



90 Day Check-in!

Don't Give Up on Your New Year's Resolution!

Don't beat yourself up or feel disappointed if your motivation to "stick with it" has waned since making your New Year's resolution on January 1st. If resolutions were easy to keep we would have made the changes long ago!

Let's Get Back on Track!

For those who are struggling with meeting their goals, here are some tips to help recapture the momentum.

► **Make sure you have the right tools to keep you on track.** It's easier to keep your resolution if you have what is necessary to help you meet your goal.

For example, keep your gym bag packed and in the trunk of your car. (Have two sets of clothes so as one is being cleaned the other is ready to go.) If weight loss is your goal, make sure you have healthy food in the fridge.

► **Get an accountability partner.** It's easier to keep your resolution if you've revealed it to someone else. Humans are hard-wired to respond to social pressure, so take advantage of it.

Call your accountability partner and tell him or her what you plan to do that day to help you keep your resolution.

Follow up the next day to let him or her know whether you achieved your daily goal. It's even better when you find an accountability partner with a similar resolution so you can help each other stay motivated.



► **Fake it until you make it.** Sometimes we can "act ourselves" into new behaviors. Take actions to meet

your goal without focusing on the results. If your goal is to be more positive, act like a positive person whether you feel it or not.

Sounds strange? You'll be amazed how practicing this tactic actually causes new behaviors to rub off on you. In other words, "Bring the body and the mind will follow."

► **Focus on your small successes.** It's easier to think that you have blown your resolution, but focus on the small successes. Here's why...

Not practicing new desired behaviors is not what ultimately causes you to fail. Instead, it is negative self-talk that ultimately makes failure possible. You're no different than the Wright Brothers in this regard, so don't give up.

If you know you have made it to the gym three times in a week, you can be fairly certain you can make that happen again. Build on success.

► **Try something else for five minutes.** Giving yourself five minutes of a healthy distraction is a great way to get past cravings or jump-start a new habit. For example, exercise for five minutes.

Are you trying to quit tobacco? Has a craving suddenly hit? Do something else for five minutes instead of giving in to the craving. You may discover this tactic helps the craving to pass more easily.

► **Identify your fears.** Your inability to change may be associated with fear. This is normal. So anticipate it. Perhaps you're afraid if you quit smoking that you'll gain weight. Or if you start exercising, you won't have time to watch television.

Identifying your fear will help you gain perspective so you can tackle your resolution. Think: What I am giving up?

Ask for help. Look to an expert like a therapist, a life coach, or your Employee Assistance Program to help you find ways to stick to your resolution.

Asking for help is a sign of strength and willingness to do whatever it takes to meet your goal. If you can't overcome resistance to change, be smart and go to this level of intervention.

► **Don't give up!** Many people blow their resolution quickly, often within weeks. They rationalize, "I will try again next year." Avoid this rationalization. Deep down you know it's just an excuse, so it may gnaw on you.

View your failures as opportunities for learning. Determine what went wrong and try again. Nearly all life's big successes follow this path. Yours too.

It takes at least six weeks to break a bad habit or to take up a good one, so be patient!

► **Keep at it.** Plow through. You'll find very soon that keeping your resolution will be easier.



2015 Spotlight on Dignity & Respect Tips

