Wellness Without Walls

Volume 1 | Issue 2 July – December 2023 – Allegany County Employee Wellness

THE RESULTS ARE IN!

Before our previous issue we asked what are your areas of interest regarding wellness. We received 690 responses from everyone that completed the survey. Being Active – 92; Healthy Food & Beverage Choices – 87; Exercise Ideas – 86; Weight Loss – 81; Workplace Physical Activity – 74; Adopting Healthy Lifestyle – 70. Look for these topics and more in the newsletter.

What Matters Most for Fat Loss?

No matter if you eschew carbs or eat lots of them, there's one thing for sure: You can't separate a calorie from its food source.

Soda contains sugar. So does an apple. Both foods are mostly carbs.

But you can't eat that apple without also getting some fiber, which slows the absorption of the sugar into your bloodstream. Plus, it's a solid food that's dense with other healthy nutrients.

What's more, an apple isn't highly-palatable or highly-rewarding, so it doesn't stimulate your brain towards overconsumption like soda does.

All those factors affect fullness and food consumption.

Consider: A large soda-pop from a fast food restaurant provides 80 grams of sugar and 290 Calories. It's relatively easy to consume in one sitting.

But you'd have to eat four small apples (or 2.5 large apples) to consume an equal amount of sugar and calories from that soda. Know anyone that typically does that in one sitting? Or regularly wants to, even though they may thoroughly enjoy apples? And if you do, can we agree they're an outlier?

Same number of calories. Same amount of sugar. But a very different experience nutrition-wise.

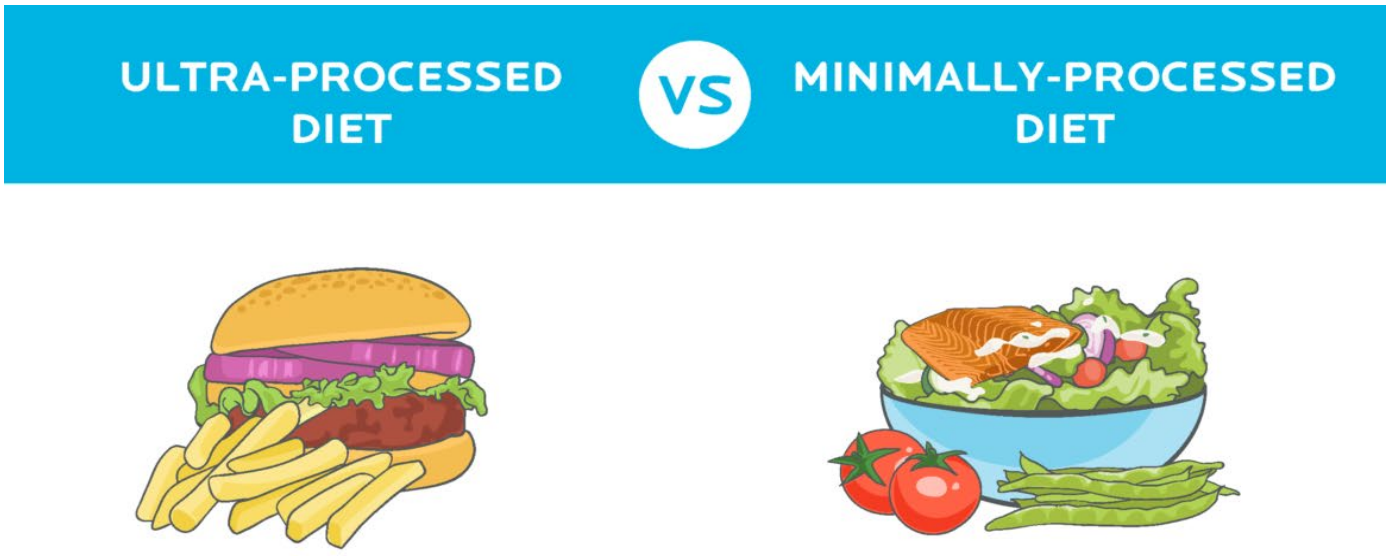
How might this play out across your entire diet?

A physician conducted a study to gain insight.

