

# Creating Healthy Habits

## SupportLinc Employee Assistance Program (EAP)

**Penn State Health**



# Disclaimer

The general views, thoughts and opinions expressed in this presentation are expressly those of the presenter. The presentation is intended to provide general tips, advice and coping skills, and may not entirely pertain to your circumstance or you as an individual in a professional or clinical capacity. For specific advice on your unique situation, please reach out to a licensed financial or clinical professional for a confidential, one-on-one consult. CuraLinc Healthcare and the presenter are not held responsible or liable for any consequences or damages due to an individual taking action based on the information presented herein.

# Objectives

## This training is designed to help you understand:

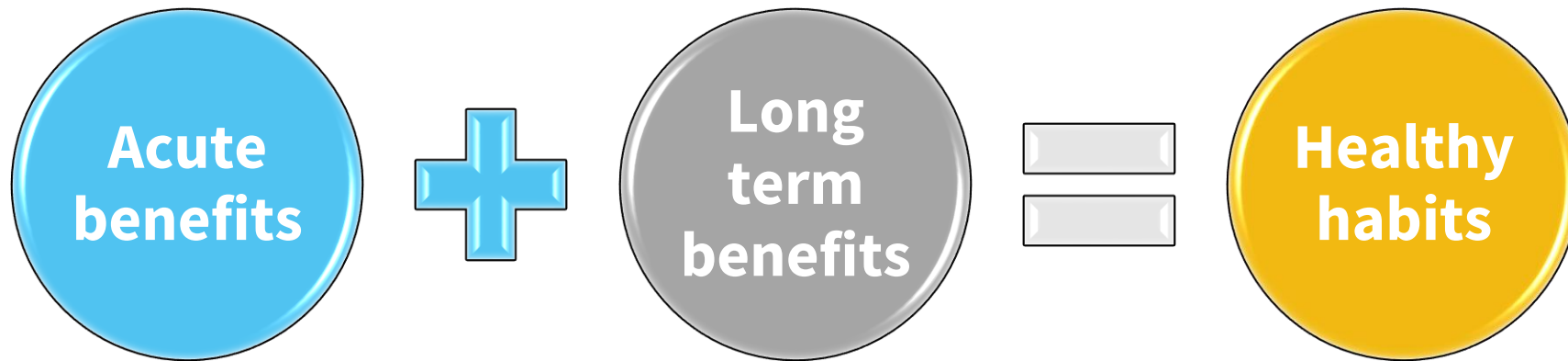
- What habits and healthy habits are
- Why creating new habits are difficult
- The relationship between goals and creating healthy habits
- Pathways to success
- The importance of responsiveness, reinforcement and reminders

# What is a habit?

According to the American Psychological Association, a habit is a “well-learned behavior or automatic sequence of behaviors that is relatively situation specific and over time has become motorically reflexive and independent of motivational or cognitive influence—that is, it is performed with little or no conscious intent.”

**In other words, a habit is something we automatically do in specific situations that we may not even think about or be aware that we do.**

# What is a healthy habit?



# Why is creating new habits so hard?

It takes time

The old habit is the norm

Relying on willpower doesn't work

The new habit may be too broad

The new habit may be unrealistic

Often, the focus is on what we don't want vs. what we do want

# Habits and goal setting

Why am I making change?

What do I need to be healthier?

What do I need to change?

