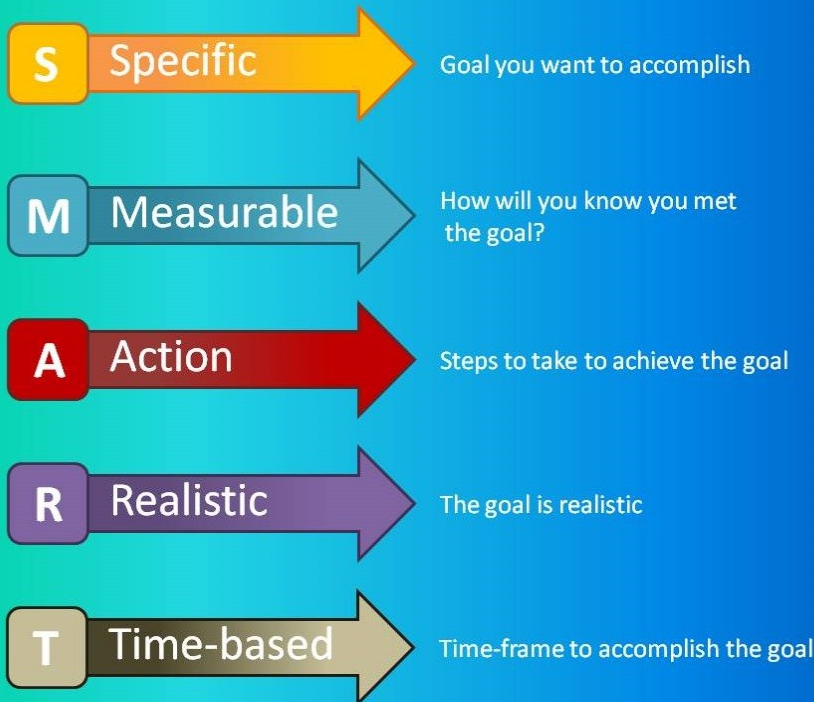


## Success Coaches Assist You Step-by-Step to

# S.M.A.R.T. GOALS



Your success coach can not only help you identify goals and action steps, but is available to assist along the way.

### **Prioritize your goals.**

What are some short-term goals to solve immediate challenges? What are some long-term goals that seem out of reach?

### **S.M.A.R.T. work goals:**

- Be on time
- Improve skills
- Develop better co-worker relationships

### **S.M.A.R.T. home goals:**

- Get house organized
- Save for emergencies
- Address health issues

### **Success coach advice.**

Luis Quezada, success coach (Firelands ERN of Toledo, Ohio) says, "ERN® success coaches help employees create the steps and strategy to tailor goals, providing a strong foundation in proactively seeking and leveraging the resources needed to be successful. As the success coach

and employee work together, a relationship develops and they discover further opportunities for growth. I've used the S.M.A.R.T. model to help others setting goals in medication and stress management, home organization, seek higher education, and creating healthy eating habits, for example. More so, this model not only encourages an action plan, but is a

### **EaRNed Success Employer Resource Network**

#### **Our Goal**

Creating access and resources for employee success at work and in life.

#### **Member Companies**

- ◆ Anne Grady
- ◆ Assured Health
- ◆ Friends for Life
- ◆ Reign Residential Services
- ◆ Phoenix Residential Services, LLC

#### **Strategic Partners**

- ◆ AAA
- ◆ Enpuzzlement
- ◆ ERN Ohio
- ◆ ERN USA
- ◆ Lucas County Family and Children First Council
- ◆ Lucas County Impact Coalition
- ◆ Lutheran Social Services
- ◆ NW Ohio Financial Opportunities Center
- ◆ Ohio Means Jobs
- ◆ Promedica Ebeid Center
- ◆ TIREMAN USA

living document that can change through time and is tailored to the challenge and time frame that is best for you while considering the variables that can have a positive and negative impact. Then we have room to think about the process (journey), rather than fixate on the end result." *Sources: ERN USA; Firelands ERN*

**Sharon Calhoun, Success Coach**  
scalhoun@lucasdd.org  
419-345-8984 (cell)

Your Success Coach is a free and confidential benefit offered to you by your employer. When employees succeed, the entire company succeeds!

