A New Year of Resolutions

By Lydia Weiss

At the start of a new year, we are often encouraged to come up with resolutions—goals and actions we believe will help us better become the person we hope to be. Some of us are very inspired by creating New Year’s resolutions, while others of us laugh at the thought of them, knowing full well that our resolutions will be a distant memory by January 31. Or, maybe you’re like me—someone who loves the idea of a resolution, has the desire to uphold that resolution, but becomes a little absent minded and forgets the goal you set, or more often than not, sets a resolution that is so lofty, you’d have to be a superhuman to accomplish it within a year.

So what is the secret to setting a New Year’s resolution? I don’t know. What I do know are some tips that can help set you up for success.

Tip 1: Don’t wait for January 1. It is never too late to set a new intention or a new goal for yourself. Yes, there is a lot to be said about the “fresh start” of a new year, but if you find yourself feeling inspired or seeking professional or personal development—your fresh start can begin right then in that moment.

Tip 2: Write it down and tell a friend/colleague. It’s always exciting to set a new goal or resolution; we hype ourselves up and often feel ready to take on the world. Then our friend “old habits” comes knocking on our door and our excitement fades and our goal gets neglected. Write your goal down—post a sticky note on your bathroom mirror, hang it on your refrigerator, make it the background of your cellphone—keep it someplace you will see it every day. Once you’ve done that, find an accountability buddy—a friend or trusted colleague who you can entrust with reminding you of the intention you set for yourself. Ask this person to put a reminder on their calendar to ask you about your resolution once a month. This will help you send “old habits” packing!

Tip 3: Contact the WorkLife Office and other campus resources. Okay, okay, maybe this sounds a little like self-promotion of our office, but really, we might be able to help! Sometimes goal setting is made easier when you have someone who can help you identify needs, prioritize objectives, and connect you to the resources to help you succeed. Schedule a consultation to determine how we can assist you with your resolution.

Tip 4: Use your benefits. Did you know there are tons of discounts you can receive on and off campus just for being employed by the university? Check out all the discounts online at www.hr.msu.edu/benefits/discounts—you never know, some of the discounts might just be aligned with your resolution!

Wishing you all a healthy and prosperous New Year!
You can stay up to date on all of the WorkLife Office Initiatives on our website and social media accounts. For a complete listing of upcoming WorkLife events, visit our website: https://worklife.msu.edu. Interested in receiving weekly e-mails about upcoming programs and events? Join the WorkLife Listserv, by sending an e-mail with the subject line “WorkLife Listserv” to: worklife@msu.edu. Be sure to indicate your name and e-mail address. While you’re at it, be sure to follow us on social media!

**Stay Connected!**

WorkLife Office Social Media & Events Calendar

Join us on Facebook:
Search: MSU WorkLife Office

Follow us on Twitter:
www.twitter.com/MSUWLO

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**“Preparing to Retire from MSU: Issues to Consider for a Smooth Transition”**

Are you an MSU support staff member with questions about retirement? Join us for a panel discussion!

**Thursday, January 11, 2018**

12:00PM—1:00PM
Chittenden Hall, Room 110

For some of us, retirement seems like a distant dream and for others of us, it seems like it is just around the corner. This panel discussion will provide information about how to plan for a successful and meaningful retirement – no matter how near or far you are from retiring. Benefits, eligibility, finances and the emotional impacts of retirement for MSU support staff will be discussed.

**PANELISTS:**
Dianne Knepsheid – HR Retirement Analyst & Certified Human Resource Specialist
Dianne will provide information that will help you have a smooth and positive transition to retirement, including how to determine your eligibility to retire from MSU, understanding your MSU benefits, and reviewing Social Security and Medicare.

Roger Baldwin – Professor Emeritus, Higher, Adult and Lifelong Education, MSU College of Education
Roger will provide information regarding the psychological issues to consider while preparing for retirement and options for continued engagement with one’s institution after retirement.

Michael Bisaro – Vice President, StraightLine
Mike’s knowledge in wealth management and helping individuals to build well diversified portfolios, he will share his expertise in the areas of financial planning and retirement plan operations.

RSVP to worklife@msu.edu or (517) 353-1635.

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**Upcoming Financial Seminars**
Co-sponsored by the MSU Federal Credit Union

**Tuesday, January 16, 2018: Alzheimer’s Legal and Financial.** 6:00PM—7:30PM, presented by the Alzheimer’s Association.

**Tuesday, January 23, 2018: Estate Planning.** 12:00PM—1:00PM, presented by Attorney, Melissa Allen.

To register for these seminars, visit: https://www.msufcu.org/events/
**Raising an Adult, Not a Kid**

A parent’s guide to giving your teen what they need to effectively navigate adolescence and prepare themselves for adulthood

Tuesday, January 23, 2018
12:00PM-1:00PM
Chittenden Hall, Room 110 (466 West Circle Drive)

Guess what? You know the stuff your teenager does that drives you crazy sometimes? You know, those dirty looks you get when you ask about her day; or how he was happy five minutes ago, and now suddenly he’s angry for apparently no reason; or how they seem to want nothing to do with you - until they need something from you. Yeah, all of that is not only normal, but it’s all part of a series of tasks that teens have to go through in order to become functioning adults. The more you know about what’s going on for your kid, the more likely it is that you’ll be able to help them through this time with maybe a little less pain and a little more connection.