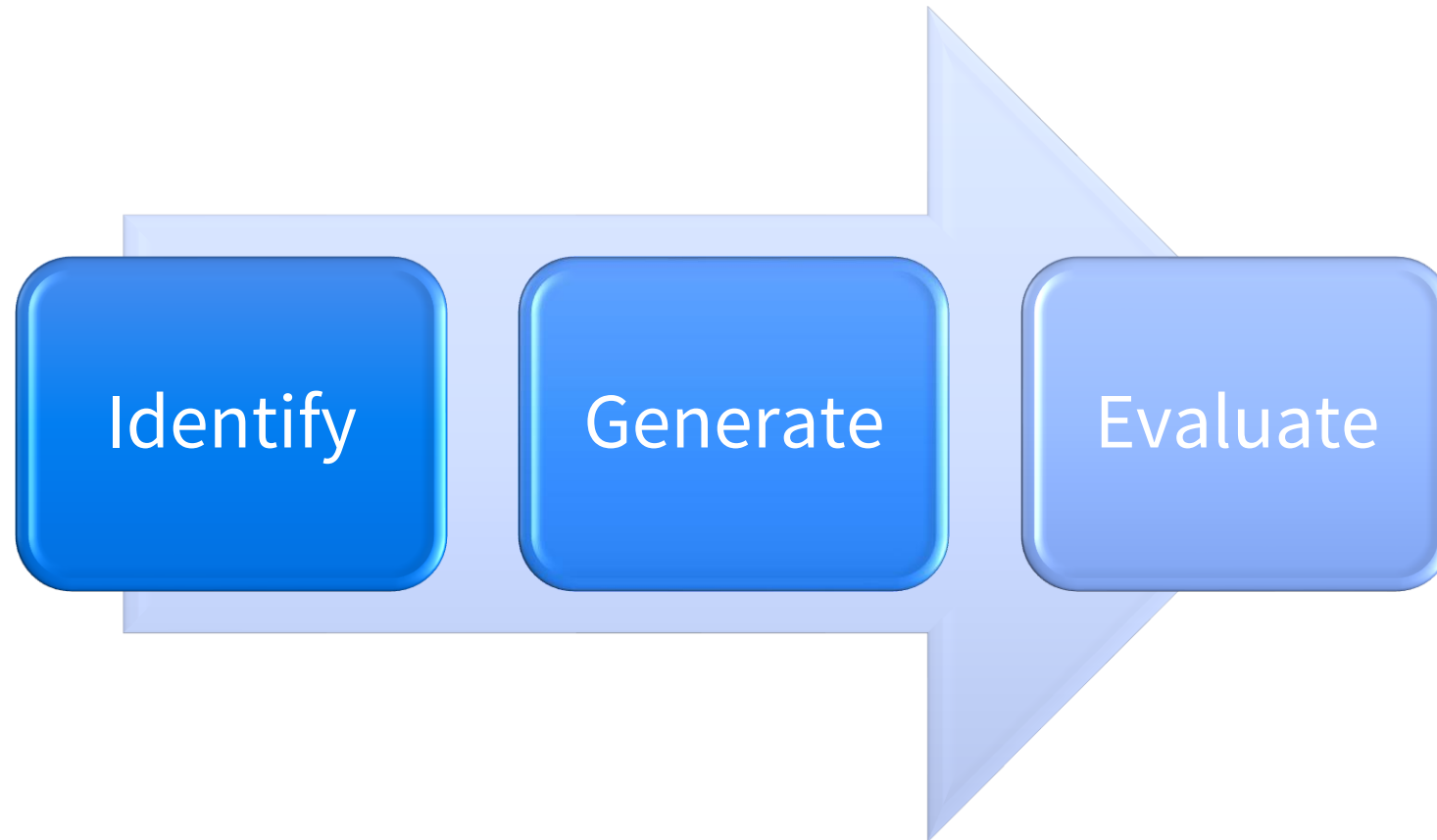
Allow yourself time to think...