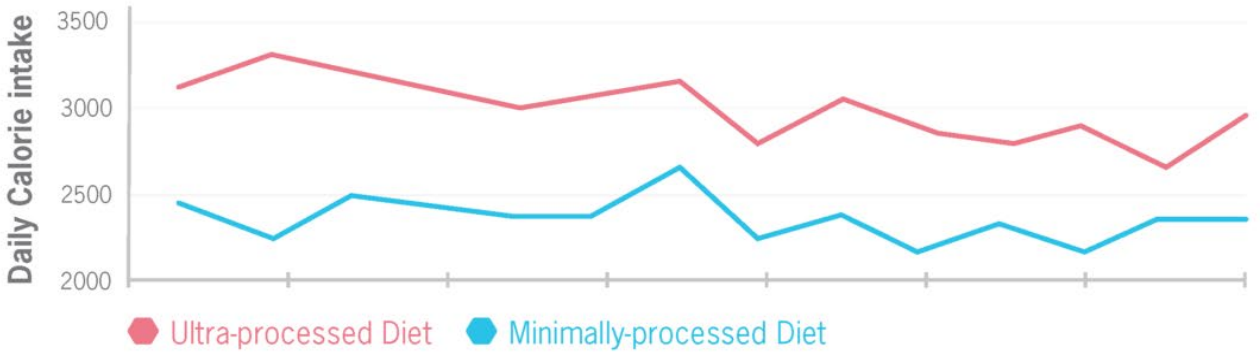
He admitted 20 adults to the NIH's metabolic ward and randomized them to a diet of ultra-processed foods or minimally-processed foods. They were allowed to consume as much or as little as desired. After two weeks, they switched and did the alternative diet for two weeks.

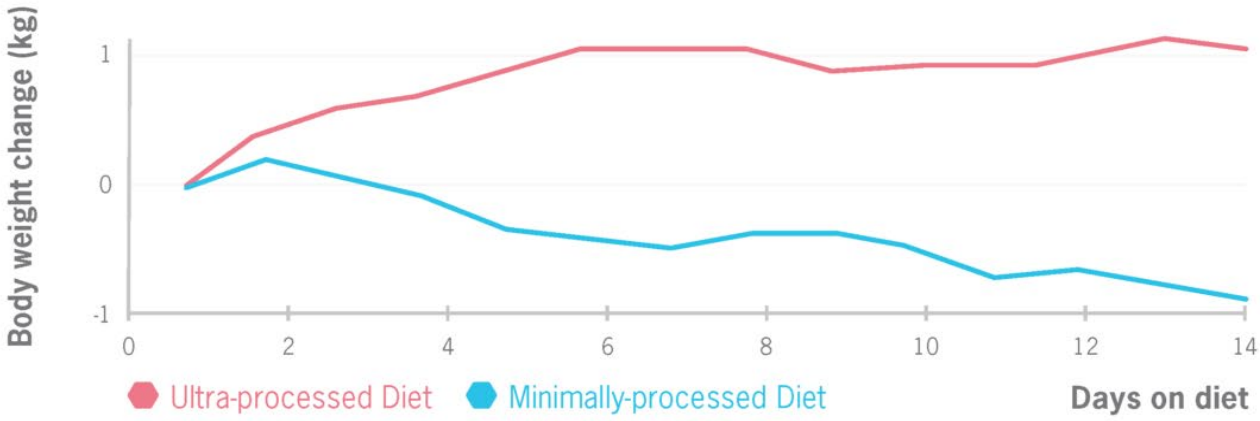
The result: As you can see in the chart below, participants ate 508 more Calories per day and gained weight on the ultra-processed diet. They lost weight on the minimally-processed diet. This probably isn't shocking, but it's illustrative of how the quality of foods we eat may have a greater impact on our weight than whether we cut carbs or fat. Further, it suggests that quality foods may make it easier to lose weight,

without worrying so much about calories. ~excerpt from *The Truth About Carbs, Insulin, and weight loss: What REALLY matters for getting the results you want.* Helen Kollias PhD., Brian St. Pierre MS, RD.



Diets contained the same number of calories, sugar, fat, fiber, and macronutrients. The study participants could eat as much or as little as they desired.





Adapted from: Hall KD, Ayuketah A, Brychta R, Cai H, Cassimatis T, Chen KY, et al. Ultra-Processed Diets Cause Excess Calorie Intake and Weight Gain: An Inpatient Randomized Controlled Trial of Ad Libitum Food Intake. Cell Metab. 2019 Jul 2;30(1):67–77.e3.

Your EAP Benefits:
One-on-One Personal & Professional Coaching

Your EAP offers exciting Peak Performance Coaching Benefits to help you grow and succeed both personally and professionally. Connect by phone for one-on-one coaching with ESI Masters and PhD level coaches. Best of all, these benefits are free for you and eligible family members!

