 'yes,' says Dr. Megan Hays, a Clinical Psychologist at UAB's Office of Wellness. It's easy to stretch yourself too thin, "...so we really want to be careful and mindful before automatically committing to things."

Here are some proactive steps you can take to protect your mental health.

- 1. Set realistic expectations.** This can improve your life and well-being any time of year. It involves setting boundaries by being honest with what you can do without feeling overwhelmed.
- 2. Set aside time for yourself.** Don't overschedule every moment of your holiday season.
- 3. Identify personal triggers.** Take time to identify specific holiday stressors that affect you the most. Knowing your triggers will help you address them head-on.
- 4. Define your goals.** Before the holiday is in full swing, spend time and set your holiday objectives about your time, finances, and whether you should host or not.





MDLive, virtual health care that's there for you when and where you need it

Primary care—get fast appointments, referrals, prescriptions, lab work, and diagnostic visits at no additional cost! Establish a relationship with a primary care provider (PCP) to manage conditions and routine care.

Urgent care—on-demand 24/7, or schedule a time that works for you! It is a convenient, affordable alternative to urgent care centers or the ER and includes pediatric care from the comfort of your home.

Dermatology—fast, customized care for skin, hair, and nail conditions, and no appointment is required. Upload photos or describe symptoms; a board-certified dermatologist will review and provide a treatment plan.

Behavioral care—talk therapy and psychiatry from the privacy of your home with no waiting rooms. Access licensed therapists and board-certified psychiatrists and have recurring sessions with the same provider. Care for issues such as anxiety, stress, life changes, and depression.

We're making access to high-quality healthcare more convenient and affordable through Cigna and MDLive, available by phone or video and in English and Spanish.

It's easy to connect to care.

1. Access MDLive by logging into myCigna.com
2. Tap the "talk to doctor" button on the homepage
3. Select the type of care you need
4. Schedule your appointment or start your visit right away

Visit myCigna.com or call 888-726-3171



Skip the guilt this holiday season

1. "I'm satisfying myself, not others." Try not to let the cook's feelings control how much you eat. Enjoy the moment and let the cook know that you appreciate the meal (and them)!
2. "What I eat on a daily basis matters most." Remind yourself that what matters is what you do the rest of the year, not these few days during the holidays.
3. "A snack before a big meal can be good for me." Don't avoid eating before a big meal to cut calories and "save" room. Eating a small healthy snack earlier in the day can help satisfy cravings.

The holidays often mean rich, delicious meals, and treats. Use these 3 positive food mantras and enjoy the holidays without the guilt.



Omada is here to help you through the holidays and beyond. Get personalized health support from anywhere at no additional cost (if eligible) from Omada.

Apply today at omadahealth.com/conglobal



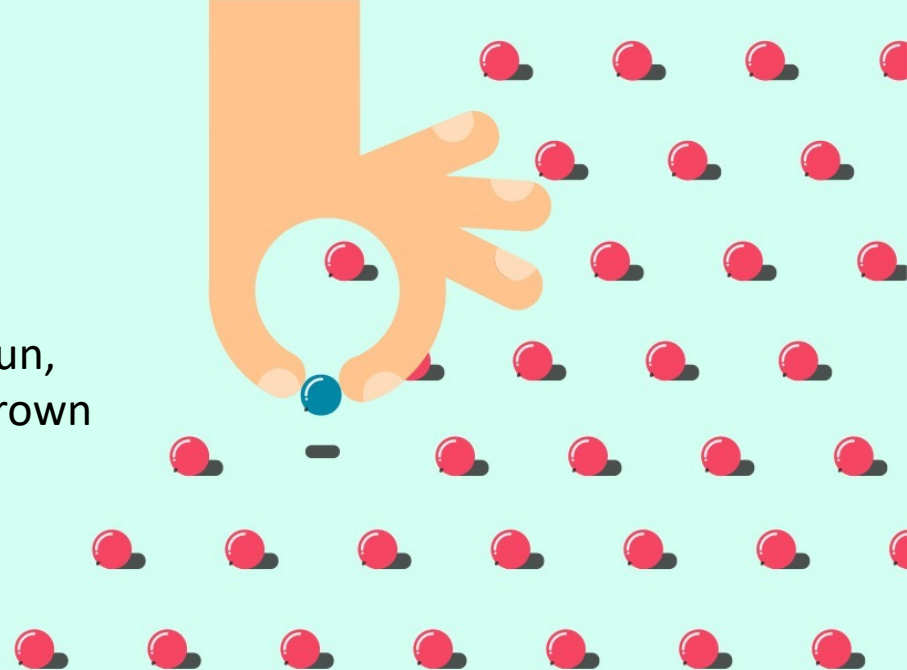
Perfectionism—Overcoming all-or-nothing thinking