# Six steps

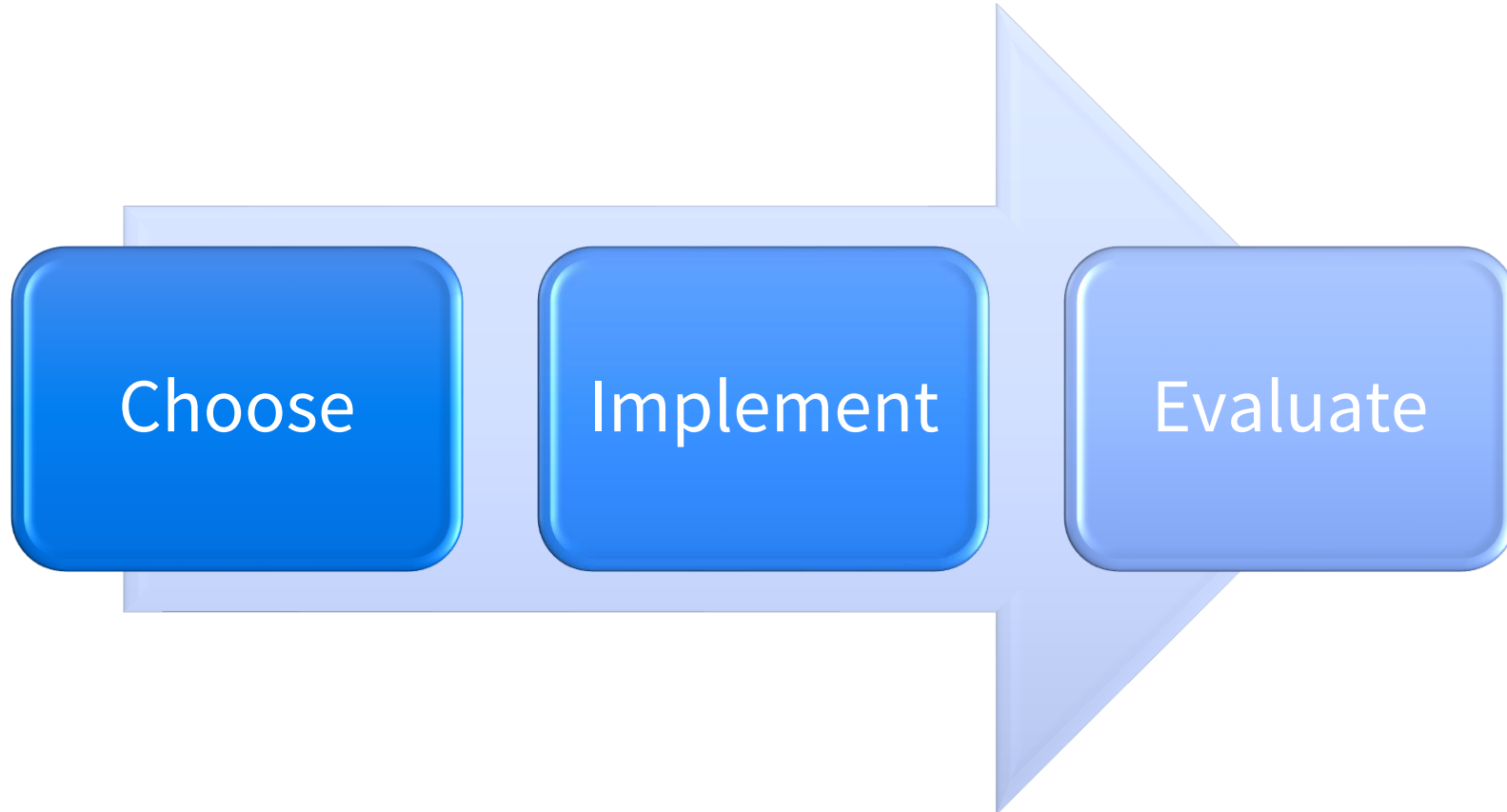
- 1 Identify your goal in terms of your desired outcome
- 2 Generate a number of possible approaches (habits)
- 3 Evaluate each alternative
- 4 Choose your approach
- 5 Implement your approach
- 6 Evaluate what happened



