

## Set promises instead of goals to help fulfill new year aspirations

By Lyn Poll, M.S., SIA Prevention Services

Let's face it, most of us are great at setting goals but often fall short in achieving them. An excellent example is with New Year's resolutions, when we're in prime goal-setting season. Right now we're seeing 2022 in the rearview mirror and are looking forward to the possibilities in 2023.



Raise your hand if you've ever made a New Year's resolution. Now raise your hand if you've ever achieved your goal. Statistics show that roughly 45 percent of people set New Year's resolutions, but that more than half of them fail to make good on their resolutions after six months. Why? Have we become desensitized to goal-setting? Is the word "goal" so overused that the mind dismisses it both consciously and subconsciously as something that has no negative consequences if not achieved? Has it become the norm to let our goals "slide" and be okay with not meeting them? If the answer to these questions

is yes, then perhaps we need to find another way to attain our goals. A way to change our mindset and improve our chances of achieving our aspirations.

A better way to reach our benchmarks is with promises instead of goals, according to a Yale Medical School study. The study's results suggest that while 70 percent of people who set goals for themselves meet them, 98 percent of those who make promises to themselves fulfill them.

So, what are goals and what are promises?

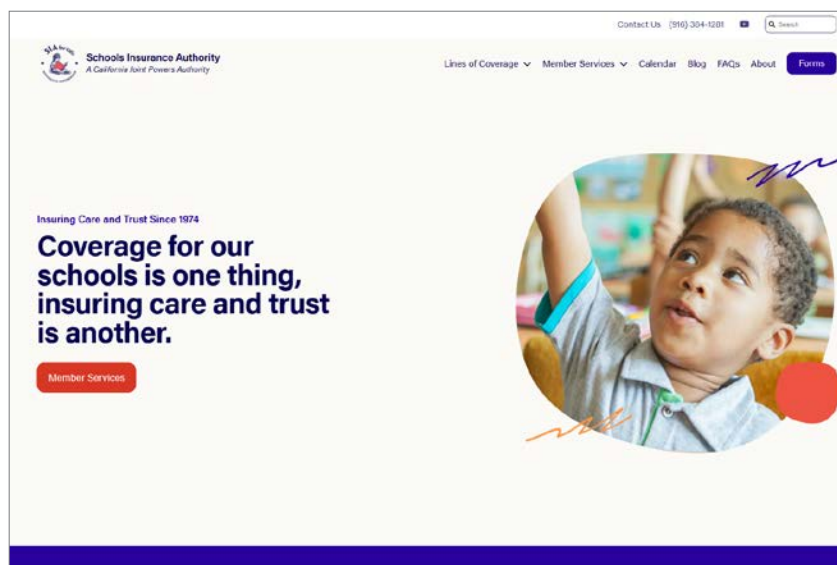
*(continued on page 2)*

## SIA launches an updated and expanded website

SIA is pleased to announce the launch of an updated and improved website. This will provide our members with even more current and practical information that's simple and intuitive to search. Now when you visit [www.sia-jpa.org](http://www.sia-jpa.org) you'll be able to see:

- An updated menu that makes it easier to find what you need
- A modern, refreshed look
- More content and resources at your fingertips
- Web access for people with physical challenges per the Web Content Accessibility Guidelines (WCAG) framework

Content will be constantly evolving, so be on the lookout for relevant information as we progress throughout the year. If you have any questions, contact us at [PreventionServices@sia-jpa.org](mailto:PreventionServices@sia-jpa.org).



- The staying power of promises
- How to get quality sleep

## Promises vs. goals

(continued from page 1)

Goals are directed toward specific results or achievements, typically involving things like careers, health, relationships, and the like. Goals help us determine what we want, keep us motivated and propelled, and constantly put us in a state of action. Many goals are driven by external forces such as managers, doctors or coaches. However, without personal connections to our goals, we can become complacent about not reaching them.

Promises, on the other hand, are proclamations, declarations and serious commitments to things that will or will not be done. Promises are internally driven and therefore have more personal and emotional investment. When it comes to promises, we're more likely to limit what we commit to, hold ourselves more accountable and set more realistic expectations. A promise is something that only we ourselves can make and that only we ourselves can break (a promise is rarely a group decision).