Coaching is available in the following areas:

- **Certified Wellness Coaching** - lose weight, get fit, reduce stress, quit tobacco, and get nutrition help.
- **Certified Financial Coaching** - get help for budgeting, credit, debt, money management and more.
- **Balancing Life at Work and Home** - make the most of family life while learning to succeed at work.
- **Resilience** - recognize your personal strengths and improve resilience to face life challenges.
- **Effective Communication** - improve your interpersonal communication skills to be more effective.
- **Home Purchasing** - get help with the home buying process, credit and financing basics.
- **Student Debt** - learn about Federal Student Loan types, repayment plans, consolidation and more.
- **Relaxation Coaching for Beginners** - get support and referrals for relaxation, meditation, or yoga training programs.
- **Workplace Conflict** - improve interpersonal skills and learn methods for resolving conflict.
- **Retirement Coaching** - get help to address the practical and emotional aspects around retirement.
- **Succeeding as a Supervisor** - learn key management concepts and ways to develop and empower employees.

Plus, get online tools to support your goals:

- Access thousands of online videos, articles, calculators, self-assessments and other tools.
- Comprehensive personal and professional online trainings available in a variety of easy-to-use formats.
- Wellness tools and tips on diet, nutrition, fitness and smoking available in the Online Wellness Center.

To access a Coach, simply call 800.252.4555 and ask to speak to a Coach.

To access online support resources, simply login at www.theEAP.com.

ESI EMPLOYEE ASSISTANCE GROUP

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Avoid these common Exercise Mistakes:

- **Using improper technique when doing sit-ups/crunches.** If you flex or bend at your hips when doing sit-ups or raise only your head and neck, you will not tone your abdominal muscles and may suffer neck strains – especially if you clasp your hands to the back of your head. Instead place your finger tips on the side of your head behind your ears during crunches.
- **Not warming up or cooling down.** Skipping this part of your workout before exercise can limit your muscle function and increase your risk for injury. Not cooling down afterwards can shock your cardiovascular system and cause muscle stiffness. It only takes 5-7 minutes to get warmed up before lifting weights or doing cardio. Try walking or bicycling at a slow pace before increasing your speed or running. Before resistance training warm up the muscles and joints you plan to train by doing the same movements but with no weight or minimal weight. Cool down by going at a slower pace for 5 minutes and then stretch each muscle to finish.

Easy exercise progression:

If you are just starting out with a resistance training plan, it can be confusing to know what exercises to do and how many times to do it. Let alone how to even use the equipment and how often. It is a good idea to seek help from a certified trainer to learn how to use the equipment after you've checked with your doctor about starting a fitness regimen. Once you do, then commit to exercise with someone else – not only will you have a workout buddy to share the experience with, but it's much harder to cancel when you feel you're letting someone else down. The local gyms or school- based fitness centers in Allegany County have weight machines you can use and they are not difficult to learn. Here is a very basic plan to follow for each day of your new workout regimen. *Sets* = the number of times you repeat an exercise. *Reps* = the number of times you complete an exercise movement within each set. This works when performing resistance training two or three times a week. I would recommend only training twice a week if you're just starting.

REMEMBER TO UTILIZE COUNTY WORK BENEFITS THROUGH EAP:

HTTP://WWW.THEEAPPREMIUM.COM

- YOU DON'T HAVE TO BE ENROLLED IN COUNTY INSURANCE TO ACCESS THE EMPLOYEE ASSISTANCE PROGRAM.
- ONCE LOGGED IN YOU CAN ACCESS RESOURCES SUCH AS THE WELLNESS CENTER, EMOTIONAL WELLBEING AND MORE.

Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Day 8	Day 9	Day 10
2 sets x15 reps	3 sets x15 reps	3 sets x15 reps	3 sets x12 reps	3 sets x12 reps	3 sets x10 reps	3 sets x10 reps	3 sets x8 reps	3 sets x8 reps	3 sets x15 reps
			Increase weight		Increase weight		Increase weight		Use day 4 weight.

Each time you complete all the reps in a workout (ex; 3x15 = 45 reps), then increase the weight a little for the next workout. If you can't do all the reps (ex ;3x15 = 42 reps), then keep that weight until you can. ~

Take the ACES Survey from
Trauma-Informed Communities Throughout Allegany County
The survey can be very emotional – if you feel stressed, anxious or depressed be sure to reach out for support. ***Click here to take the survey.***

Conquering Those Hard-to-Break Habits:

If you want to lose weight, quit smoking, improve your diet or change practically any other bad habit, roll up your sleeves. "Habit change is work," says Matthew A. Budd, M.D., retired assistant professor of medicine at Harvard Medical School, and co-author of "You Are What You Say." Why? Some habits that are the hardest to break are deeply embedded emotionally. Through food, for example, we learn how to soothe ourselves, beginning in infancy.