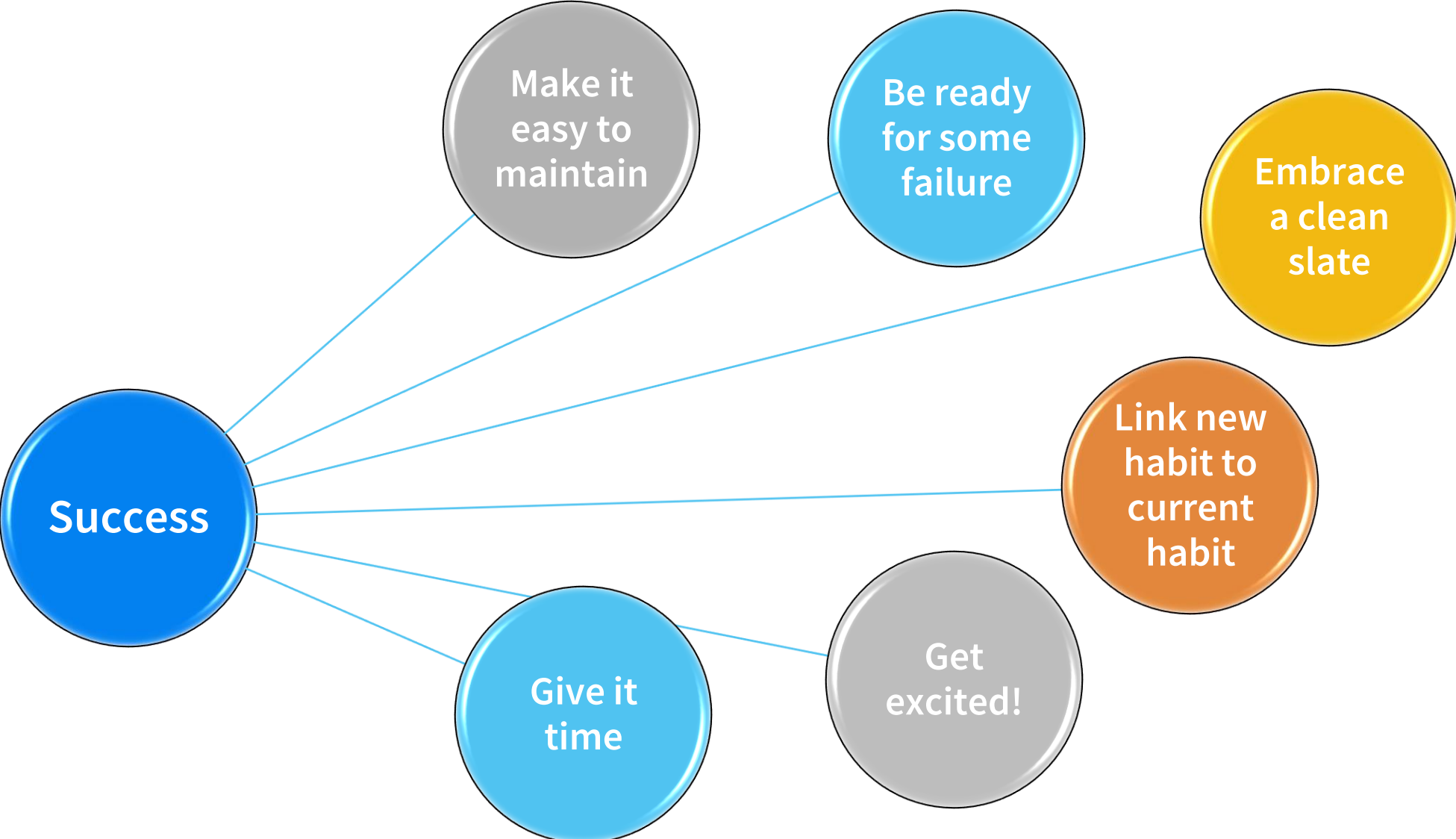
# Steps one – three



# Steps four – six



# Pathways to success





**Responsiveness, reinforcement and reminders**

# Interactive toolkits

## Mindfulness

[www.mindfulness.tools](http://www.mindfulness.tools)

Practical tools and exercises for incorporating mindfulness into everyday life.

## Meditation

[www.meditate.tools](http://www.meditate.tools)

Easy-to-use collection of resources that includes guided meditations, tip sheets and more.

## Resiliency

[www.resiliency.tools](http://www.resiliency.tools)

Skill development resources to help you 'bounce back' from challenging situations.

## Sleep fitness

[www.sleepfitness.tools](http://www.sleepfitness.tools)

Information and resources to help you learn good sleep habits and achieve healthy sleep.

# What is SupportLinc?

The SupportLinc Employee Assistance Program (EAP) is a health benefit, separate from your medical insurance, offered by your employer to help you manage life's daily challenges.

