The MIT Work-Life Center: Help with All Life’s Challenges
Agenda

- Overview of Work-Life Center Benefits and Resources
- MyLife Services:
  - Benefit Overview
  - Work-Life Support
  - Emotional and Mental Health Support
  - Barriers and Tips for Referring Colleagues and Family
- Q&A
- Additional Resources at MIT
MIT Work-Life Center... Your MIT Work-Life Benefits

The MIT Work-Life Center offers a range of services to address specific life stages and concerns in order to enhance the quality of life at home and at work.

Resources to Support Your Life and Work

- MIT MyLife Services
- Senior Care Planning
- Backup Child Care and Backup Adult Care
- Planning and Paying for College
- Student Loan Repayment Strategies
- Children with Special Learning Needs

WHO WE HELP

Faculty  Staff  Postdoc Associates & Postdoc Fellows  Partners & Family Members
Caring for Aging Parents and Other Adults

Experienced Senior Care Advisors provide:

- Senior care planning and information
- In-depth individual and family consultations
- Customized, comprehensive action plans
- Facilitated family meetings
- Vetted providers across the U.S., including housing, adult day programs, at-home care, and Alzheimer’s/dementia care

Senior Care Planning is available for faculty, staff and postdocs. It is available by phone, in-person and in support groups. Senior Care Planning is provided by Care.com.
Backup Child Care & Backup Adult Care Services

Backup Child Care
• Child care providers assist when usual child care or school arrangements are disrupted or when a child is mildly ill. Child care can be in-home or in-center.

Backup Adult Care
• Providers can offer companionship, meal preparation, light housekeeping, and medication prompts for you or your adult or aging family members.

For faculty, staff, postdocs:
Up to 15 combined child care and/or adult care visits annually, at $16 per hour for in-home and $35 per day in-center.

Backup care is provided by Care@Work
Planning and Paying for College

Resources and Guidance to Help You at No Cost:

- Personalized consultations with college admissions advisors and college financial planning specialists
- Online portal and learning center with seminars, webinars and interactive tools
- Onsite seminars and in-person consultations

Take Charge of Your Child’s Educational Future

- Put together a realistic college list
- Learn when and how to apply for loans, scholarships and work study
- Explore possible majors and career paths
- Develop an admissions and finance strategy

Take Charge of Your Student Loans

- Put together a realistic repayment plan
- Learn about federal and private loan consolidation options
- Explore ways to reduce monthly payments
- Develop a strategy to avoid delinquency or default

Did you know?

MIT offers loans to eligible employees to offset the financial burden of providing an undergraduate or graduate college education to eligible dependent children. Learn more at: http://hrweb.mit.edu/benefits/tuition-education/educational-loan-plan
Comprehensive Special Needs Resource Program is available for faculty, staff and postdocs. Provided by **torchlight, Bright Horizons Special Needs**.

**Services Available at No Cost:**

- Individual consultations and customized referrals
- Access to state-specific and need-specific information and resources
- On-Site Seminars/ Webinars
The Work-Life Center Seminar Series

PERSONAL WELL-BEING...
Prioritize your health & happiness

FINANCIAL WELL-BEING...
Your lifelong investment

PARENTING...
A little help figuring it out

YOUNG PROFESSIONALS...
Navigating your life & career

TEEN YEARS & BEYOND...
Parenting teens & planning for college

RETIREMENT SENSE...
Making informed decisions

CARING FOR AGING PARENTS...
What worries you the most?
The Work-Life Center Team is Here to Help.

**Answers + Ideas + Resources**

**CALL US:**

617-253-1592

**EMAIL US:**

worklife@mit.edu

**VISIT US:**

https://hr.mit.edu/worklife/center
An Important MIT Benefit

My Life Services
A network of experts for MIT faculty, staff, postdocs & families

One call puts you in touch with a network of experts who provide:

- Free and Confidential Services
- Short-term Emotional and Mental Health Services
- Work-Life Consultations, Research, and Referrals
- Consultations about How to Help Someone in Distress
- Support Before, During and After a Disruptive Event

MIT Faculty, Staff, Postdocs and family members can consult 24/7 by phone or in-person with Master’s or Ph.D. level counselors.

KGA More Human. More Resources.
If there is something on your mind…

**MIT MyLife Services** can provide you and family members with:

- Budgeting, debt management and financial planning consultations
- Legal questions, resources and referrals
- Career assessments and coaching
- Sleep and nutrition consultations
- Parenting consultations and personalized referrals
- Child care resources and customized referrals

Consultations are with experts in the fields of law, finance, career, and work-life.
Emotional and Mental Health Support

Get a new perspective and find solutions...

