SEMINAR GOALS

• Understand the concept of holistic health
• Learn how willpower works
• Discuss the advantages of taking small steps toward change
• Explore wellness “micro moves” that may be helpful for you
• Review the benefits of your Employee Assistance Program (EAP)
Wellness:
“An active process of becoming aware of and making choices towards a healthy and fulfilling life. It is more than being free from illness, it is a dynamic process of change and growth.”

Global Wellness Day
• Seeking wellness often requires changing habits
• Habits are behaviors that are reinforced over time
• They become locked in and automatic
• The brain resists the effort needed to change them
• Smaller “asks” reduce the amount of resistance

Change barriers
It never works.
It’s overwhelming.
I don’t have time.
I can’t stick with it.
I’ll start tomorrow.
A WORD ABOUT WILLPOWER

Working with your willpower, not against it

• Recognize willpower as a finite resource needed for all “force of will” actions
• A small, specific action uses less willpower, making it easier to sustain
• This improves the consistency that creates new habits
• Once an action becomes habit, you no longer need to expend effort
MACRO GOAL: Identify an area that’s “out of tune”
I want to lose weight

RESOLUTION: A healthy change
I’ll cut out carbs

MICRO MOVE
Skip morning muffin

Singular
Specific
Sustainable
Structured
Walking, even for brief periods at a moderate pace, improves odds of a longer, healthier life.

Make a move:
› Set timer for regular walk breaks
› Start lunch with a 10-minute power walk
› Always park at the end of a row of cars

DID YOU KNOW?
Studies show that sitting for hours at a time increased the risk of early death regardless of age, gender, race, weight, or how much one exercised.

(Reinberg, 2017)
Eating slowly and focusing on the experience is an overlooked way to shift our relationship with food.

Make a move:
› Put your fork down between bites
› Start each meal with three mindful bites
› Make it a rule to never eat in the car

DID YOU KNOW?
Eating at a normal speed, rather than fast, correlates to a 29% decrease in obesity risk. Those who eat at a slow speed are 42% less likely to be obese.

(Hurst & Fukuda, 2018)
We may think of sleep as optional, but not getting the rest we need has wide-reaching physical, emotional, social and cognitive effects.

Make a move:
› Keep to same bed and wake times
› Set a caffeine cut-off time
› Ban blue lights at night

DID YOU KNOW?
The average person spends 25 years asleep!
We can’t eliminate stressors, but we can set ourselves up to respond to them in a more healthy way.

Micro moves

› Have a mantra on standby
› Bookend the day with rituals
› Use a belly breath break

“Stress is the psychological and physical response that results when a person’s (actual or perceived) resources are not sufficient to cope with life’s demands and pressures. It can be intensified by the feeling of having little support or control.”

(American Psychological Association, 2016)
Time traps can increase stress, yet we often allow them to persist.

**Micro moves**
- One morning ritual adjustment
- “Eat your frogs”
- End each day with a 5-minute “pause and plan” session

“I am definitely going to take a course on time management… just as soon as I can work it into my schedule.” – Louis E. Boone
Clutter can be a visible reminder of stressful disorganization.

Micro moves
› Create declutter quadrants
› Use “one in, one out” rule
› Apply the OHIO method

DID YOU KNOW?
In studies, levels of the stress hormone cortisol were directly correlated with how messy and chaotic a subject felt their home was.

(Saxbe & Repetti, 2010)
Excuses to justify spending come easily when we’re compelled to buy. Creating “speed bumps” can help.

**Micro moves**

› Put a 48-hour hold on impulse buys
› Fix one money leak each week
› Cut one non-necessity expense

**DID YOU KNOW?**

Credit card users have been shown to spend about 12 to 18% more than shoppers who pay cash.

(Beatte, 2012)
Online connections can help us stay in touch, but **face-to-face interactions** create the strong social bonds that support well-being.

**Micro moves**
- Devise a social media time-out
- Swap a comparison for a gratitude
- Schedule weekly in-person activity

**DID YOU KNOW...**
Studies have found that when people were asked to estimate the slope of a hill, they rated it as less steep when with others.

(Ryan, 2009)
Average time needed to establish a new habit is 66 days. Be patient; stick with it.

Support success
• Limit to one move at a time
• Make it matter
• Watch your mindset
• Reinforce commitment
• Rework as needed

(Lally et al, 2010)
“Health is a state of body. Wellness is a state of being.” — J. Stanford

...in tune ...centered...interested...motivated...peaceful...balanced...growing...connected...

...flourishing...content...strong...energized...buoyant...engaged...resilient...grounded...alive!

(Elevation Wellness, n.d.)
BENEFITS OF THE EAP

Benefits vary by employer. Please check with your HR for your specific EAP benefits.

• Face-to-face sessions
• Confidential
• Prepaid
• Unlimited telephonic consultation
• Available 24 hours a day, 7 days a week
• Household benefit
• Work/life support such as elder care, child care and pet care
• Convenience services
• Financial services
• Legal services
REFERENCES


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