

A Newsletter for Employees | Winter 2024
By the Employee Assistance Program

EAP Connections

Mind, Body and Soul

When you hear the word “wellness” what comes to mind? Exercise? Meditation? Physical activity and mindfulness are certainly important components of a healthy lifestyle, but holistic wellness encompasses so much more. The National Wellness Institute defines wellness as a “conscious, self-directed, and evolving process of achieving one’s full potential.”

The 8 Dimensions

Rutgers University professor Dr. Peggy Swarbrick, a recognized pioneer in wellness and recovery approaches, identified eight codependent elements of wellbeing, called the 8 Wellness Dimensions.



Everything Is Connected

When we neglect any area of our wellbeing, it can adversely affect our health and quality of life. But the reverse is also true: improving one area of your life can create a positive ripple effect in others. For example, joining a running club may improve your physical health and create opportunities for more social interaction and time enjoying nature.

Goal Setting

It can be overwhelming to think about trying to make big life changes. (Ever wonder why overly ambitious New Year's resolutions usually fail?) Setting small, daily or weekly wellness goals can work wonders. For example: *Next week I'll take four 20-minute walks outside, and I'll call a close friend I haven't spoken to in a long time.*

Making Habits Stick

Starting a new habit can be hard, especially if it's something you've never tried before — or something you don't enjoy much. But as hard as starting something new can be, sticking with it is often even harder. Sometimes minor roadblocks, such as an illness or vacation, get in the way, and sometimes a minor setback becomes major discouragement.

A quick Internet search will yield mostly unscientific claims about the amount of time and effort it takes to make a habit permanent. The 21/90 rule, for example, posits that after you've committed to a goal for 21 days it becomes a habit and after 90 days, a lifestyle change. Of course, there's no one-size-fits-all approach.

Quick Tips

1. Start small.

If your goal is to improve your eating habits, for example, instead of cutting all sugar, start by swapping dessert with a piece of fruit.

2. Set a specific goal.

Be clear about exactly what you'll do and how you'll do it: *I'll meditate for 10 minutes each morning at 8 a.m. in my living room.*

3. Go public.

Letting friends and family in on your goals lends accountability. You may even inspire them to join you.

4. Make it fun.

At-home dance parties count as exercise; so do walks with friends!

5. Don't beat yourself up.

Developing a positive new habit takes time and you'll likely experience setbacks along the way. Go easy on yourself and start again.

“Wellness is functioning optimally within your current environment.”

— National Wellness Institute

What is the Employee Assistance Program (EAP)?

Sutter EAP provides referrals to licensed therapists who can help with personal problems that may impact your job, relationships or overall well-being. EAP is:

- Confidential.
- Open to all employees and eligible family members.
- No charge to you.

**Call 800-477-2258 or
visit sutterhealth.org/eap**