“When perfectionism drives us, shame is riding shotgun, and fear is that annoying backseat driver!” —Brene Brown

It's tempting to see perfectionism as a desirable or positive quality—it shows we pay close attention to detail and want to get things right. But in fact, obsessive perfectionism can do more harm than good. It can damage self-esteem, put a strain on relationships, and may even lead to serious health problems.

Adaptive perfectionists want to develop their skills continually. Their standards are always rising, and they approach work with optimism, pleasure, and a desire to improve. This is the healthier type of perfectionism.

Maladaptive perfectionists are never satisfied with what they achieve, and if something isn't perfect, they dismiss it. They may experience fear of failure, anxiety, unhappiness, and other painful emotions.



When perfectionism gets out of control or becomes obsessive, it can cause stress, depression, burnout, and worse.

If you think this describes you, try:

- Challenging your behavior and beliefs.
- Setting realistic goals.
- Listening to your emotions.
- Trying not to fear making mistakes.
- Readjusting your focus on the bigger picture.
- Relaxing and going with the flow.



Best grocery shopping apps that can save you time & money

Forget the list on the fridge; use these grocery shopping apps to make food shopping and meal prep faster, easier, cheaper, and more convenient than ever.



Best for coupons—Ibotta, FREE

Say goodbye to the days of spending hours cutting coupons or forgetting to bring them to the store.



Best for lists—AnyList

Create and share grocery lists and stay in sync with family & friends, and store and organize your recipes.



Best for meal delivery—Instacart, FREE to download, but a delivery fee

Why leave home when you can have groceries delivered in as little as an hour? Instacart, which partners with more than 300 retailers nationwide, connects you with personal shoppers in your area.



Best for meal planning—Mealime, the basic version, is FREE

If you want to change your grocery shopping habits to save money and eat healthier, an app Mealime will do the meal planning for you.

The 5 most effective exercises to keep you pain-free

If the time or energy you have to move your body is limited—or maybe you're just easing into this whole fitness thing—honing in on a few specific exercises will help prevent injuries and common problems like back pain.

"All of the exercises I'm sharing target muscle groups that work together to keep us upright against gravity," said Dr. Behenna, PT, DPT. "When one or more of these muscle groups is weak, other muscles must compensate for that weakness to allow you to keep moving, which can cause dysfunction at muscles and joints and potential pain over time."



1. **Plank**—one of the most loved (and hated) core exercises gets top billing. Planks work your core and help with stability and endurance.
2. **Step ups**—exaggerating the act of going upstairs by working one leg at a time is a great way to build strength and balance. Single-leg strengthening is often neglected and leads to asymmetry of strength.
3. **Side-lying hip abduction**—these leg lifts are a great way to target the gluteus medius, which can lead to greater walking stability.
4. **Heel and toe raises**—working your calves will help keep you mobile by building strength and lengthening these often tight, knotted muscles. You'll also activate the small muscles in your feet to help create a stable base for walking.
5. **Hamstring and calf stretch**—these stretches complement those heel raises and step-ups. When the hamstrings are tight, they can pull on the pelvis, causing more stress on the lower back when standing.

Give your grilled cheese an upgrade

Whether you like your grilled cheese paired with soup or on its own, these easy recipes put a flavorful spin on this classic, crowd-pleasing sandwich.



Turkey & apple

Inspired by fall (and leftovers) is a delicious treat any time of the year. Start by slightly caramelizing onions and mixing them with apple jelly, stacking them on top of gouda or white cheddar, and topping them with Granny Smith slices. Griddle until golden brown.

Smashed peach & poblano

This checks all the flavor boxes: sweet, savory, smoky, and spicy: layer roasted peppers, fresh peach slices, white cheddar cheese, and crispy bacon between buttered sourdough.



