

EAP & PAP Newsletter

January 2026

Resolutions – Helpful or Harmful?



Happy New Year from your EAP! To kick off 2026, we'd like to discuss an age-old tradition that many will be participating in – creating New Year's **resolutions**. Now, I'd like you to think about all the times that you followed through with your resolutions...

Can't think of any? You're not alone! In fact, only about 1 in 10 people successfully keep their resolution. But if it's such a positive thing, then why do so many struggle to stick with it? That's because setting too many goals or expecting immediate results can lead to stress, self-esteem issues and even **burnout** – especially when readjusting to "normal" life after the holidays is already difficult.

To remedy this, we recommend **reframing** your resolutions to ensure that they're helpful, instead of harmful. We recommend choosing **only one or two** meaningful goals that focus on **progress** rather than perfection so that you don't overwhelm yourself. Make sure to build in some **flexibility** to account for busy or stressful periods where you won't be able to have as much bandwidth. And last, we recommend **checking in** with yourself regularly to see how your goals are impacting you.

As the year begins, remember that meaningful change doesn't require perfection or high pressure. Taking care of yourself is **just as important** as reaching any goal. If you need any support along the way, we're here to help.

Author: **Chloe Loftis, MS, CEAP**
Intake Specialist & Office Administrator

Getting Back to Routine After the Holidays

After time away from regular schedules, it can take a while to find your rhythm again. Even positive breaks can disrupt routines, making the return to everyday responsibilities feel harder than expected.

Here are some strategies to support a smoother transition:

- 1. Ease back into your routine.** Trying to do everything at once can feel overwhelming. Gradually re-establish habits and responsibilities as your energy returns.
- 2. Prioritize what matters most.** Focus on your most important tasks first, rather than trying to catch up on everything at once.
- 3. Be patient with yourself.** It's normal to need time to readjust after a break. Productivity and motivation often improve with consistency, not pressure.
- 4. Pay attention to stress signals.** Fatigue, irritability, or difficulty concentrating may be signs that you need to slow down or ask for support.
- 5. Use available resources.** Support from your EAP can help with stress management, work-life balance, and navigating transitions.



(808) 597-8222
Toll-Free (877) 597-8222
www.EAPacific.com

EMPLOYEE ASSISTANCE OF THE PACIFIC, LLC
1600 Kapiolani Blvd, Suite 1610
Honolulu, HI 96814

Counselors are available across Hawaii.
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Finding Time to Recharge During the Day

Busy workdays don't leave much time to pause. Many try to push through their fatigue, thinking that they'll rest later. But going nonstop eventually leads to drained energy, focus and motivation.

So, what's the solution? RECHARGING! Recharging doesn't require long breaks or major schedule changes. It can be short, intentional pauses that reduce stress and improve your mental clarity. Here are some simple ways to recharge during the day:

- 1. Take short mental breaks.** Step away from the screen, stretch, or take a few deep breaths to reset your focus.
- 2. Change your environment.** A brief walk, fresh air, or a change of scenery can help restore energy.
- 3. Set realistic pace expectations.** Not every task needs to be done at full speed all day long.
- 4. Notice signs of fatigue.** Early awareness can help prevent stress from building into full-on burnout.
- 5. Hydrate and nourish your body.** Drinking water and eating regular, nutritious meals can support energy levels.

Finding small opportunities to recharge can look different for everyone. What matters most is choosing practices that feel realistic and supportive – rather than adding another task to your to-do list. Happy recharging everyone!



Articles On Our Website

Did you know about all the resources available to you from your EAP's website?

Here are a few examples:



COLORING FOR GROWNUPS

The adult coloring books available almost everywhere are proving that picking up your crayons or colored pencils isn't just a...

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MINDFUL EATING

Mindfulness simply means paying attention. A downloadable handy tool to help you eat more mindfully.

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HARASSMENT

Has your workplace behavior ever crossed the line into workplace harassment? The answer may surprise you.

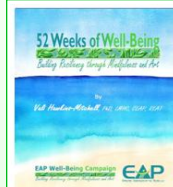
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SLEEP

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SIGN UP FOR 52 WEEKS OF WELL-BEING

You can sign up to receive weekly emailed tips for a year that help you build your resiliency. Written by our own Dr. Vali Hawkins-Mitchell...

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Please note that work/life services (legal, financial, eldercare, ID theft, mediation) are available to most, but not all, EAP customers. Call us if you have a question.

EAP and PAP provide short-term confidential counseling and work/life services, provided to you by your employer, that can assist in identifying and resolving issues that may be interfering with your job or personal life. Access to our experienced counselors and work/life services is available across the Islands and can be contacted by phoning or emailing our Honolulu office.



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