



# PEER SUPPORT BASICS

Reaching out can make all the difference

## January Newsletter



**Peer Support Program**  
National Program that's Internationally Recognized and Affiliated

# Local 591 National Peer Support

Credit IAM EAP, LAP

## January 2025

# New Years Resolutions

Excerpts from: <https://health.clevelandclinic.org/new-years-resolutions>, by Dr Susan Albers



### 1. Focus on starting a behavior

Research indicates that it's easier to start a behavior than to stop one — so instead of resolving to quit something, resolve to begin doing something else. To replace a negative habit with a positive one, a worthy goal like “I’m going to cut out soda” might

instead become “I’m going to drink 8 ounces of water every day.”

### 2. Set realistic, ‘livable’ goals

Your resolution should reflect an activity or behavior you can do for the long-term.

For example If you’re brand new to working out, don’t start with a grueling new routine like 75 Hard but instead, commit to 30 minutes of exercise three times a week.

### 3. Be specific

Resolutions should be concrete make a specific goal that you want to walk for 20 minutes a day. Give yourself an achievable target.”

### 4. Stay flexible

But have you ever heard the phrase “Progress over perfection”? You don’t have to get it 100% right every single day. Give yourself some wiggle room and be willing to adjust your goals as needed.

Be flexible and forgiving, that can help you avoid feeling frustrated later.

### 5. Identify obstacles

You probably already know what your potential pain points are, whether they’re physical obstacles (not having enough time) or emotional obstacles (like fear). But if your obstacles are of the mental and emotional variety, you may have to put in extra effort to bring a healthy mindset to your new healthy habits:

- If you’re prone to negative thinking, get into doing positive affirmations.
- If you’re hard on yourself about perceived failures, practice self-compassion.
- If you hate that you’re not seeing results, work on dealing with perfectionism.

### 6. Get a buddy

Find a family member, friend or professional (like a health coach) who can help keep you on track.

One of the top predictors of success for keeping your resolution involves social support. 70% of people who sent weekly updates to an accountability partner were successful in reaching their goals,

You could also consider a group resolution. For example: A family that pledges to sit down together for dinner at least once a week.

### 7. Remind yourself

To keep your resolution fresh and at the front of your mind, implement some little tricks:

- Post reminders at your desk or on your bathroom mirror.
- Set your phone or calendar to send push notifications reminding you of your goal.
- Add your goal to your to-do lists along with your chores and errands.



### 8. Track your progress

Keep data to help you track your progress, it can help you on days when it’s not going well. Keeping track over time to see how you’re doing can help keep your motivation. A habit-tracking app or journal will make it easy to keep track of what your progress and help you adjust when necessary.

## Try setting an intention instead of a resolution

There's something to be said for setting specific goals — but there are other ways to focus on self-improvement, too. If you're not in the mood to pick a New Year's resolution in the traditional sense, you could try to set an intention instead. This might include, "I want to be more positive" or "I'm going to be more adventurous."

## How to *not* break your New Year's resolutions

Nearly 1 out of 4 people didn't maintain their new behavior past a week. One month into the new year, almost half of the participants had already given up on their goals. But you can get back on track any time, not just at the start of the year. Real and lasting change happens when a person feels ready, not by picking an arbitrary date on a calendar. If you encounter struggles, don't give up. Instead, focus on getting back on track and not beating yourself up. Be kind and compassionate toward yourself. Change takes time. Keep going and be persistent. Keep an eye on the intended end result and give yourself an opportunity to change in small and achievable ways.



### New Years Resolutions

1. Focus on starting a new habit, rather than quitting an old one.
2. Choose realistic goals that are sustainable for the long term.
3. Make sure your goals are specific and measurable, not vague.
4. Be flexible and open to changing them along the way, if you need to.
5. Identify obstacles that might get in the way of your success.
6. Partner up with an accountability buddy.
7. Set up reminders to help you stay motivated.
8. Track your progress.

# Benefits and you:

# Important!!!

1. If you have received an e mail from [Support@piedmontpays.com](mailto:Support@piedmontpays.com), please verify that the premium amount is correct before updating your payroll deductions. You can verify current coverages at <https://www.twuaunionbenefits.com> . Also on the same site please update your salary to reflect the contract extension.
2. We still have members that are double paying for LTD and/or STD Please check your pay stubs in the after tax location and make sure you are not double paying for long term or short term disability. If you have the line TWU/IAM LTD this is company LTD. If the line has TWU/IAM STD this is NGP. LTD & STD through UBP/Piedmont is listed as Bancorp under the "Net Earnings Distribution" section. See step 1 for how to verify coverages for UBP/Piedmont.

Any questions please contact one of your peer support Reps. Thank you.



**More to come.**



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