

2017



BHS A.S.S.I.S.T. Spotlight

January 2017

Your EAP is a free and confidential service which provides assessment and short-term counseling for a variety of mental health, substance abuse and work/life related issues. To learn more about your available benefits, contact your BHS Care Coordinator at 800.245.1150.



Resolutions You Can Live With

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National Fun at Work Day: Jan. 27, 2017

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Achieve Financial Wellness in 2017

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Healthy Recipe: Crumb Topped Banana Muffins

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2017 GOALS

1.

2.

Resolutions You Can Live With

Each year, we make resolutions—stick to a new diet, kick a bad habit spend more quality time with our families, etc. At the core of our desire to make resolutions, however, is our desire to change the outcomes we experience. Many people are now assessing the outcomes from 2016 resolutions and setting resolutions for 2017.

Perhaps the goals you chose for 2016 were indeed appropriate. They followed the principles of making SMART goals: Simple, Measurable, Achievable, Realistic and Time bound. Goals don't just happen; they require focus, effort and most of all a change in your behavior. That change can begin in small and manageable increments, but there must be a commitment to maintain this new behavior so there is a foundation for continued change in the future. Behavior change can fail when you are unable to manage major pitfalls such as:

- Poor time management
- Not being accountable to anyone for change
- Trying to do too much too fast
- Making decisions from your feelings verses your commitment to your goal
- Allowing yourself to get distracted
- Failing to set boundaries for yourself and your time

Consider using your EAP for support. The obstacle to long lasting change could be the failure to properly plan or organize your time. Or, perhaps your unhealthy habits have deeper roots. Call your BHS Care Coordinator at 800.245.1150 to see what benefits are available.

Don't put off until tomorrow what you can do today!



National Fun at Work Day

January 27, 2017

We spend 40+ hours per week at the office or on the job, so why not enjoy it?

January 27 is National Fun at Work Day, a day dedicated to promoting fun in the workplace. While it may seem silly to celebrate, the benefits of a fun and enjoyable workplace can be more substantial than most people realize. Researchers say organizations that integrate fun into the workplace experience lower levels of absenteeism, greater job satisfaction, increased productivity and less downtime. Activities can also build team camaraderie and stimulate creativity and innovation.

While looking for fun things to do at work, let your imagination be the leader. Make sure the exciting things you have planned have the approval of your supervisor and are workplace appropriate. If possible, get your team involved in the fun!

Consider the following ideas.

- Decorate the workplace
- Build a Wall of Fame
- Start a “Fun Committee”
- Have sports tournaments
- Create after-hour traditions
- Create a Humor Bulletin Board
- Celebrate employee birthdays and work anniversaries
- Have a “Success Bell”
- Set up a humor room
- Create art together
- Have pizza and ice-cream socials or other pot luck gatherings



Achieve Financial Wellness in 2017

Most people would agree that financial wellness usually finds itself on their New Year's resolution list more often than not. Year after year, you review this list and wonder what happened to your hopes and dreams of being debt free by the end of the year. You are not alone! People are interested in saving more, spending less and/or paying off debt, but working toward this goal can be challenging. Keep the following tips in mind for 2017!

Remember that financial wellness is an individual journey. Just because a friend, family member or financial planner says you ought to do this or that, doesn't mean you should. Do what is best for you and your life circumstances.

Establish long-term and short-term goals. Your long-term goals include saving for retirement, paying off your house, saving for your kid's college, etc. Short-term goals include setting aside savings for an emergency fund,

paying down credit card debt or saving for Christmas next year so you don't have to put it on the credit card.

Develop an action plan for your goals. Don't just talk about taking steps toward financial wellness. Develop a plan and act on it, automating steps where you can. For example, setup auto draft to automatically deduct money to help you meet your goals.

Get professional help when you need it. Everyone has their limits when it comes to financial knowledge. Seeking help from a professional not only helps with financial advice and knowledge, but also provides an objective point of view on your finances and future.

Through your EAP, you have access to certified financial planners. Give your BHS Care Coordinator a call to discuss your available options.



Crumb Topped Banana Muffins

Prep: 15 mins | Cook: 20 mins | Yield: 12 servings

Nutrition:

220 calories; 6.7 g fat; 1.3 g fiber; 38.8 g carbs;
2.6 g protein; 31.6 mg cholesterol; 22.6 g sugars

Ingredients:

- 1 1/2 cups flour
- 1 teaspoon baking soda
- 1/2 teaspoon salt
- 3 large ripe bananas, mashed
- 3/4 cup sugar
- 1 egg, lightly beaten
- 1/3 cup butter, melted
- 1/3 cup packed brown sugar
- 1 tablespoon flour
- 1/8 teaspoon cinnamon, to taste
- 1 tablespoon cold butter
- 1/4 cup nuts, chopped (optional)

Instructions:

- Preheat oven at 375°F.
- In a large bowl, mix the flour, baking soda, baking powder and salt.
- Mix bananas, sugar, egg and melted butter.
- Stir into dry mixture until thoroughly combined, then stop mixing.
- Fill muffin cups 3/4 full.
- Combine brown sugar, flour and cinnamon topping ingredients.
- Cut in cold butter until crumbly.
- Sprinkle over muffins.
- Bake for about 20 minutes, until muffins test done.
- Cool in pan for 10 minutes.