The new year is an opportunity to initiate changes in our lives and make a fresh start. If you're one of the more than 50 percent who failed to reach their New Year's resolution in 2022, here are a few tips that may help change the results in 2023:

- **Take inventory.** Figure out what went right and what went wrong.
- **Set promises not goals.** Better yet, make promises to someone else or at least voice your promises.
- **Be specific.** As many resolutions are vague, be crystal clear about what you're trying to achieve.
- **Reward yourself.** Celebrate your accomplishments.
- **Make sure it means the world to you.** Don't resolve to do something simply because you feel you should, or because someone asked you to, or because you were pressured into doing it.



While goals are helpful for keeping us motivated and prompting us to act, promises may be the key to actually achieving the outcomes. As we say goodbye to 2022 and hello to 2023, maybe we should make more promises and set fewer goals to truly create

change both personally and professionally. So, the next time you pinky swear with your best friend or sign your next big contract, remember that it's the *promise* that transforms the commitment into a reality.



## Tips and ideas on ways to get your best sleep

By Eric Thygesen, SIA Prevention Services

**W**e know that sleep is important and plays a vital role in our health, but sometimes getting our best rest can be a challenge. To help you get good quality sleep, consider the following:

- Establish a regular sleep schedule.
  - o Go to bed and wake up at the same time every day, even on weekends.



- Take advantage of the early morning or sunrise light to help trigger the hormones that promote alertness and help you wake up. If possible, get this early light while taking a walk.
  - o 15 to 30 minutes of morning light is enough to get things started.
- Late evening or sunset light exposure also triggers the appropriate hormones to indicate to your body that it's time to wind down for sleep.
  - o As in the morning, 15 to 30 minutes of evening light is effective.
- Avoid caffeine after 2 p.m.
- Stop eating about two hours before going to sleep.
- A cool room is ideal for sleeping. Try a temperature around 67°F.
- Sleep in as dark a room as possible between 11 p.m. and 4 a.m.
- Turn off all screens including your phone and TV during this time.

How to hold your ground in bad weather •  
Make a plan as you plan to retire •



wellness  
& safety



## Heads up! Wet weather and icy ground lead to slips and falls

**I**njuries from slips and falls are the most common workers' compensation claims made by employees in SIA member districts. Most often, these incidents can be prevented. Take these precautions to keep yourself safe:

- Pay attention to where you're going and what obstacles may be in your way.
- Use railings when climbing up or down stairs and ramps.
- Walk slowly and take shorter steps.
- Don't take shortcuts and look for safer alternative pathways, even if they take longer.
- Wear well-fitting, flat-heel shoes that provide good traction.
- Keep your hands at your sides, not in your pockets, for balance.
- Fix or report problems immediately.
- Barricade and use signage in areas that are icy, slippery or otherwise hazardous.
- Make sure lighting is adequate. Report any non-working lights.
- Don't text or talk on your phone while walking outside.
- Use care when entering and exiting vehicles.
- Be aware of weather changes during the day.
- Take your time! Plan ahead to make sure you have enough time to get where you're going.



## Plan well to retire well

**January is Financial Wellness Month**

**P**lanning for retirement is one of the most important financial wellness decisions we will make. We all dream of a secure, comfortable retirement, but many of us don't start planning for it until it's right around the corner. But regardless of where you are in your career, it's never too early to look ahead and invest in your financial future.



There are a few main considerations when planning for retirement – what you want your retirement to look like (vision), how long you expect to be retired (timing), where you are now (taking stock), and your anticipated lifestyle (results).

- **Visualize retirement.** Not everyone imagines the same retirement. Do you want to travel the world? Stay home and play with the grandkids? Move to a condo near the beach? None of these visions is right or wrong, but they do require different amounts of money. When thinking about your retirement, your own vision will be a key factor in how much income you'll need.
- **Take stock.** Where are you now? What are your assets and liabilities, how much do you have in savings and investments? Most Americans have far less saved than they would like. In fact, the median amount in retirement savings in 2019 was \$65,000. Twenty-five percent of people have no retirement savings at all.

*(continued on page 4)*



- Self-care in the new year
- Stop streaming for better health

## Plan to retire well

(continued from page 3)

- **Make comparisons.** Compare what you have now with what you'll need over the course of your retirement. Your life expectancy and the age you choose to retire will influence how long your savings need to last, and your life expectancy might be longer than you think. For example, the Social Security Administration estimates that a woman turning 65 today can expect to live another 21.8 years and a man can expect to live another 19.2 years.