Tomato & avocado

Everything you adore about creamy guacamole in a handheld package: combine avocado with parsley and lemon juice to make a luscious spread, and top with tomato for a boost of flavor with heart-healthy fat.

Therapist-approved tips for when you're feeling lonely

Don't let your lack of a plus-one stop you

While there are many exciting activities at the end of the year, sometimes it can come with a whole heap of emotions like hopelessness and sadness. Whatever your situation, feeling isolated is not fun. Here are some therapist-backed tips:

First, relish in your ability to do whatever you want with your time. "When you're feeling lonely, it can be easy to focus on what you're lacking, like a core group of friends to chill with or a deep connection with another person. And while those feelings are valid, finding activities that bring you joy can shift your feelings away from loneliness," said therapist Jin Kilm.

Do that thing you want to, even without a plus-one. "People often get hung up on needing to go places with others, but if you do enjoyable things on your own, you may be able to find a potential friend along the way," said therapist Erica Turner.

Join groups that share your interests. "Joining a club (or just a group of people with similar interests) is a great way to form real-life connections," said licensed clinical psychologist Sophia Choukas-Bradley.

Remember how cool you are. If your loneliness comes with a side of low self-esteem, that checks out. "A lot of times when we are lonely, we're pretty hard on ourselves," said psychiatrist and psychotherapist Melissa Shepard. "Loneliness tends to be more painful because we blame ourselves for being lonely."



Loneliness can be hard to shake, even after taking steps to change the situation. If loneliness becomes too much to bear and you feel overwhelmed or in despair, please contact family, friends, or a professional.

**National Suicide Prevention Lifeline—1800-273-8255
Crisis Text Line—text HOME to 741741**



Preventative health care

Understand what's covered

Preventative care is a specific group of services recommended when you don't have any symptoms or haven't been diagnosed with a related health issue.

Preventative care can help detect problems at early stages, when they may be easier to treat and prevent certain illnesses from happening.

This includes your wellness exam (checkup), specific tests, certain health screenings, and most immunizations. Most of these services can happen during the same visit.

Many plans cover preventative care at no additional cost when you use a health care provider in your plan's network. Before you book an appointment, search for your provider at myCigna.com.

Visit <http://bit.ly/3hSzwT1> for a complete list of services Cigna covers and what they don't consider preventative care.



How to stop negative self-talk

You accomplish things worthy of praise every day. You hit a deadline, made time in your schedule for self-care, and offered valuable support to a friend. Yet, in the back of your mind, your inner voice might be interrupted by negativity.

Negative self-talk is a barrier many people face. The false narratives you tell yourself can erode your self-esteem and make it feel like nothing you do is ever good enough. Battling your inner critic isn't easy, but altering your mindset and treating yourself with the care you deserve is possible.

The first step to learning to be less negative is developing self-awareness and identifying bad habits. You may not be aware when your negative emotions take over, so this is an essential first step.

Rather than letting your negative thoughts take over, actively challenge them. Question their validity by examining what fuels the emotion. For example, if your manager calls a private meeting and you automatically think you're in trouble, pause and sit with that thought.

Ask yourself:

- Are my thoughts based on facts or assumptions?
- What evidence supports or contradicts my negative thinking?
- How else can I interpret this situation?
- What would I tell a good friend in the same situation?
- Is this thought helpful or harmful?



Actively reframe negative thinking into positive self-talk. This means remembering the positives of a situation, acknowledging your skills and desirable personality traits, and finding the optimistic truth.

Some negative thinking patterns might be symptoms of a more significant mental health challenge that you can't conquer alone. If you think that might be the case, try meeting with a mental health professional.

Speaking with a therapist or counselor can help you develop personalized coping mechanisms and cognitive strategies to combat negative self-talk. At the same time, they can help you find the root cause of potential self-esteem problems and take steps toward growth. There's nothing wrong with seeking help, and it could be the thing you need to let go of negative thoughts.



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: \$15-30, 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: \$500, 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: \$500, 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

Included Health,
includedhealth.com/conglobal
1-800-929-0926

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

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

Cigna Personalized support
Email:
conglobal@cignahealthcare.com

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

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

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

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

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

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

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

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

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

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

Smart Connect,
gps.smartmatch.com/conglobal
833-859-1314

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

