

January 10, 2023



## Weekly Message

Everyone has heard of new year's resolutions, right? Resolutions are a part of many cultures around the world and are used to encourage behavior change, increase personal development, and, ultimately, to become our best selves. Setting goals is often tied to an increase in self-confidence, motivation, and autonomy. A [2015 study](#) showed that people who wrote down their goals were 33% more likely to achieve them than those who did not.

We encourage you to set at least one professional goal to help you grow in 2023. Whether that's honing a new skill, launching more learning using the new [Learning Launchpad site](#), or even [brushing up on trainings in Saba](#)—we know you can do it! But, if you're a bit stuck on how to create and reach a goal in the new year, we recommend making sure your goal is SMART: Specific, Measurable, Achievable, Relevant, and Time-Bound.



## **SPECIFIC**

Setting a specific goal is the first step towards success. After all, you need to have an idea of what you want to accomplish in order to create a plan for how to get there. One tip for making a specific goal is to write it out with as many details as possible.

## **MEASURABLE**

Now it's time to decide how you will measure your success. If possible, break your goal down into manageable chunks to help you measure how close you are to completing it. When your goal is broken down into measurable parts, you're less likely to feel discouraged as you can see the progress you've made.

## **ACHIEVABLE**

The achievable portion of SMART is what helps you determine if your goal is realistic. Is it actually possible for you to achieve this goal or are portions of it out of your control? Do you have the skills needed to complete the task or will you need to ask for help? Now is the time to be truthful with yourself and to make goals that you can achieve.

## **RELEVANT**

Whether your goal is relevant means that your goal should matter to you more than anyone else. Ask yourself if your goal will help you become the person you want to be or if you're just setting it to please someone else. If your goal isn't relevant to you personally, then it will be much harder to consistently work toward achieving.

## **TIME-BOUND**

Finally, it's always important to set a deadline for your goal at the start. Life happens and you might have to change the deadline, but that's okay! This target date will push you to work harder faster.

That's it! That's all it takes to have SMART goals. So let's get to work setting goals and becoming our best selves in 2023. Happy goal setting and goal achieving!

# Check Your Check

The first payroll of 2023 will be processed **this week** on January 13. This check will include deductions for benefits—including changes or additions you made during the last Open Enrollment period—and pay structure adjustments for eligible employees. Please follow the steps below to confirm your deductions are correct and report any issues to [HR-Benefits@slco.org](mailto:HR-Benefits@slco.org) immediately.

1. Log into PeopleSoft
2. Click on the Benefits Details tile
3. Click on the "Benefits Summary tile"
4. Review your 2023 elections and report any issues to [HR-Benefits@slco.org](mailto:HR-Benefits@slco.org) immediately. Changes after this date may require a qualifying life event, such as a marriage, divorce or birth within the past 30 days.

# New Mental Health Partner

Welcome Blunovus, Salt Lake County's mental health partner! In this role, Blunovus will be providing Employee Assistance Program (EAP) visits and other resources to benefit-eligible employees and their families.

Blunovus was selected to partner with Salt Lake County because of their commitment to mental health, their original and proactive approach, and the unique tools they offer County employees. Click [here](#) to read more about Blunovus' goals and values.

Blunovus provides service in two ways. First, you can reach out to the CARE Center and speak with a live person 24/7. The CARE Center is an anonymous and unlimited resource to provide in-the-moment support with whatever is happening in your life. Whether you need referrals for services or just someone to vent to, a Care Connector will be there.

The second service provided by Blunovus is EAP support. Whether you need short-term counseling or a financial or legal consultation, the EAP will connect you with a local provider, using your responses about preferences or needs to find the best possible fit. As with the CARE Center conversations, all EAP services are confidential and free.



Get started by downloading the free Blunovus app from the Apple or Android store. Use the code "SL County" to register, and then select "Text" or "Talk" to reach a Care Connector.

## Sherrie Swensen's Retirement



Please join us next Wednesday for a retirement party celebrating Sherrie Swensen's 32 years of service.

**Wednesday, January 18**

**from 12 to 5 p.m.**

Salt Lake County Government Center  
South Building Cafeteria

## Winter Corporate Games



Gather up your team for some winter fun!

## WINTER CORPORATE GAMES

### WINTER GAMES:

February 13th to March 7th

### WHO CAN PARTICIPATE?

Must be a current county employee that works at least 20 hours per week and is at least 18 years old and not attending high school.

### REGISTRATION DEADLINE:

January 20th

[CLICK TO REGISTER](#)

# Q4 Phishing Champions

Congrats to our Q4 (2022) Champion Phish Detectors! To show our appreciation, each quarter we recognize and reward five employees (at random) with a \$25 gift card who promptly report potential phishing emails and help safeguard county data.

Last quarter's winners are:

- Carma Nielson, Salt Lake City District Attorney (PIMS User)
- Chantal Madsen, District Attorney
- Glenna Jensen, Mayor Finance
- Klinton Esplin, Sheriff
- Loriann Warner, Aging & Adult Services

[Q4 Test Results / How to Identify and Respond to Suspicious Messages Learn more](#) about our robust IT Security Awareness Program.

## Employee Enrichment Series

[Join us](#) next **Thursday, January 19, at 1 p.m.** for the first employee enrichment course of the year! This month's topic is finding passion and purpose in your work! If you find yourself feeling burned out, bored, and/or exhausted when you think about your job, this is the session for you! Come learn some ways to reinvigorate your passion and purpose at work.

Meeting ID: 858 0254 5017

Passcode: 519943

*The Employee Enrichment Series brings in speakers from across the state to share their knowledge with county employees. There will be a one-hour-long presentation on the third Thursday of every month on topics such as professional development, building habits, and working through conflict. Each session attended will be worth 10 healthy lifestyle points and there will also be opportunities to enter prize drawings each month.*

# Prevent Sexual Harassment

Every-two years—sometimes sooner for newer employees— all county employees must complete a sexual harassment prevention training. The best way to prevent sexual harassment is to build a community where we look out for each other and protect ourselves. [This one-hour training](#) will teach you how to do both. To break the training up, it is divided into 3-modules: No Space for Harassment, Be an Upstander, and A Fine Line. You will have 90 days to complete the training. Additionally, a Spanish Language version of this training will also be available in the next several days.

IS  
THE  
LINK  
SAFE?

Remember to hover over links to ensure they're safe.  
Safe links should start with one of the following:

- slco.org
- slcounty.org
- slco.to
- s2.bl-1.com
- slcounty.sharepoint.com
- slco.sabacloud.com

 LEARN MORE



COVID Info

eConnect

SLCo Jobs

 SALT LAKE  
COUNTY  
INTERNAL  
COMMUNICATIONS