

The HR Update-January 2011



Wikipedia defines a New Year resolution as “a commitment that an individual makes to a personal goal, project, or the reforming of a habit. This lifestyle change is generally interpreted as advantageous. A New Years Resolution is generally a goal someone sets out to accomplish in the coming year. Some examples include resolutions to donate to the poor more often, to become more assertive, or to become more environmentally responsible.

There are religious parallels to this secular tradition. During Judaism's New Year, Rosh Hashanah, through the High Holidays and culminating in Yom Kippur (the Day of Atonement), one is to reflect upon one's wrongdoings over the year and both seek and offer forgiveness. People may act similarly during the Christian fasting period of Lent, though the motive behind this holiday is more of sacrifice than of responsibility. The concept, regardless of creed, is to reflect upon self-improvement annually." Some typical kinds of resolutions include:

- Improve health: lose weight, exercise more, eat better, drink less alcohol, quit smoking
- Improve finances: get out of debt, save money
- Improve career: get a better job

Some people find it easier to keep a resolution if they have someone to hold them accountable. For instance, if your goal is to quit smoking, whenever you feel like picking up that cigarette, call your Accountability Partner and have them help you refocus on your goal. Others find it helpful to set little milestones such as “I want to lose one tenth of my weight by Easter” or some other more manageable step. If you set your goal too high, you will feel defeated when you don't obtain overnight success. But if you instead break it up into little intervals, you will feel rewarded more frequently.

Recent research shows that while 52% of participants in a resolution study were confident of success with their goals, only 12% actually achieved their goals. A separate study in 2007 by Richard Wisemen from the University of Bristol showed that 78% of those who set New Year resolutions fail and those who succeed have traits in common. Men achieved their goal 22% more often when they engaged in goal setting, (a system where small measurable goals are being set; such as, a pound a week, instead of saying "lose weight"), while women succeeded 10% more when they made their goals public and got support from their friends. Whichever method you choose, the most important point is to just get started!

FYI- Your first paycheck in 2011 will have deduction changes. For you signed up for additional life insurance or have new flexible spending accounts, please check to see that the deduction occurred correctly.

TRIVIA TIME- Be the first to call in the correct response to the following question:

In what Native American language does *Aa'eEmona'e* mean "Happy New Year"?

- a. Hawaiian
- b. Cheyenne
- c. Cherokee

JANUARY IS NATIONAL PERSONAL SAFETY AWARENESS MONTH

Personal Safety Tips

- Know how to defend yourself. Take a reputable self-defense class, such as an Rape Aggression Defense program
- Develop a plan of action.
- Avoid walking alone, especially at night. Call the Police Department for an escort, if necessary.
- Be aware of your surroundings. Avoid unpopulated and poorly or unlit areas after dark. Look for hiding spots.
- Be aware of your companions. Ensure that they are people you trust.
- Walk and act with confidence. LOOK alert! BE alert!
- If you feel you are being followed, change direction. Walk towards a populated area.
- If you are confronted, don't panic. YELL! Use your adrenaline to your advantage. Follow your plan of action.
- If assaulted, call the police as soon as possible.

Safety Around Vehicles

- Always park in lighted areas
- Always lock your vehicles
- Don't travel alone, when possible
- Carry small loads at a time, keeping your arms free for movement.
- Carry your keys at the ready.
- Look around and under your vehicle during your approach.
- Check the front and back seats before you enter the vehicle.
- As soon as you are safely inside, lock the door.
- NEVER pick up a hitchhiker
- Be aware of your surroundings