**Anne Grady**

1525 Eber Rd, Holland  
♦ Monday: 10:00am-2:00pm  
(alternating)

**Assured Health**

6545 W Central Ave, Ste 106, Toledo  
♦ Friday: 8:00am-12:00pm (2<sup>nd</sup> & 4<sup>th</sup>)

**Friends for Life**

5330 Heatherdowns Blvd, Toledo  
♦ Wednesday: 8:00am-12:00pm  
(1<sup>st</sup> & 3<sup>rd</sup>)

**Public Library**

4833 Dorr St, Toledo  
♦ Tuesday: 8:00am-12:00pm

**Public Library**

325 N Michigan St, Toledo  
♦ Wednesday: 8:00am-12:00pm  
♦ Thursday: 12:00pm-4:00pm

**Reign Residential Services**

1058 Clark Street, Unit D, Holland  
♦ Tuesday: 12:00pm-4:00pm (1<sup>st</sup> & 3<sup>rd</sup>)

**Phoenix Residential Services, LLC**

360 S Reynolds Road, Toledo  
♦ Friday: 8:00am-12:00pm (1<sup>st</sup> & 3<sup>rd</sup>)

1<sup>st</sup> 2<sup>nd</sup> 3<sup>rd</sup> 4<sup>th</sup> = week of the month

**Walk-in Welcome**

Call, email or text for appointments. Additional times available.

## Childcare Partnerships: Solutions for Workers

Your ERN® success coach is an expert at finding resources, exploring eligibility, and applying for programs. This comes in handy for employees seeking assistance with childcare! But what if childcare is hard to come by in your community or too expensive for your budget?

**Finding new solutions.** Employer Resource Networks® (your company is a member) work with area organizations, often thinking outside the box in making services more affordable and more available in order for workers to succeed at both work and home.

**Childcare partnership example.**

The Tri-share Childcare Pilot began a year ago in West Michigan. It is a program contributed in part by Michigan ERN to make childcare more affordable for struggling families. The employer, employee, and State of Michigan each pay a third of the costs. There are currently over 40 children (with a goal of 90) and over a dozen Muskegon/Ottawa County employers, including Wesco, enrolled in the program.

**Peace of mind, work success.**

When a challenge or barrier is removed, especially one as important as care of your child, you are better able to get to work and focus on your job. Let your success coach know your needs around childcare and they can explore centers and resources in your community. *Source: ERN USA*

## Regular Check-ups: Feel Your Best at Home & Work

Take time out to feel your best by getting regular check-ups. Being alerted to health issues early could avoid more serious issues later. Ask your Success Coach for assistance with medical referrals, insurance, transportation, extra costs, or scheduling around work.

**Women 20-40 Years:** breast and pelvic exams, thyroid hormone screenings

**Women 40-60+ Years:** ovarian screenings, mammograms

**Men 20-40 Years:** testicular exams

**Men 40-60+ Years:** prostate exams

**Dental Visits:** twice a year for exam and cleaning

**Blood Pressure Screenings:** at least once every two years

**Cholesterol Screenings:** if normal, do not need to be checked for five years

**Type 2 Diabetes Screenings:** for those with blood pressure 140/80 or above, body mass index (BMI) greater than 25, other risk factors for diabetes such as heart disease or weight gain

**Eye Exams:** every two years if you have vision problems; at least every year if you have diabetes

**Skin Exams:** at home regularly and by a dermatologist every one to two years

**Colonoscopies:** should begin at age 50 and done every 10 years

**Coronary Screenings:** done to assess heart health and may begin at age 40 or 50 depending on risk factors

**Hearing Tests:** every 10 years

**Bone Density Testing:** every two to three year to assess bone health and strength; age 65 for women; age 70 for men *Source: Wellness360; ERN USA*



ERN USA  
Employer Resource Network®

## Philosopher's Square

"A goal is a DREAM with a deadline." - *Napoleon Hill*