

## Winter 2022

### In this issue...

Wellness Raffle Winners

Trouble Getting a Prescription Refilled?

Failproof Your New Year Health Goals

Wellness Success in Sidney

No-Cost Resources for Winter Season Challenges



# health happenings

## Wellness Raffle Winners



Congratulations to the following participants who signed up for their Health Screening Review call immediately after their Health Screening and won the raffle for these great prizes!

### Delta Dental Sonicare Toothbrush

- Steve in Bozeman
- Kalsey in Livingston
- Brian in Whitefish
- Chelsey in Bozeman

And kudos to all that participated in another successful wellness campaign. To activate your incentive gift card, please call (833) 882-0224 or go to [www.prepaid-usa.com](http://www.prepaid-usa.com) to activate your card online. Remember to take a picture or document the number – cards will not be replaced if lost or stolen. Cards expire after one year and incur a fee after nine months of inactivity, so please use the funds as soon as possible! ■

## Take Control Healthy Weight or Fitness package

- Steve in Havre
- Michelle in Bozeman
- William in Havre
- Steve in Eureka

## Trouble Getting a Prescription Refilled?

The Rx Bin # for prescription coverage has changed to # 023575. If you are having trouble picking up a prescription or getting charged a different amount, make sure you provide the pharmacy with this number or reach out to ProAct at 1-877-635-9545. New ID cards with this information were sent out in September, and temporary ID cards can be printed at [www.askallegiance.com](http://www.askallegiance.com). ■



|  |  |
|--|--|
|  |  |
| <b>Member</b><br>MMIA<br>Group ID No.: 80010XX<br>Covered Person: Jane M. Employee<br>Participant ID#: 123456789123<br>Type of Coverage: Medical Employee Only<br>Effective Date: 10/01/2021 | <b>Medical Plan</b><br>Cigna Group "S"<br>Allegiance<br>CIN Community Health Network<br>MultiPlan<br>Treasure State Health Solutions<br>Allegiance Customer Service: 1-866-339-4308<br>Medical Benefits In-Network Plan: Madison<br>Out of Pocket: \$2,000<br><b>Pharmacy Plan</b><br>RxBin: 023575<br>PCN: 9999<br>RxGrp: MMIA<br>PROACT<br>Cust Serv: 1-877-635-9545<br>www.proactrx.com |

# Failproof Your New Year Health Goals

By Laura Del Guerra, RD, CDE, Take Control Health Coach

Success in improving your health, or achieving any goal, boils down to changing your habits. If you want to lose weight, lower your cholesterol, or stop smoking, you have to change your current habits and create new ones.



There are many reasons why some people fail and others succeed, but one of the biggest causes of failure is a lack of clarity. We often have a strong desire to succeed, but feel unsure about how to proceed. This uncertainty is caused by the lack of a specific plan. Once you know exactly what steps to take, you will have the confidence to follow your plan and see the success you desire. “Knowing your why is an important first step in figuring out how to achieve the goals that excite you and create a life you enjoy living. Indeed, only when you know your ‘why’ will you find the courage to take the risks needed to get ahead, stay motivated when the chips are down, and move your life into an entirely new, more challenging, and more rewarding trajectory.” – Margie Warrell

During coaching sessions, I often hear a goal like “I want to eat more fruit.” In its simplest form, eating more fruit is an intention: something you aim or plan to do. To turn your intention into a habit, you must create a pattern you follow daily until you reach a point where eating more fruit becomes something that happens automatically. The key to making your healthy habits automatic is to build a framework that makes it hard to fail. We’ve broken this process down into four steps that will create the framework you need to achieve better health.

## Step 1: Make a Plan

A plan will take your intention and make it a reality. Your plan needs to be specific and include the habit you want to develop along with WHEN and WHERE this habit will occur. Adding when and where to your desired habit more than doubles the odds of the new behavior occurring, according to a 2001 British study. In fact, 91% of study participants



succeeded simply by adding when and where statements to their desired habit. Those are great odds!

Let’s try this with the intention to eat more fruit: “I will eat a banana first at lunch in the break room Monday through Friday.” Notice in addition to when and where, I’ve added the time element of “first.” I’ve noticed that people tend to eat fruit at the end of the meal, like a dessert. This may sound like it fits the plan, BUT if you wait until the end of the meal you may feel full and be tempted to wait to eat the banana later as a snack. Eating it first ensures that the habit happens according to plan and that it is not forgotten. A weekend strategy might look like this: “I will eat berries after I finish my first cup of coffee in my favorite chair.”

