

Employee Newsletter



Special points of interest:

- **100 Miles—100 Days Challenge Concludes on August 8th**
- **Upcoming Quarterly Online Class/Webinar: "Budgeting Basics—The Key to Becoming Financially Healthy"**
- **Fitness Center access code to change July 15th**

July, 2020

Volume 7, Issue 7

Maintaining Well-being - *Continuum EAP*

COVID-19 has dramatically changed our lives, creating a new way of working and living. During these times of change and uncertainty, the best way to navigate the new changes is by focusing on self-care and helping those around you while following proper health precautions. It's also an important time to bring your health and well-being to the forefront.

Self-care in the wake of the coronavirus outbreak includes focusing on things you can control (like practicing good hygiene) instead of those you cannot (stopping the virus).

Here are some simple steps to help put your well-being in focus:

GO FOR A WALK IN YOUR NEIGHBORHOOD

Participating in outdoor activities is perfectly acceptable if you maintain a distance from others of at least 6 feet. Going for a walk, visiting a local park, or even playing in the yard with your children are great ways to incorporate physical activity into your routine. Taking a break to exercise can also help reduce stress.

HAVE A VIRTUAL CLUB

If you have a weekly gathering or book club, use FaceTime or another video streaming service to connect. Maintaining these events, especially during uncertain times, will help keep a sense of normalcy. *(Continued on page #2...)*

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Maintain well-being— continued from front page...

TRY NEW HEALTHY RECIPES

With extra time being spent inside, now is a great time to focus on healthy eating. Use this time to invest in trying new healthy dishes and become more mindful of how you nurture your body. During times of uncertainty it can be natural to stress eat or crave comfort foods, but being aware of how you're eating can help maintain focus on well-being.

REDUCE STRESS

It's important to take breaks from watching, reading or listening to news stories, especially on social media. Take time to meditate, read a book, or watch a movie — anything to help you unwind and separate your mind from stressors. Consider creating a schedule that prioritizes time for your well-being and positive mental health. Even simple activities like completing a puzzle or coloring can help you to relax and positively impact your thoughts and feelings.

TALK WITH SOMEONE

If you are feeling overwhelmed, Continuum EAP can help. Talking about your concerns and receiving advice related to your specific situation can make a difference. We're all in this together. —end

ONLINE LEGAL RESOURCES

Continuum EAP's online resources includes a library of 100+ free fillable legal forms, including:

- Wills/Living Trusts
- Bill of Sale
- Rental Agreements
- Promissory Note

To get started, visit 4continuum.com and click "MEMBER LOGIN" at the top of the page. Use Saline County username and password. Contact HR for login information or give Continuum a call if experiencing difficulty.

*Next Wellness

Committee Meeting:

The next Wellness Committee meeting is yet TBD—possibly via teleconference.

*Next Safety Committee

Meeting: Wednesday, August 12, 2020 in the Courthouse Conference Room, 8:30 a.m.—possibly via teleconference.

DON'T "TOUGH OUT" ACUTE STRESS DISORDER

Does your job include a higher risk of witnessing violence or trauma? If you are exposed to such an event, consider meeting with a Continuum EAP professional to discuss your experience and understand symptoms of acute stress disorder. Acute stress disorder can follow any type of traumatic event.

Don't tough it out or assume "Ah, I'm OK." Proper care for symptoms may help prevent post-traumatic stress disorder (PTSD), a mental disorder that can follow if acute stress disorder symptoms don't resolve after six months.

Acute stress disorder may include anxiety, depressed mood, sleep disturbances, nightmares, being constantly tense, being easily startled, irritability, poor concentration and more. —end



Things You Shouldn't Put in Coffee—Matt Bradley

Okay, so recent clinical studies have come out to say that coffee is not bad for you and may help to protect against a number of diseases: Type 2 Diabetes, Parkinson's, Liver Cancer and Liver Cirrhosis. With that being said, as you up your consumption from one miserly cup a day to 3-4 cups there are some other healthy considerations that you ought to make.

