CARING FOR OUR ELDERS, OUR YOUNGSTERS, AND OURSELVES

Perhaps you’ve noticed changes in the health or mental acuity of older family members, especially those who’ve been isolated during the pandemic. To help you care for the elders in your life, Harvard offers specialized resources, including the following:

- **Employee Assistance Program** – Get advice on elder-care issues and referrals to nationwide resources from a trained counselor.

- **Senior Care Planning Program** – Speak with a social worker who is an expert in elder and geriatric care and get referrals to vetted services around the country. To learn more, attend the Senior Care Resources Review webinar at noon on December 13.

And don’t forget your kids

Learn how to cultivate openness and allow emotional connections to flourish in our Mindful Parenting webinar on December 7. In this engaging seminar, you’ll explore how to navigate the inevitable waves of joy and frustration that all parents experience when raising children. The pandemic has reset our social expectations and obligations so this may be the year to start some new traditions!

Or yourself

Avoid common pitfalls that cause people to de-prioritize the self-care they need. In this Harvard Business Review article, you’ll discover how to define self-care on your own terms and make meaningful shifts that bring you greater peace and joy. Whether you’re swapping stories with an older relative, playing games with the kids, or just relaxing by yourself with a cup of coffee, ’tis the season to show how much you care about your loved ones (and yourself).

SEE THE BIG (FINANCIAL) PICTURE

You may know how much is in your checking account and make contributions to your retirement plan, but do you have a sense of your total financial picture? It can be difficult to get a holistic view of your finances, especially if you and your spouse have accounts at different financial institutions, retirement accounts at former employers, or other non-Harvard savings.

Luckily, Harvard offers a range of tools that can help you get a big-picture look at your finances:

- **My Harvard Total Rewards** can show you the total value of your pay and benefits from Harvard, including retirement contributions, Harvard’s contributions to your health benefits, and more. (A HarvardKey is required to access the site.)

  - The FiTage tool, located at the bottom right corner of My Harvard Total Rewards, uses your current retirement balances and contributions to determine the age at which your projected savings will meet your financial needs, and lets you further customize with non-Harvard accounts.
MIND AND BODY
Explore the best version of yourself through expressions of gratitude, connection, and taking care of your health.

• Publicly express your gratitude to valued staff and colleagues who helped you get through this past year on our special Harvard Heroes 2021 website. You may want some tissues handy when you read the warm and heartfelt colleague-to-colleague tributes.

• Spending time with little ones and need a little back up? Or just looking to share a story? Check out fun and educational videos of Harvard Museums of Science & Culture staff reading picture books related to their collections at HMSC Story Time.

• Get a personalized wellness plan from Blue Cross Blue Shield’s ahealthyme. If you have health coverage through Harvard, simply complete a confidential health assessment and set your goals, and the app will help you stay on track.

LEARNING AND GROWTH
Put ideas into action by leveraging practical advice from experts.

• Want people to respond to your email requests? Start implementing the “email best practices” you’ll learn from Email for Action (HarvardKey required), a 90-minute virtual workshop.

• Advance your career at Harvard with guidance from the Harvard Recruiters Panel: Succeeding as an Internal Candidate webinar (HarvardKey required).

• If you’ve recently taken on more management responsibilities, find mentoring with Harvard ManageMentor (HarvardKey required), where you will learn about change management, delegating, and dealing with difficult interactions.

TIAA, Harvard’s retirement program administrator, offers a range of tools to help you understand your assets. By creating an account at TIAA.org, you can see your retirement account balances, the rate of return on your investments, and your projected monthly retirement income. You can also access powerful resources, including the following:

» 360° Financial View – Consolidate information from more than 11,000 financial institutions in one place, track your spending, and create a budget. (Find the link below the account summary on TIAA.org.)

» Retirement Advisor Tool – Combine all your financial information (including from a spouse or partner), set retirement income goals, and get personalized projections and recommendations.

» One-on-one consultations – Meet with a TIAA Advisor who can answer all your financial questions about saving for retirement, a child’s education, and more. To make an appointment, call 800-732-8353.

Retirewise from MetLife is a live, online workshop—free for faculty and staff—which helps you gain a greater understanding of your retirement needs and goals. Retirewise is offered several times a year. After you complete Retirewise, you may schedule a complimentary follow-up session with a financial planner who can provide additional advice.
LIVING AND WORKING
There’s no more important time to prioritize self-care than now. Turn to the Office of Work/Life for programs and resources to help.

• Take advantage of the Employee Assistance Program (EAP), available 24/7—even on holidays—to receive free, confidential help with personal or work-related concerns. Call 877-EAP-HARV (877-327-4278) or check out the EAP website.

• Learn how to reduce the stress of caregiving by attending the online seminar, The Cost of Caregiving: How Can You Lighten the Load? at noon on December 8.

• Is everything feeling just...too much? Register for the Stress Reduction: Self-Care Tools That Can Meet ANY Moment webinar on December 8 to explore proven solutions for living a calmer, wiser life.

FINANCES AND SECURITY
Don’t miss out on savings opportunities! After all, a penny saved...

• Find roommates, tenants, or rideshares, search for bargains or clear out items from your garage, or start a conversation within the Harvard community on HARVie Classifieds & Conversations (HarvardKey required).

• Empower yourself with money management strategies aimed at helping you reach your financial goals by attending TIAA’s The Power of Saving webinar on December 9.

• Get reimbursed up to $150 for eligible gym memberships or weight loss programs if you are a HUGHP or BCBSMA member. For 2021, online subscriptions (but not fitness equipment) are reimbursable. Apply for your 2021 reimbursement by March 31, 2022.(HarvardKey required).

To explore additional Harvard employee events, view the full calendar on HARVie.