

## Feature Article

### How to Develop a Can-Do Personality



Some people handle tough jobs without breaking a sweat. Others seem to give up before they even get going. What's the difference between a can-do and a won't-try person?

"It's usually a matter of bravery," says Paul Hauck, Ph.D., a psychologist in Rock Island, Ill. "Can-do people aren't any smarter than anyone else. They have learned not to let fear carry them away from success."

The most common roadblock is fear of failure, which is closely tied to two other big fears: losing respect and approval and losing self-esteem.

Fear of failure takes away one of your most valuable learning tools -- mistakes. "The only way you ever become good at something is by learning where the

pitfalls are and how to avoid them," says Dr. Hauck. "If you never try, you'll still be bumbling around long after you should have moved on to other things." To break the cycle, "choose to become fearless," he advises.

#### Recognize fear

Becoming fearless isn't easy. But you can start by recognizing how fear is holding you back from what you want to do by asking these questions:

- Could I accomplish a lot more than I'm doing?
- Have I ever passed up an opportunity because I thought I couldn't handle it?
- Do I look for the safest way to do things instead of taking risks?
- Do I often wish I had another chance to do things better?

If you answered "yes" to any of these questions, fear could be keeping you from reaching your goals and living a happier life.

#### Take control

Ironically, the best way to take control of fear is to let go of it. Here are some strategies for loosening fear's grip on you and your performance:

- Focus on the task, not yourself. It's easy to become so emotionally invested in something that you start to judge yourself by its success or failure. That's distracting and could keep you from trying at all.
- Forget what other people think. Instead of worrying about what might win approval, consider what it will take to make the task or project a success. Then, when you do a great job, everyone will recognize it, including you.
- Sharpen your skills. Nothing builds confidence and eliminates fear like capability. Get ahead by learning the skills you expect to need for future projects. When a task is assigned, take stock of what you know already, what you still need to know and where you can go for backup.
- Do it. "It's far easier to face a difficult task than to avoid it," says Dr. Hauck. Keep your expectations realistic; don't try to achieve perfection on your first try.
- Enjoy the ride. Maybe you won't succeed in everything you do, but that shouldn't keep you from trying.

## Monthly Highlights

### Setting Personal Financial Goals

If you do not know where you are going, how will you know when you get there? This is very true about financial goals. You need to set financial goals to help you make wise financial decisions, and also as a reward for your efforts. Visit the *Financial* Tile on the [www.MyImpactSolution.com](http://www.MyImpactSolution.com) website for articles and tips on managing finances.

### Working Out a Workout at Work

Move, stretch, take breaks – does that sound like a workout? Does it sound like work? The office may seem like an odd place to work out, but you spend most of your day there. Exercise can keep you healthy, make you more productive and head off workplace injuries. Even short bursts of movement count. Visit the *Health* Tile on the [www.MyImpactSolution.com](http://www.MyImpactSolution.com) website for tips on health and wellness.

### This Month's Webinar: Do Your Bucket List: 7 Ways to Up Your Focus on Things that Matter

Whether it's running an iron man, meeting somebody, or losing ten pounds, we all have that next thing we want to accomplish in life. But it's so easy to lose focus on personal growth in the rush of daily life. Get inspired and get practical with these seven strategies to increase your focus on that next bucket list item. Life without regrets is possible, you just need to get focused.

Watch this webinar any time throughout the month of January when you log in to IMPACT on the Web at [www.MyImpactSolution.com](http://www.MyImpactSolution.com).  
Forgot your login information?  
Give us a call at 800-227-6007.



## Eldercare Spotlight

### Holiday Surprises

The holidays are over. The decorations have been put away. Our lives are supposed to return to usual routines. But spending time with your loved one over the holidays revealed their situation is no longer “normal.” They do not seem to be managing well on their own. You do not have the time, energy or financial resources to help, and it feels as though there is nowhere to turn.

Here are steps to consider if you find yourself in this scenario:

- Talk with your loved one about your observations, their concerns, and how you might help them create a roadmap for support them.
- Suggest a geriatric assessment to evaluate their needs.
- Connect with a physical or occupational therapist to conduct a home safety assessment.
- Call a social service agency for a referral to a case manager who can arrange in-home services and ensure that your loved one receives benefits to which they are entitled.
- Contact your EAP program to determine your eligibility for Eldercare benefits.



Contributed by: Benjamin Rose Institute on Aging

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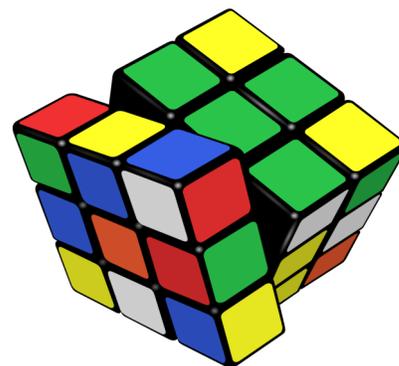
# IMPACT SOLUTIONS EMPLOYEE ASSISTANCE & WORK/LIFE PROGRAM

## *IMPACT on the Web*

<b>FINANCIAL</b>	The green tiles contain information on financial resources. Find help for identity theft, budgeting, estate planning, and more. Visit our Savings Center for discounts on items you buy everyday.
<b>LEGAL</b>	The orange tiles contain legal information and resources. Here you will find over 100 common legal forms, wills, authorizations, agreements, notices, and more.
<b>HEALTH</b>	The red tiles contain information on health related topics. This includes articles and tips sheets on common health conditions, assessment tools, health videos, recipes, and much more.
<b>EMOTIONAL WELLBEING</b>	The light purple tiles contain information on emotional wellbeing including topics such as addiction, depression, anxiety, stress, grief & loss, suicide, abuse, trauma, and other emotional health issues.
<b>PERSONAL GROWTH</b>	The blue tiles contain information on personal and professional growth. Get expert advice when you register for our monthly webinars or training courses. Learn more about building your resilience to stress in our Stress Less center.
<b>FAMILY</b>	The dark purple tiles contain information on building strong and healthy relationships. They also help you locate child, elder, and adult care, camps, schools, back-up care, and other community resources to support your family.

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