Employee Assistance Program

Best Tips for Success with New Year's Resolutions



Some people do succeed with New Year's resolutions. The following steps (or similar) explain why. 1) Choose a goal that excites you. Make it concrete. Assign a deadline. (For example, "Learn conversational Italian by June 1, 2022, with a passing score of "A.") 2) Write it down. Stay mindful of the resolution by placing reminders "everywhere" so you are continually prompted to act on it. 3) Make an action checklist

of very doable steps to the goal, and break all big steps into smaller steps. Spend time developing this list. 4) Give yourself frequent rewards for completion of steps, but plan these rewards in advance. 5) Optional: Telling others about your goal may produce positive pressure to succeed, but research on this idea is mixed. So, if it feels right, give it a try.

Teaching Children to Reach Out for Help

Consider imparting an important life skill to children—understanding how and when to ask for help from professionals with expertise that can help them with life's challenges, including

mental health professionals. Psychotherapy, mental health services, and support groups still carry some stigma, so helping kids overcome resistance early can help them save years of struggle and pain when the going gets tough. Discuss myths and misconceptions about mental illness, what professional counselors do, and how to encourage others to reach out.

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Apps that Rescue You from Lost Time

If willpower seems futile to stop overuse of social media or web surfing, try an app to regain control. Some apps lock you out of what distracts you most. Others set limits on the time you can use. A few will confront you with how much time you've spent online, which allows you to calculate the cost of lost time. (Ouch.) Some apps send annoying messages that don't stop until you log off. These options scratch the surface of what's out there, but a tech solution awaits you that might raise your personal and employment productivity: Stay Focused

Relentlessly Bullied, but No One Knew It

Being bullied at school can create enormous anguish for young people, but many parents remain completely unaware of their child's victimization. This is especially true in adolescence when peers wield powerful influence concerning values and selfworth. This dynamic can cause denial or hiding of victimization—even covering for the bully whose approval the victim may still crave. Desire for peer validation can be stronger than the need to share the victimization. Having meaningful engagement with your child (although more difficult as their time and attention becomes more devoted to friends) can help you become aware of signs of bullying, which can include somatic complaints like headaches and stomachaches or irritability and moodiness after school. Other signs of bullying include reduced interest in school, missing or damaged personal belongings, and avoidance of talking about "how things are going at school".

