

# Solutions

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## Achieve Success with Your January Reset

New Year's resolutions often don't succeed because they are too sudden and extreme, making failure more likely. Example: "Starting January 1, I'm going to wake up at 5 a.m. every day, work out for an hour, and cut out all sugar!" Such a resolution flops because it requires sustained initial motivation rather than starting with a slower approach that incrementally adds new habits needed for success.

The key is an approach that builds your confidence with quick wins while reinforcing your motivation. These early wins lower resistance, reinforce your desire to change, and allow you to build momentum. Start with very small steps that represent true change and are very easy. Then add another step. Repetition and habit formation are the goals. For example, practice waking up at 5:00 a.m. After, get your exercise clothes ready the night before. Start by strolling for 3-4 minutes. Then, try longer walks.

With incremental steps, you avoid the temptation to go further and skip to the final step. Your goal is habit formation, and this missing piece may explain past difficulty in achieving your health goals.

## Reconnecting With Coworkers After the Holidays

It's not unusual for the holidays to disrupt normal work routines. You may notice some physical and emotional distance between coworkers until everyone gets back in sync.

Be intentional about strengthening workplace relationships so morale and productivity return with the promise of a positive new year. Consider the following:

- 1) See the readjustment period as normal. You may be ready to dive into work while others take longer to regain a foothold with routines.
- 2) Check in with coworkers to see how they are adjusting.
- 3) Give coworkers a brief adjustment period instead of expecting peak performance immediately.
- 4) Don't shy away from communicating about priorities and deadlines.

Respectful, courteous reminders help everyone move forward and reestablish a shared sense of purpose.



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## What You Don't Know about High Blood Pressure

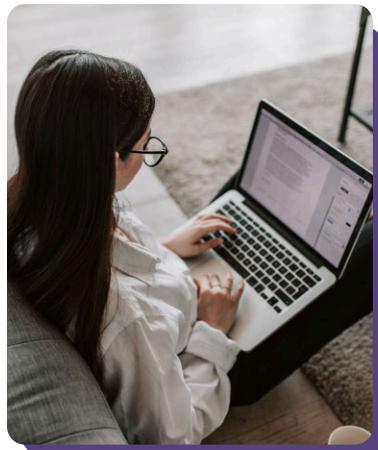
Nearly one in four adults in their 20s to early 40s already has high blood pressure. Left untreated, it becomes a long-term predictor of dementia and causes cumulative damage to arteries, the heart, brain, and kidneys. Many adults in their 40s have experienced strokes and, as a result of paralysis, require long-term care.

Know your numbers. See your doctor regularly, and if medication is prescribed, do not dismiss it because you feel fine. High blood pressure is typically symptom-free.

Many believe strokes occur only after a single bad day with extremely high readings. This is a myth. Blood vessels weaken gradually, and a stroke can occur even at moderately elevated levels. These risks are why high blood pressure is called "the silent killer."



## Managing Hybrid Job Stress



Your hybrid job may offer the marvels of flexibility, but experience shows it can also be stressful in ways you may not have anticipated. These stressors include isolation, difficulty maintaining work-life boundaries, and a constant "always on" feeling that makes it hard to disconnect, clear your mind, and enjoy your personal life.

Many hybrid workers struggle with work-life separation, allowing work to run into personal time, which leads to resentment. Beyond having a dedicated workspace, take regular breaks from screens to recharge. Set firm work hours to avoid burnout. Contact the employee assistance program for confidential support, stress management resources, guidance, and coaching to create healthier boundaries.

## A Fresh Start for Your Finances

The holiday season may be behind us, but the stress of overspending can linger into the new year. Many individuals feel pressure from credit card balances, unexpected bills, or lingering debt. FSEAP offers confidential financial coaching to help you regain control and start the year on solid ground.

Financial coaches provide practical guidance on budgeting, debt management, and planning for upcoming expenses. They work with you to develop realistic strategies that reduce stress and build confidence in your financial decisions.

Financial stress can affect your well-being and focus at work, but support is available. Services are confidential, free, and easy to access—take the first step toward a calmer, more controlled financial year. Start January with clarity and peace of mind by reaching out to your EAP today.

