

Grow Into the New Year

Every January 1, millions of people pledge to quit something: smoking, drinking, overspending, unhealthy eating. But resolutions built around restrictions can feel heavy and punitive, and research shows they're harder to sustain. A more effective approach is to shift from *"What should I stop?"* to *"How can I grow?"* Positive, growth-based resolutions focus on building skills, strengthening relationships, improving well-being, and setting yourself up for a more fulfilling year. This mindset emphasizes possibility over pressure and it's far more motivating. This year, choose resolutions that lift you up. With the right tools and support from your EAP, you can make 2026 a year of meaningful, sustainable improvement. Here are a few uplifting growth resolution ideas:

- **Invest in Your Mental Well-being.** Resolve to check in with yourself more regularly, learn stress-management techniques, or talk to a counselor when you need support.
- **Build New Skills.** Commit to learning something that fuels your career or personal interests: communication skills, leadership development, technology basics, or even a new hobby.
- **Strengthen Financial Confidence.** Instead of vowing to *"stop overspending,"* try *"learn how to build a stronger budget"* or *"improve my financial planning habits."*
- **Prioritize Healthy Routines.** Focus on adding, not restricting. More movement, more sleep, more healthy foods, more breaks, more time outdoors.
- **Be Kinder to Yourself and to Others.** Resolve to practice patience, extend grace during stressful moments, and cultivate daily acts of kindness. These habits improve relationships, workplace culture, and personal well-being.

Tap into your EAP's services as a partner in pursuing these goals. EAP services are designed to support growth in every area of life:

- **Counseling and Telephonic Coaching** to help you build resilience, develop healthier habits, and navigate challenges along the way.
- **Training & Development Courses** covering hundreds of topics, from communication and stress management to leadership and personal productivity.
- **Wellness and Lifestyle Resources** to help you stay on track with physical and emotional well-being.
- **Financial Tools and Coaching** to build confidence around budgeting, saving, and planning.

Keep your resolutions momentum going with structure. A few proven strategies:

- **Start Small.** Break big goals into manageable steps.
- **Be Specific.** *"Learn a new skill"* becomes more attainable as *"Complete one online course each month."*
- **Track Progress.** Celebrate small wins to create momentum.
- **Ask for Support.** A coach, counselor, or mentor can provide guidance and accountability.
- **Be Flexible.** Setbacks aren't failures; they're part of growth.

**Featured**

January Webinar

Budgeting Basics

This interactive session teaches you to master the emotional side of money and regain your financial dignity.

Topics include:

- Why traditional budgets fail
- Critical pre-planning steps
- Productive money discussions with your significant other
- Creating a personalized plan that works for you

Access a Spending Plan worksheet to apply the principles learned immediately. To access this Webinar, simply log in to www.HealthCareEAP.com during December.



Seasonal Blues

Are you experiencing **Seasonal Affective Disorder, or S.A.D.**? It's a common malady between December and March. Generally, S.A.D. is related to changes in your body chemistry, such as your serotonin and melatonin levels. Lack of light is deemed to be a common trigger, but other factors can contribute. See our blog post [Down in the doldrums? It might be Seasonal Affective Disorder \(S.A.D.\)](#) to get tips for managing this seasonal depression.

January Training Picks

Wanting to turn over a new leaf in 2026? We've got just the ticket: thousands of training topics for personal and professional growth. From micro-learning videos of under 5-minuts to in-depth courses, fit training into your schedule at your convenience. To get you started, we offer a few suggestions or search for your own themes. Simply click on **"Member Login"** at www.HealthCareEAP.com, sign in, and click on the comprehensive training library in the **"Training Center."**

- **Setting SMART Goals for Success | Course ID: SVL_1028200**

This 5-minute video course lays out the 5 criteria of SMART goals: Specific, Measurable, Attainable, Relevant, and Time-bounded. In this one-off lesson, viewers will learn how to ensure their goals are truly SMART, increasing chances of making goals a reality.

- **Harnessing Self-Discipline: Improving Your Mindset | Course ID: SVL_1023266**

In this 7-minute video lesson, explore what self-discipline is and learn practical strategies to strengthen your self-discipline, helping you stay focused, overcome challenges, and reach your goals more consistently.

- **Building Strategic Relationships | Course ID: SVL_102306**

This 28-minute course focuses on planning, launching, and expanding valuable relationships. Learn how to strategically start a relationship and how to build effective relationships in which both parties benefit.

Accessing Your EAP Training Center

1. Go to www.HealthCareEAP.com and click the 'Member Login' button.
2. If you've already created an account, log in with your Username/Password.
3. If it's your first time, click **REGISTER** to create your Username and Password. *You only need to register once.*
4. Click the 'Training Center' and then choose 'Comprehensive Training Library'.
5. In the Search bar at the top of the screen, type the course code or search for a topic.
6. Click the course icon and click the 'Play' or 'Start' button to begin.

To get a certificate: View the course and take the quiz. Not all courses require a quiz, but if so, **you must score at least 80%** for a certificate. To download your certificate to your computer, click the ribbon icon below the right corner of the video.

Key January Dates

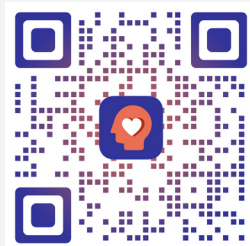
- [National Mentoring Month](#)
- [National Blood Donor Month](#)
- [Cervical Health Awareness Month](#)
- [Thyroid Awareness Month](#)
- [Glaucoma Awareness Month](#)
- [National Birth Defects Awareness Month](#)
- [Stalking Awareness Month](#)
- [Radon Action Month](#)
- 1/1 – [New Year's Day](#)
- 1/20 – [Martin Luther Kind Day](#)

Scan to Learn More!

Explore
More of Your
Employee
Benefits



Download
Talkspace Go
For iPhone
Or Android



How to Scan A QR Code

1. Open the camera app.
2. Select the rear-facing camera in photo mode.
3. Center the QR code you want to scan on the screen and hold your phone steady for a couple of seconds.
4. Tap the notification that pops up to open the link. (You will need to be connected to the internet to do this.)



98% Employee Satisfaction Rate

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