"At an early age, we learn that food, comfort and security are all connected," says Dr. Budd. "That's why some adults overeat when anxious."

Dig deep

To break stubborn bad habits such as overeating, "you need to get behind the emotion that's driving the behavior," says Dr. Budd. What to do first: "Determine the recurring circumstances that drive you to food or any other substance," he advises. If you notice you head to the vending machine whenever your boss gives you a new project, think about what's causing the anxiety that's causing you to eat.

If it's fear of failure, ask for help from someone else rather than seeking solace through food. Drink a glass of water or meditate and take a few deep breaths to shore up your confidence. "Only when you address the emotions underlying the addictive or habitual behavior can you really begin to produce positive results," says Dr. Budd.

Create a game plan

Once you're aware of the emotions driving habitual behaviors and you've developed strategies to deal with particularly troublesome habits, you can develop a practical plan that can help you accomplish your goals, such as losing five pounds by your birthday or giving up smoking.

During this planning stage, trouble-shoot to design a doable behavior-change plan. If, for example, you want to give up high-fat takeout dinners but don't

Growing a garden? Try these ideas for your veggies.

Skillet Zucchini with Chopped Tomato

- **1 tsp whipped light butter or olive oil (for vegetarian)**
- **1 cup chopped onion**
- **4 small zucchinis, thinly sliced**
- **2 medium tomatoes, chopped**
- **Freshly ground pepper**

In a large nonstick skillet, melt butter over medium heat; add onions and cook, stirring until softened. Add zucchini and cook for 2 minutes. Add tomatoes and cook for 3 to 5 minutes or until zucchini is tender-crisp. Season to taste with pepper. ~

Summer Squash Sauté – a good dish to top pasta or serve with grilled chicken, lean beef, or salmon.

- **1 lb. summer squash**
- **2 tbsp olive oil**
- **1 large onion, chopped (1 cup)**
- **1 small red bell pepper, chopped**
- **2 tbsp basil**
- **1 cup cherry tomatoes**
- **2 cloves garlic, chopped**
- **½ cup coarsely grated parmesan cheese (2 tbsp per serving)**

Wash and trim ends of squash. Cut lengthwise and then cut horizontally in half-inch slices. Pieces should be bite-size (they'll shrink when you cook them).

Heat oil in a deep-frying pan over medium-high heat. Sauté onion, pepper, and garlic. Add squash and stir, about 3 minutes until tender. Add basil and whole cherry tomatoes. Stir just until tomatoes are heated and ready to pop, about 2 to 3 minutes longer. Remove from heat. Sprinkle with Parmesan cheese and serve immediately.

Spinach Berry Salad with Grilled Chicken

1 cup frozen unsweetened strawberries, thawed
1 tbsp. dried minced onion in cup with 2 tbsp. warm water
1/4 cup balsamic vinegar or white balsamic vinegar
1 tsp. onion powder
1 tsp. Dijon mustard
1/2 tsp. black pepper
1/4 tsp. celery seed
1/8 tsp. sea salt
1/2 tsp. poppy seeds
1/4 cup diced red onion
1/4 cup white vinegar
4 cups raw baby spinach
1 cup fresh strawberries, sliced
1 cup fresh blueberries
1 medium-sized red pepper, sliced
1 cucumber, diced
8 oz. grilled chicken breast, sliced
1/2 oz. reduced-fat feta, crumbled
1 tsp. pecan pieces

Place first 8 ingredients in blender and puree until smooth. Stir in poppy seeds.

Place red onion into white vinegar, let set for 5 minutes, strain and discard vinegar. Reserve the red onion to use in the salad.

Place 1 cup spinach in bowl. Top with ¼ cup of each: strawberries, blueberries, red pepper, red onions, cucumber, grilled chicken, feta, pecans.

Drizzle each salad with ¼ cup of dressing.

have time to cook, make sure you stock your kitchen with low-fat meals, prepared salads and fruits and vegetables each week so you'll have easy, healthy meals on hand.~

Snap back after a slip

Once you've put your plan into action, beware. There will be times when you don't stick to it -- perhaps you'll eat too many dip-laden potato chips at a holiday party. Don't despair. "To slip is to be human," says Dr. Budd. Instead of giving up on your plan and reverting to bad habits, use the suffering that's associated with the slip as a learning opportunity so you can avoid it in the future.