- **Mind the gap.** Think about how long your retirement will be and your retirement vision and try to determine how much money you'll need to make that vision come true. Social Security will help, but it probably won't fund everything. If there's a gap, think about what you can do now to shrink it. Do you need to spend less? Save more? Increase your income? A qualified financial planner can assist.
- **Assess lifestyle.** Being healthy will make your retirement much happier. Start living a lifestyle that promotes good health now to help make your retirement all you want it to be. Exercising, eating right and getting plenty of sleep now can help you enjoy the best quality of life later.

It's never too early or too late to start saving for retirement, but the sooner you start, the more time your money has to grow. Most importantly, focus on what you can do instead of what you haven't done yet.

Source: MHN

Focus on what you can do instead of what you haven't done yet.

## Make self-care for heart health a priority in the new year

### February is American Heart Month

Heart disease is the leading cause of death in the United States, but there's a lot you can do to prevent it. Taking time to care for your heart can be challenging as you go about your daily life, but with some planning and action, you can show your heart the love it deserves:

- Get a daily dose of physical activity, such as a brisk 30-minute walk.
- Cook meals that are low in sodium and unhealthy fats.
- Take medications as prescribed and keep your medical appointments.
- Sleep seven to eight hours a night.
- Manage stress with meditation, yoga, warm baths and quiet time with good books and funny movies.
- Try to reach and stay at a healthy weight.
- Get your blood pressure, blood sugar and cholesterol levels checked regularly.

Source: National Heart, Lung, and Blood Institute



## We are our own best influencers

There are plenty of weight-loss tricks, time-saving hacks, fad diet testimonials by social media celebrities and other online content that claims it will improve our lives. The messaging is all around us 24-7, always sounds promising, and is specifically designed to lure us toward the latest trends. But many experts say there's a better way for us to connect with enhanced health and well-being. It's called self-consultation. In other words, it's about *asking ourselves what we prefer and need*. This new year might be a good time to stop streaming and start consulting with our inner selves about what's most likely to work for us as we strive to improve the quality of our health and lives going forward.

Source: [personalbest.com](http://personalbest.com)



Free virtual trainings •  
Work more comfortably •



wellness  
& safety



## Upcoming free virtual trainings

SIA provides our member district staff with virtual trainings on a variety of topics that apply to both personal and professional life. To learn more about any of the training courses listed below, contact [tfranco@sia-jpa.org](mailto:tfranco@sia-jpa.org). You can also join our [email list](#) to learn of future events.

1/23	Walking for Health and Longevity	noon – 1 p.m.
1/23	Walking for Health and Longevity	5:30 – 6:30 p.m.
1/25	Fitness and Your Brain: Avoiding Dementia	5:30 – 7:30 p.m.
1/27	An Attitude of Gratitude: The Benefits of Being Thankful	5:30 – 7:30 p.m.



## QUOTE TO NOTE



*"You'll never get bored when you try something new. There's really no limit to what you can do."*

– Dr. Seuss

## 5 reminders for a comfortable work space

You have the power to make your work space comfortable. You may have to break some bad habits or rearrange your desk, but the effort and change will help keep you moving forward. Here are some examples:

- Upright and Balanced Posture
  - o Line up your ears over your shoulders, your shoulders over your elbows and your elbows over your hips.
  - o If standing, align your hips over your knees and your knees over your ankles.
- Keyboard and Mouse Height
  - o Make sure your elbows directly under your shoulder and bent at approximately 90 degrees.
  - o Place your keyboard at the same height or slightly below your elbow.
  - o Place your mouse in line with the keyboard to help reduce overreaching.
- Monitor(s)
  - o The top of the viewing screen should be at eye level. If wearing multi-focal lenses, adjust the screen to your stature then adjust the screen up/down in half inch increments until neck movement is minimal.
  - o Monitors should be close enough to you so that you don't lean forward to view the screen (arm's length).
  - o If you have multiple monitors, center them to your body and ensure that they are all the same height.
- Feet on Floor
  - o When sitting, ensure that your knees and hips are aligned with each other and that feet are flat on the floor or foot rest.
  - o For sit/stand stations, wear comfy shoes and utilize an anti-fatigue mat. Avoid locking the knees, and balance sitting and standing to help avoid fatigue.
- Easy Reach Circle
  - o Bring your work as close to you as possible.
  - o Keep all your desktop items within easy reach.

To help our member district staff learn how to **Create Your Ideal Workstation**, view this SIA-produced 5-minute video. Visit the SIA [YouTube](#) channel for this and more helpful videos.