## Step 2: Start Today

There is no time like the present! If you wait for the perfect time it will never come. Change is uncomfortable, and no one likes to fail. Fear of failure and being uncomfortable are two of the biggest barriers to getting started. From our successful clients, we’ve learned that change tends to happen outside of our comfort zone. As health coaches, we know people learn when they are curious, when they are open to opportunities and possibilities. We’ve seen success happen when our clients adopt a mindset of curiosity and are excited to try something new. If you still need a gentle nudge of when to start, try the first day of a new week or month. These are seen as days of beginnings, and people are more likely to take action on these days.

[See more steps on page 3](#)

# Wellness Success in Sidney

At the completion of another successful wellness campaign, 33 cities/towns hit the 80% Employee Participation goal.

Outside of the obvious motivating factors of learning about your health and the incentive money, what drives participants to complete a Health Screening? How does a city/town that has been consistently shy of this threshold increase its participation above the 80% mark and get the bonus \$50?

One great example from this past campaign comes from Eastern Montana. After six years of lower participation, Sidney made the impressive surge to over 80% for the first time this fall. A major difference driving their dramatic uptick comes from the new Police Chief, Mark Kraft, who made a point to encourage his department and make participation as easy as possible.

“I sent a department-wide email entitled ‘FREE MONEY – FREE MONEY (HEALTH SCREENING)’ with links to the It Starts With Me and MMIA wellness webpage to make it as easy as possible,” Chief Kraft mentions. “I also had a member of my command staff send a mass text message to the officers reminding them of the screening as the date got closer.”

The incentive money is there for all participants, but the X-factor that consistently



comes up with the most successful groups is strong, positive leadership. Chief Kraft explains, “I think the best thing a leader can do is lead from the front, as an example, and with a good attitude. In this case, it means the leader needs to communicate to their staff clearly and with a positive attitude about the benefits of the Health Screening – whether they use money as the hook or they appeal to another motivator depends on what is going to work for their staff. And they need to make sure they are at the front of the line themselves.”

The influence of folks in a leadership capacity is palpable, and often is the difference-maker in a successful program of any variety. In the lead-up to next years’ Wellness Program, be thinking about the message that would resonate most with your co-workers, and make sure you’re there at the front of the line showing your enthusiasm for the rest of your team! ■

*Failproof continued from page 2*

## Step 3: Put Yourself First

The pre-flight instructions about oxygen masks holds true in habit formation. “Please place the mask over your own mouth and nose before assisting others.” You need to commit to yourself. This comes easier for some and much harder for others. If you are in the latter group, consider that success will rarely occur until you put yourself first. Our list of people to care for is often long, making it hard to ever get to ourselves. Taking care of yourself first isn’t selfish, it gives you the energy and strength to better care for others. Putting yourself first ensures you have the energy, stamina, and bandwidth for everyone who relies on you.

## Step 4: Prepare for Modification

When you make it to this step you’ll notice that you are sick of eating a banana every day, or the berries don’t taste as good, or anything else that makes you feel restless with the habit. This is friction, and it happens all the time with long-established habits. Friction typically means that it’s time to change things up. Grab different fruit at the grocery store. Put something in the cart you’ve never tried. Simple swaps will keep a habit fresh.

To be successful at anything we need to be specific and clear with ourselves. The more specific you are, and the more a new habit is tied to existing habits in your routine, the more success you’ll achieve. In no time, you’ll be on your way to achieving your long-term health goals! ■





PO Box 6669  
Helena, MT 59604-6669  
800.635.3089  
www.mmiaEB.net

## No-Cost Resources for Winter Season Challenges

### Uprise Health

Your Employee Assistance Program (EAP) has recently changed names from IBH to Uprise Health. They provide six free counseling sessions per issue per year for all plan participants and anyone in the household.

- Seasonal Affective Disorder (SAD)
- Isolation and other pandemic stress
- Holiday tension
- Grief from a loss
- Relationship/family/parenting challenges

**Contact Uprise Health at:** [uprisehealth.com](https://uprisehealth.com) (access code: MMIA, password MMIA) or call 1-866-750-1327.

Uprise also has many resources available on their website including webinars, videos, articles, self assessments and more!



### Teladoc

Free virtual visit with a doctor, day or night, for quick feedback and medicine prescriptions as needed.

- Cold/Flu Season
- Questions on symptoms
- Late night non-emergency medical assistance
- Medical or Rx issues that arise while traveling

**Contact Teladoc 24/7 at:** [teladoc.com](https://teladoc.com),

1-800-Teladoc or download the easy-to-use app

Average wait time is less than 30 minutes and you can contact them from anywhere, anytime, without having to go to an urgent care etc. in person and potentially be exposed to other illnesses. ■