Ask yourself what caused the slip? Was it something practical -- such as going to the party too hungry, then standing by the potato chip bowl all night? Or was it something emotional, such as feeling stressed about a work project? Once you've nailed what caused the slip, "let the slip go and forgive yourself," says Dr. Budd.

But before you resume your behavior-change plan, "see if it's in your heart to honestly recommit," he says. If so, strengthen your strategy and fortify your resolve by seeking emotional encouragement from a support group or a network of friends. The help they provide can be a powerful motivator.

"If you have other people watching your progress, you'll be less ready to break that commitment," says Dr. Budd. "But if it isn't in your heart to recommit, be honest about it because, otherwise, you'll just suffer more."

Timing is important when committing or recommitting to a behavior-change plan. "The ideal time to make a habit change is when your motivation is high and when your life is relatively predictable," says Dr. Budd. A less-than-ideal time is when you're starting a new job, moving, switching careers or attending lots of social events. Your best bet: "Select a time that's a relative clearing in your life," says Dr. Budd.~

Stop waiting for the perfect time! Here are additional ways to help you be more active today and start healthy habits.

It's easy to put exercise and activity at the bottom of your long to do list. But being active is one of the most important things you can do, each day if you can, for good health.

While you may not be able to reduce time for other commitments, you might try to squeeze short bursts of activity into your busy lifestyle.

Choose activities that appeal to you

When you can have fun with fitness, it will be more appealing and satisfying to fit it in. You will have more motivation for it also. If you enjoy biking or hiking, add it to your schedule each week.

Track your progress

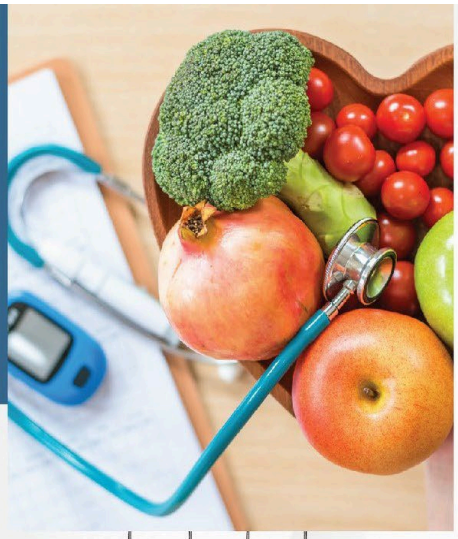
An old strength coach of mine once said that the faintest of pencil markings is better than the best memory. He's right. When you can look back at what you did it gives you a sense of accomplishment, helps you to know that you are not spinning your wheels, and helps you to progress in time or intensity of specific activities.

Learn an exercise or two you can do quickly and easily

With limited time and mental energy, having a go to exercise is like hitting the speed dial on your phone. Something simple like planks, push-ups, squats or jump rope can get you moving quickly and it only takes a few minutes to get them into your day – even during a break.

DIABETES EDUCATION

People with diabetes are living longer, healthier lives with fewer complications. What's the driving force? Greater awareness and better management of risk factors. Find out what you can do to prevent or delay diabetes or manage your diabetes today.



DIABETES PREVENTION PROGRAM

Are you at-risk for type 2 diabetes or have you been diagnosed with pre-diabetes? You'll get a full year of support and learn how to eat healthy, add physical activity to your routine, manage stress, stay motivated, and solve problems that can get in the way of your goals. This program is proven to prevent or delay type 2 diabetes.

DIABETES SELF-MANAGEMENT PROGRAM

The Diabetes Self-Management Program (DSMP) is a 6-week group program for people living with type 2 diabetes. The program was developed by Stanford University to help you manage your diabetes symptoms, tiredness, pain, and emotional issues, by helping you learn skills to better manage your diabetes day to day.

BENEFITS OF DIABETES EDUCATION

Lower A1C levels.
Participants of DPP who lost 5-7% of their body weight and added 150 minutes of exercise per week cut their risk of developing type 2 diabetes by up to 58% (71% for people over 60 years old).

Prevent or Reduce Diabetes Complications
Participants of DSMP who learn skills to manage their diabetes reduce their risk of heart disease, kidney disease, eye problems, and other complications.

Lower Medical Expenses
People with diagnosed diabetes incur average medical expenditures of $16,752 per year, of which about $9,601 is attributed to diabetes.