Jonathan Novello, a licensed counselor with MSU’s Employee Assistance Program, will facilitate this Brown Bag Discussion. Jon brings more than 20 years of clinical experience and 18 years of parenting experience to facilitate this discussion to help you learn more about what your teen is going through, what behaviors are “normal” and what behaviors suggest a need for more concern, and what exactly you can do to encourage and support your kid to become a healthy, successful adult!

To RSVP for this discussion, email worklife@msu.edu or call (517) 353-1635.

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**Academic Women’s Forum**

“Boundary Negotiation as an Engine for Success in the Academic Workplace and in Life”

Tuesday, January 23, 2018
3:30PM—5:00PM
Chittenden Hall, Room 110

This highly interactive session will help participants think about the powerful role that boundaries play in succeeding (and being happy!) in your professional roles at MSU and in your personal life. Without boundaries, our productivity, relationships and health can suffer. When our boundaries are too strong, we can lose out on important opportunities in our professional and personal lives. At this session, a general framework for thinking about boundary negotiation will be provided, along with resources and strategies for participant use. **Presenter: Dr. Melissa McDaniels, Graduate School.**


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**Motivating Your Team to Move through Troubled Waters**

Wednesday, January 17, 2018
8:30AM—10:00AM
Chittenden Hall, Room 110

Leadership isn’t all honor and glory. More often, leadership requires you to slog through the muck with your team in less-than-ideal circumstances. And when times are tough, keeping your team motivated and focused to move forward can seem impossible. MSU Alumni Association Associate Director and past Kiwanis International President, Sue Petrisin, will share best practices for navigating through troubled waters and rallying your team to success—no matter whether you consider yourself a leader or not.

RSVP for Women’s Networking Association seminars by emailing worklife@msu.edu or calling (517) 353-1635.

For information about other upcoming Women’s Networking Association seminars, visit: [https://worklife.msu.edu/relocation-community/campus-connections/womens-networking-association](https://worklife.msu.edu/relocation-community/campus-connections/womens-networking-association).
The 38th Annual Dr. Martin Luther King Jr. Commemorative Celebration

Building Inclusive Communities

Saturday, January 13th 2018
Student Leadership Conference
MSU Union- Check In: 9:00am
Conference Start Time: 10:00am

Sunday, January 14th 2018
Jazz Concerts: Spirituals, Prayer & Protest
Fairchild Theatre | MSU Auditorium
3:00pm & 7:00pm

Register Now

Monday, January 15th 2018
Service / Volunteer Initiative
MSU Union- 11:00am
Commemorative March for Justice
MSU Union- 3:00pm
Museum Exhibits & Performances
MSU Museum- 4:00pm
Community Dinner
Hubbard Hall Dining Room- 5:00pm

The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.
- Rev. Dr. Martin Luther King Jr.

www.inclusion.msu.edu/awards-programs
The Reflect & Connect series provides an opportunity for MSU faculty and staff to come together to examine the personal and professional impacts of contemporary national and global events/tragedies and provides a space to explore best self-care/work-effectiveness strategies.

Exploring the Campus Impact of This #MeToo Moment

Wednesday, January 24, 2018
11:30AM-1:00PM, Chittenden Hall, Room 110

If you work on campus, you’ve probably had someone ask you what is going on at Michigan State University related to sexual assault. It’s hard not to have some kind of personal or professional connection with the #metoo moment. Come join colleagues as we explore how this national conversation is impacting our campus climate. Facilitators: Caroline Nelsen, MSU Sexual Assault Program and Erica Schmittdiel, MSU Safe Place.

Working Together to Interrupt Rape Culture

Wednesday, February 28, 2018
11:30AM-1:00PM, Chittenden Hall, Room 110

Join us as we come together to explore how rape culture impacts our campus community. We will begin to identify strategies for interrupting systems of power and control and strengthen systems of support for those who are impacted by relationship violence and sexual misconduct. This conversation seeks to explore these issues on a personal, interpersonal, institutional and cultural level. Facilitators: Caroline Nelsen, MSU Sexual Assault Program and Erica Schmittdiel, MSU Safe Place.

RSVP requested (but not required) to the MSU WorkLife Office at worklife@msu.edu or (517) 353-1635.

Co-sponsored by MSU Office of the University Physician-Employee Assistance Program, Office for Inclusion and Intercultural Initiatives, WorkLife Office, Office of Institutional Equity & Title IX Office.