MIT MyLife Services can help you and your family members with:

- Managing stress, depression, anxiety and emotional challenges
- Coping with change
- Family and work relationship issues
- Alcohol, drugs, gambling, and internet problems or addictions
- Illness and loss of a loved one

Each person is eligible for free, in-person, confidential counseling sessions per concern.
What Happens When You Call

- **MyLife Services** is free, confidential, and a person will always answer the phone 24/7
- You can always speak with a counselor immediately
- You will receive expert consultation and resource referral
- You (and your family members) may use up to 4 sessions per issue, per person, with a counselor, accessible to home or work
- You may consult with a counselor about how to refer a family member or colleague
What is Anxiety?*

Occasional anxiety (e.g., a temporary worry or fear) is part of life, but anxiety that does not go away, gets worse over time, or interferes with daily activities (e.g., job performance, schoolwork, relationships, etc.) may be indicative of an anxiety disorder...

Symptoms of anxiety include:

• Feeling restless, wound-up, or on-edge
• Being easily fatigued
• Having difficulty concentrating; mind going blank
• Being irritable
• Having muscle tension
• Difficulty controlling feelings of worry
• Having sleep problems, such as difficulty falling or staying asleep, restlessness, or unsatisfying sleep

Depression is more than feeling sad or going through a rough patch. Depressive disorder is a common, yet serious health condition that negatively impacts how you feel, think and act, and requires understanding and medical care.

Symptoms of depression include:

- Feeling sad or having a depressed mood
- Loss of interest or pleasure in activities once enjoyed
- Changes in appetite — weight loss or gain unrelated to dieting
- Trouble sleeping or sleeping too much
- Loss of energy or increased fatigue
- Increase in purposeless physical activity (e.g., hand-wrangling or pacing) or slowed movements and speech (actions observable by others)
- Feeling worthless or guilty
- Difficulty thinking, concentrating or making decisions
- Thoughts of death or suicide

*Paraphrased from American Psychiatric Association - [https://www.psychiatry.org/patients-families/depression/what-is-depression](https://www.psychiatry.org/patients-families/depression/what-is-depression) and NIMH — National Institute of Mental Health - [https://www.nami.org/Learn-More/Mental-Health-Conditions/Depression](https://www.nami.org/Learn-More/Mental-Health-Conditions/Depression)
What is Substance Abuse? *

Substance abuse is a consistent habit of over-using substances that alter brain chemistry, and negatively impact basic functioning, decision making, and physical health. Addiction is the most severe form of substance abuse, and is defined by compulsive substance use despite harmful consequences, and long-lasting changes in the brain.

Commonly used addictive substances include:

- Alcohol
- Marijuana
- Synthetic Cannabinoids (K2/Spice)
- Prescription and Over-the-Counter Medications:
  - Opioids (OxyContin®, Vicodin®)
  - Stimulants (Ritalin®, Adderall®, Concerta®, Dexedrine®)
  - CNS Depressants (Ambien®, Valium®, Xanax®)

What Keeps Employees from Accessing Help?

Common barriers include:

- Thinking you can handle it yourself
- Thinking that nothing can help you
- Worrying that others will judge you
- Worrying about confidentiality
- Limited time
- Limited affordability
- Denial (the biggest barrier of all!)
Connect with MyLife Services Specialists

Call: 844-405-LIFE (5433)
Email: info@MITMyLifeServices.com
Visit: www.MITMyLifeServices.com
Live-Chat: www.MITMyLifeServices.com

weekdays 9:00 to 5:00

Access Anytime 24/7
Additional MIT Resources: MyStressTools

MyStressTools—an online suite of stress management and resilience-building resources—will help you develop strategies for overall well-being, and cope with in-the-moment stress, at home and at work. MyStressTools is available at no cost to MIT faculty, staff, postdocs, and family members, and includes:

• MyStress Profiler: A confidential and personalized stress assessment that provides ongoing feedback and suggestions for improving your response to 10 categories of stress, including change, financial stress, stress symptoms, worry/fear, and time pressure.

• Podcasts and videos with experts, including Dan Goleman, Ph.D., Emotional Intelligence; Kristin Neff, Ph.D., Self-Compassion; and David Katz, M.D., Stress, Diet and Emotional Eating.

• Webinars on work-life balance, thinking through stress, mindfulness at work, and more.

• Relaxation music and guided relaxation exercises.

• Yoga@Work videos featuring yoga exercises that you can do in your chair.

• Expert Q & A on dealing with change, insomnia, depression, reducing stress, the benefits of chocolate, and more.

Use MyStressTools, confidentially, on your desktop, laptop or mobile device—To get started, visit: http://hr.mit.edu/worklife/mystresstools
Additional Resources: MIT Community Wellness

• Exercise and Fitness Classes: yoga, pilates, essentrics and more

• Stress Reduction, Mindfulness, and Relaxation:  
  https://medical.mit.edu/community/wellness/classes/mindfulness-meditation

• On-the-go support:
  
  o Call 617-253-CALM (2256) for a guided, three-minute relaxation recording.
  
  o Download free MP3 files to practice mindfulness and relaxation on your own:  
    https://medical.mit.edu/community/sleep/resources
  
  o Choosing a mindfulness app: https://medical.mit.edu/stay-healthy-mit-stress-reduction/mindfulness-apps