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New Year's Resolutions - How to Increase Your Chances of Success

A New Year's resolution is defined as "a tradition, most common in the Western Hemisphere but also found in the Eastern Hemisphere, in which a person resolves to change an undesired trait or behavior, to accomplish a personal goal or otherwise improve their life."

Every year I tell myself, starting January 1st I am going to start the year off on the right foot, save more money, lose a few pounds, and exercise more. After a couple of weeks I find that I have already failed at most if not all of the promises I made to myself. But I am not alone. According to a report in the Huffpost, only 8% of people actually keep their New Year's resolutions.

Usually it is because the resolutions are too big, rather than small achievable changes. To increase your chances of success, set a single clear goal. Instead of saying I want to lose weight or save money, set a goal to lose a pound a week, or save \$100 a month. Don't resolve to lose 100 pounds or save \$25,000 a year, that will only set you up for failure. Set resolutions that you want to achieve, not what others think or what you think others feel you should change. Setting up large, unrealistic goals is probably why only 8% of people actually keep their resolutions past January.

Setting up a few strategies will help improve your odds of success. If you are trying to lose weight, plan out your meals ahead of time or consider changing your route around the office, don't pass by the desk that has candy or the kitchen where food is often left out to graze. Working towards your goals can also be successful if you work towards them with someone else – find a buddy and hold each other accountable. If you are trying to save more this year, have the money automatically transferred into an account, after

a while you won't miss it! Don't worry about the small failures, work towards small successes. Don't set yourself up for failure, set yourself up for success.

Like most people, this article might find you disappointed because you were unable to keep your resolutions. But fear not, it is not too late to be successful. You can either adjust and restart your original resolution or maybe find a resolution that isn't such a drastic outward change, something that improves the way you feel inside and how you approach your life. I'll close this article by giving you a few smaller, reflective type resolutions to consider for 2018.

- Less talking, more listening
- Less planning, more doing
- Less complaining, more encouraging
- Less worrying, more hope
- Less doubting, more believing
- Less frowning, more smiling
- Less weakness, more confidence
- Less hate, more love
- Less ungratefulness, more gratitude

Sources:

<https://www.nytimes.com/2017/12/18/smarter-living/how-to-stick-with-new-years-resolutions.html>

https://en.wikipedia.org/wiki/New_Year%27s_resolution

<https://www.pinterest.nz/pin/249668373066303378>
https://www.huffingtonpost.com/entry/new-years-resolutions-psychology_us_5862d599e4b0d9a59459654c

Hot Off The Line

Q - I have my health insurance through my husband's place of employment. It is a high deductible plan with a Health Savings Account (HSA). Can I have a Healthcare Flexible Savings Account (FSA) through my place of employment?

A - No, you cannot have a regular Healthcare Flexible Savings Account (FSA) because you are on the high deductible plan with a Health Savings Account (HSA) for medical expenses through your husband. Instead you are allowed to have a Limited Purpose Flexible Savings Account (LPFSA) which can only be used for dental and vision expenses, not medical.

HR Stats & Facts

- Over the past 20 years, the volume of employees who have worked at least partially by telecommuting has quadrupled and now stands at 37%. *Source: Forbes.com*
- The average person in Europe works 19% less than the average person in the U.S. *Source: EBN*
- Fifteen minutes in the cold has the same effect on your metabolism as an hour of exercise. *Source: Better Homes & Gardens 12/2017*
- Approximately 11,000 people go to the hospital each year from an injury caused by shoveling. Avoid the strain by stretching, lifting with your legs, and pushing the snow instead of lifting it. *Source: Better Homes & Gardens 12/2017*

DID YOU KNOW?

If you are a first-tier government contractor with \$50,000 or more in federal government contracts and 50 or more employees at one location; or, a second-tier government contractor (supplies to a first-tier contractor) with \$50,000 or more in contracts and 50 or more employees at one location you are required to have an Affirmative Action Plan. MACNY can audit your plan, rewrite it, or create one for you as well as complete your Adverse Impact. If you are interested in receiving a quote or would like additional information please contact Patty Clark, HR Services Manager at 315-474-4201 x 10 or pclark@macny.org.

CPI

Wage/Clerical	November	October	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	716.9	716.6	0.3	0.0%	2.4%
1982-84=100	240.7	240.6	0.1	0.0%	2.3%
Urban					
1967=100	738.9	738.9	0.0	0.0%	2.2%
1982-84=100	246.7	246.7	0.0	0.0%	2.2%
Unemployment Rates					
November - Onondaga County: 4.7; Metropolitan Syracuse Area (MSA): 5.1					