November 2021 Employee Email

Dear XXXX employees,

I hope you are enjoying the slightly cooler weather, fall colors, and the anticipation the upcoming holidays! The holiday season offers an opportunity to reflect on the year we’ve had and look forward to what’s next. As you reflect, we hope you take an inventory of your own mental, physical, and emotional wellbeing….and that you are aware of the many benefits available to support you this holiday season.

For example, be mindful of this increasingly common condition emerging in workplace cultures across the country: burnout. According to [a survey conducted by Indeed](https://www.indeed.com/lead/preventing-employee-burnout-report) in 2021, 52% of employee respondents report experiencing burnout, up from the 43% who said the same in a pre-COVID-19 survey.

The World Health Organization defines burnout as a syndrome resulting from chronic workplace stress that has not been managed successfully. If you are unsure if you are feeling burned out, the [Mayo Clinic offers these questions](https://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/burnout/art-20046642) to assess your own state:

* Have you become cynical or critical at work?
* Do you drag yourself to work and have trouble getting started?
* Have you become irritable or impatient with co-workers, customers or clients?
* Do you lack the energy to be consistently productive?
* Do you find it hard to concentrate?
* Do you lack satisfaction from your achievements?
* Do you feel disillusioned about your job?
* Are you using food, drugs or alcohol to feel better or to simply not feel?
* Have your sleep habits changed?
* Are you troubled by unexplained headaches, stomach or bowel problems, or other physical complaints?

If you answered yes to any of these questions, you may be experiencing burnout and have support available to you.

* As a HealthSelect of Texas plan participant, you can access virtual mental health counseling at no cost to you through MDLive and Doctor on Demand, in addition to an expanded BCBSTX network of mental health providers you can visit in person for a $25 copay. You do not need a referral from your PCP to see mental health providers. Learn how to get care by calling a BCBSTX Personal Health Assistant at 1-800-252-8039 or on this HealthSelect [webpage](https://healthselect.bcbstx.com/content/medical-benefits/mental-health).
* Our EAP offers many resources. Insert those resources here.
* Recently, ERS recorded a webinar on “Managing Burnout & Compassion Fatigue” that you may find enlightening and helpful. You can access that recording and much more through the [Virtual Wellness Fair Channel](https://www.gotostage.com/channel/2021-virtual-wellness-fair).

During November, we hope you attend some of the virtual wellness events being offered through ERS [and HR/or other resources you want to direct employees to}. See the attached flyer with ERS Wellness Events or register directly through [the ERS Wellness Events Calendar.](https://ers.texas.gov/Event-Calendars/Wellness-Events) [attach flyer]

As always, please let me know if you have questions or concerns.

Happy holidays!

Your wellness Coordinator