SupportLinc can refer you to professional counselors, services and resources that will help you and your eligible family members resolve a broad range of personal and work-related concerns.

# What services are included?

## Work-life benefits



### Legal consultation

Free in-person or telephonic consultation with a licensed attorney

No employment law



### Dependent care referrals

Expert referrals to child and adult/elder care providers, facilities and other resources



### Financial consultation

Expert guidance and consultation from financial professionals



### “Convenience” referrals

Guidance and referrals to a variety of daily living resources: home improvement, entertainment services, pet care, auto repair, wellness, travel, handymen, volunteer opportunities etc.



### Identity theft consultation

Free consultation with an identity theft recovery professionals

Tailored recovery action plan

# Getting started



**Call:** 1-888-881-LINC (5462)



**QR Code:**



**Visit:** [www.supportlinc.com](http://www.supportlinc.com)



**Log in or create account**  
(code: psh)

## SupportLinc

Support for everyday issues. Every day.



# Additional resources

Where would you like to be in one year? In five years? What experiences will help you achieve that? What interests and skills would you like to develop? The below can help you create new healthy habits, lasting change and improvements in your life.

**Identify values:** Ask yourself some questions to get creative about what you want to accomplish and how you want to accomplish it.

**Use the Miracle Question to help identify your values:** If you woke up tomorrow and everything was exactly how you wanted it to be, what would that look like? How do you feel, look, behave? How do others respond to you?

**Prioritize values:** What is most important to you? For example, consider family, financial security, health, creativity, nice home, friends, travel, honesty, etc.

**Identify goals:** Use SMART goals that are consistent with your values, positively moving towards an ideal or value when you're looking to develop a new healthy habit.

S – Specific: What exactly do you want to achieve?

M – Measurable: How can you track your progress?

A – Achievable: Is it actually attainable in the given time frame?

R – Rewarding: Do you feel your new habit is worth the effort to form and continue it?

T – Time-based: When do you want to achieve forming this new habit by?

- For example, a goal to “walk for 30 minutes at a 20 minutes a mile pace on Monday, Wednesday and Friday at 6:30 a.m. for the next week” would be a positive time-bound goal or new habit that is achievable and consistent with the ideal of living a healthy active life. The goal of “losing weight” is moving away from an ideal (losing something rather than moving towards a healthy action) that is not time-bound and not specific making it a much harder goal to achieve.
- Why do you want to create a new healthy habit? Specifically, why do you want to get fit, how long and how often do you need to exercise to reach this goal? What kind of exercise do you like? What types of exercises are you capable of safely doing right now? Specifically, when will you exercise? In what ways do you want to achieve and stick with your healthy habit?

**Balance goals and new habits so they do not become overwhelming:** Make sure you have a number of short-term (one week to one year), medium-term (one and five years), and long-term goals (five years or more). Shorter term habits and goals can help you enjoy the present moment which can motivate you as you work towards the longer-term goals and habits.

**Devise a plan to reach your goals:** After you have identified and balanced your SMART goals, determine what resources and steps you need to take to reach your goals.

- Ask yourself some additional questions: What do you need to do to ensure you are exercising safely? What kinds of resources (equipment, videos, gear, etc.) do you need to exercise safely? How will you motivate yourself to stay with your new habit?

**Watch your progress:** Keep a log of your progress. If your new habit is measurable, monitoring progress is easy.

**Re-evaluate:** Continue to revise your plan to combat procrastination and other deterrents. Don't expect to accomplish everything all at once. Include fun things and reward yourself in healthy positive ways. Use context to prioritize and re-prioritize as you go. Remember to be flexible! It is also important to brainstorm how you're going to deal with getting off track or what you will do if you are in the presence of something that will deter you from forming your new habit.

# Moving ahead



What did you get out of today's presentation?

Which concepts are working in your life and why?

Who can be a support for you to make change?

Which concepts are *not* working in your life and why?

What 3 ideas are going to be the most helpful for you?

How can you support someone else with change?

What can you do in the next 24 hours to apply these concepts?

What are your biggest barriers for change?