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COPING WITH UNCERTAINTY

2020 has been a year for the record books. Many of us have had to manage anxiety around COVID-19, financial uncertainties, layoffs and, if that’s not enough – a stressful election. Change happens all the time. Learning healthy ways to cope with change can help you and your loved ones with the fact of life that change is inevitable. Here are some suggestions:

GIVE YOURSELF A "HIGH FIVE."

Having gone through all the challenges of 2020, you’re already a "change warrior." Rather than focus on what is not working, focus on your accomplishments in getting through this difficult time.

REMEMBER YOU CAN ONLY CONTROL SOME THINGS.

Lots of what’s happening isn’t within anyone’s control. But you can control your own actions and thoughts. So get to work on those. Feeling anxious? Practice relaxation techniques, go for walks, eat healthy meals and get enough sleep. Feeling worried? Connect with friends and family to talk and share feelings. Focus on what you can influence or manage – and not on things that are beyond your control. Remember: Stressing won’t change the outcome.

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"You must gain control over your money or the lack of it will forever control you.” – Dave Ramsey

If there’s anything 2020 has taught the world, it’s that you can’t control everything—but you can prepare yourself for hard times. That’s why we offer SmartDollar, a financial wellness benefit for all benefits eligible employees for FREE.

SmartDollar will help you:

- Save for uncertain times.
- Pay off debt.
- Invest with confidence.

Did this year catch you unprepared financially? You’re not alone. Ramsey Solutions and SmartDollar hosted an event to answer the question “What Now?”

Check out these new videos

Now’s the time to say, “Never again!” and start taking steps to get rid of debt and save up your emergency fund for a rainy day. Because, at some point, it will rain. Hopefully not to the extent of a global pandemic, but life just happens. You get sick, your spouse loses their income, the car gets totaled—and that’s just scratching the surface. SmartDollar is a fully digital experience that will get you on track with an EveryDollar budget and equip you with knowledge about finances with in-app content through videos, articles and audio clips.

BUILD YOUR RESILIENCE.

Ultimately, we all need to adjust. And that’s a process. Building resilience—the ability to bounce back—is one of the key factors. Think about other difficult times you lived through and other challenges you’ve met head on. If you’ve been an activist, you can still advocate.

Remember – you’re not alone. We’re here for you anytime, 24/7.

This information was brought to you by the Employee Assistance Program (EAP) Resources For Living.

If you’re feeling unsettled, consider reaching out for help. Call us for more tips on coping and managing change. We’re here for you 24/7.

888-238-6232 (TTY: 711)
www.mylifevalues.com
Username: Pima Password: County

CREATE YOUR ACCOUNT TODAY!

DO THE 5, STAY SAFE & EARN POINTS

Complete the Do The Five Challenge by completing a different wellness activity each day for 19 days.

Details for each activity can be located within this packet. Submit the Do the Five Wellness Calendar and earn 10 Healthy Lifestyle Activity Points. This challenge can be completed one time per reporting year for points.
TUITION DISCOUNT UPDATES FOR NOVEMBER 2020

Arizona Online (University of Arizona)

As a Pima County employee, spouse, domestic partner or dependent you will receive additional employee benefits including a 10% tuition reduction on online undergraduate and graduate programs.

Important Dates:
- Spring Session I start date: January 13, 2021
- Spring Session II start date: March 15, 2021

Visit online.arizona.edu/pima-county to get started!

Arizona State University

Arizona State University is advancing education and expanding career possibilities for public employee in Arizona with the Arizona Public Employee Scholarship.

ASU is proud to offer a scholarship opportunity to public employees interested in pursuing a degree and upskilling for the careers they have now and the goals they’re working toward. This 10% scholarship will apply to any of ASU’s world-class degree programs on any ASU campus, including online undergraduate and graduate degree programs. The application is simple, and employees can submit the required form anytime during the semester before the last day of classes to receive the award.

Visit students.asu.edu/arizona-public-employee-scholarship to learn more!

*Note: A completed Employment Verification Form will be required for this Scholarship. Please contact Toni Parkhurst at toni.parkhurst@pima.gov for additional information.

Grand Canyon University

For the month of November 2020, GCU is offering a 25% tuition discount* for all new undergraduate degree program students (excluding RN-BSN, certificates and bridges.) This discount cannot be combined with the Pima County tuition scholarship. Remember that you must be enrolled in an undergraduate degree program prior to November 30, 2020 to take advantage of this limited time tuition discount offer.

Pima County Employees that do not qualify for this new undergraduate degree program tuition discount offer are eligible to take advantage of our Partnership discount providing all Pima County employees with a 10% tuition scholarship toward the Bachelor, Masters, and Doctorate degree program of your choice.

Visit gcu.edu/uc/barry.julian to get started!

*MOU 6634 required

Northern Arizona University

Benefit from a 10% tuition reduction on NAU graduate programs as a Pima County employee.

Visit nau.edu/educational-partnerships/pima-county/ to get started!

Questions? Please contact Pima County Employee Benefits at: hrbenefits@pima.gov

Or visit the Tuition Discount webpage for additional information.