UPCOMING CLASSES

DIABETES PREVENTION PROGRAM
August 29, 2023-July 31, 2024
Belmont, New York | 1:30-2:30p.m.
Allegany County Office for the Aging
Call 585-268-9390 to register
$50 gift card for Graduates

DIABETES SELF-MANAGEMENT
October 4, 2023- November 8, 2023
Telephonic Education | 7-8p.m.
Ardent Solutions, Inc.
Call 585-593-1738 to register
$50 Gift Card for Graduates

Office for the Aging
Allegany COUNTY
New York

Ardent Solutions
Network for Community Health

ESI EMPLOYEE ASSISTANCE GROUP

TotalCare EAP
Public Safety EAP
Educators' EAP
Higher Ed EAP
HealthCare EAP
Union AP

Counseling Help from Your EAP

If you're feeling overwhelmed by events lately, you aren't alone. Times are indeed tough. But remember, help is just a phone call away through your EAP, **which has a variety of free, confidential counseling and support services available 24/7/365.** Benefits are available to you and all eligible family members.

Get help for:

- Stress
- Loss & Grief
- Money & Debt Problems
- Relationship & Family Issues
- Elder & Child Care
- Legal Issues
- Health & Wellness
- Substance Abuse
- ***Much More!***

- All EAP counseling services start with a phone call, day or night.
- Experienced Masters and Ph.D. level clinical counselors provide immediate support.
- Often, you can resolve your issues just by talking to a counselor, but if not, they will refer you to video counseling or face-to-face counseling with a local counselor for additional help.
- We've built a referral network of more than 40,000 private practice providers throughout the U.S. and Canada to supplement our own counseling services.

If you prefer, login to explore over 25,000 self-help resources covering virtually any problem or issue that you or your family may face.

Your EAP can help - call any time: 800.252.4555 | www.theEAP.com

Weight Loss Myths and Facts

Myth: Skipping meals is a good way to lose weight quickly.

Fact: Skipping meals can slow down your metabolism and actually make weight loss harder — among other harmful effects. Skipping meals can lead to overeating or overindulging in unhealthy snacks later on.

Myth: Eating late at night causes weight gain.

Fact: Late-night snacking won't make you gain weight directly. Eating late can lead to overconsumption if you've already met your calorie goal for the day, especially when eating and watching TV - often means no portion control.

Myth: Doing tons of cardio will help you burn fat more quickly

Fact: Cardio alone is often not enough to lose weight. It's important to combine cardio with strength training and a healthy diet. Cardio is like a one hit calorie burn. Strength training is a long-term calorie burn, because building muscle requires your body to burn more energy every day – in addition to calories burned during training.

Myth: Eating fatty foods will make you gain weight.

Fact: Eating healthy fats in moderation will not lead to weight gain. "Low fat" and "reduced fat" are often labeled as a healthier choice – but there are "healthy fats" and not so "healthy fats". Fats found in fish, nuts, olive oil, and eggs can help you feel fuller longer, and provide essential fatty acids that your body needs to function at its best.

Myth: Healthier foods are more expensive

Fact: It is possible to eat healthily on a budget, but it may require some effort, planning, and creativity. Buy non-perishable foods in bulk, eat in, and plan ahead. In 2013 the Harvard School of Public Health found that it costs an average of $1.50 more per day to eat healthy. But the study only looked at the cost per calorie, rather than the cost per serving. It compared the cost of 200 calories worth of cake to 200 calories worth of broccoli. Of course, the cake would add up calories much quicker than the broccoli. So, instead of focusing on calories alone, make sure you focus on nutrient-rich foods that fill you up with fewer calories.

Send your questions or ideas for future newsletter topics to healthinfo@alleganyco.gov – Health Department Website

Employee Burnout Quiz

Read the **article here** & answer the questions to test your knowledge!

1. **Employee burnout happens** when a worker experiences a great amount of stress at home or at work.
   True or False?

2. **Ongoing and persistent stress** for a long time can cause an employee to be physically and/or emotionally exhausted – and no longer function like they used to.
   True or False?

3. **Symptoms of burnout include: (*select all that apply*)**
   a. Absenteeism/tardiness
   b. Health problems
   c. Positive attitude
   d. Loss of enthusiasm/motivation
   e. Helpful comments/reactions
   f. Emotional outbursts
   g. Drug/alcohol use

4. **List one way a supervisor or employer can help an employee with burnout at the workplace.**

(please see article for ideas)

Answers: 1. True; 2. True; 3.a, b, d, f, g