If you are putting things that are bad for your health into your coffee to make it flavorful for your pallet and you are not conscious about what they are and their effects on you, then you may be causing more harm than good. Here are a few items to consider:

Sugar: We all know that sugar is being blamed for the overall poor health scores that Americans and know many other cultures around the world are receiving. They're blamed for everything from heart disease, obesity and ADD.

Artificial Sweeteners: Artificial sweeteners are not a healthier alternative to sugar despite what you may think. These chemically originated sweeteners and re-

sponsible for a number of negative health conditions like metabolic syndrome, high blood pressure, obesity, diabetes and heart disease.

Non-Dairy Creamer: In either powder or liquid form is full of a lot of artificial items that are intended to provide the same creamy feel and taste of half & half or heavy cream. Most contain a lot of high fructose corn syrup, in fact it's often the primary ingredient, it is pretty well known that it causes weight gain, promotes cancer growth, stimulate fat accumulation in the liver and increased cholesterol levels. Partially hydrogenated vegetable oil which is high in trans fat which is also known to raise your bad cholesterol levels significantly.

Flavored Syrups: Basic caramel syrup is approximately 19 grams of sugar and 80 calories. At Starbucks a Grande Latte gets 4 pumps and a Venti contains 7. That is respectively 76 grams or 320 calories for a Grande Latte and 133 grams or 560 calories for a Venti Latte.

Now you know. Enjoy the Joe! -end

Know Your Color—"True Color" Class



True Colors®

Jamie Houser & Anita Novotny continue being unable to orchestrate this meeting given the current social distancing measures taking

place due to COVID-19. It will be rescheduled when appropriate whereby this event will be participatory only; with no video recording capabilities. *—end*

Volume 7, Issue 7



July-September, 2020
Continuum EAP Online
Webinar Class

The upcoming quarter offers the following Continuum EAP Webinar. Successful completion provides 75 Wellness points. Offering of points is limited to:

"Budgeting Basics—The Key to Becoming Financially Healthy"

(Return Certificate by 10/9)

100 Miles—100 Days Continues

This continuing challenge Began on May 1st to which participants may Walk, Jog, Run, Bike or Row in the "100 Miles in 100 Days" Challenge (as per the instructions earlier provided). This was a great opportunity to stay in shape and work off the "Netflix Flab". Hopefully this journey through spring and summer provided motivation, enabling participants to earn 100 or more Wellness Points in the process!

This challenge concludes August 8, 2020 whereby the return of completed challenge or data sheets should be provided to the Wellness Committee by end of the day, Friday, August 14, 2020. *—end*

**"You don't need to know the whole alphabet of Coronavirus Safety. The A, B, C of it may still save you—if you follow it:
Always Be Careful."**

3 Ingredient Iced Coffee Popsicles

At any time during the day you could simply make yourself a cup of coffee, but where's the fun in that? Instead, give your summer afternoon a pick-me-up with these "3 Ingredient Iced Coffee Popsicles". Now we're talkin'!

ICED COFFEE POPSICLES?

Yep. You need iced coffee (shocker), milk (perhaps unsweetened almond milk – your choice), and the sweetener. Now Foods Organic Grade A Maple Syrup is worth considering because one, it's a natural sweetener over the fake stuff and two, it's darn delicious.

If you'd like to spice your popsicles up a bit, you can add cacao nibs or a chocolate drizzle.

HOW DO YOU MAKE THESE POPSICLES?

You'll have to plan a little bit. I made a few extra cups of coffee one morning, let them cool off, and then placed them in the fridge to chill overnight. The next day, I had nice, chilled coffee to make iced coffee popsicles.

Once you have your iced coffee, these delicious caffeine jolts are a breeze to make. Simply combine the coffee, milk, and maple syrup in a blender and blend until combined. Pour them into popsicle molds, get your popsicle sticks in place, and freeze them overnight.

The next afternoon when you feel the afternoon slump coming, grab one and enjoy the treat of a popsicle and more energy flowing through your veins.

These 3 Ingredient Iced Coffee Popsicles are the perfect alternative to your afternoon cup o' joe. They also make a great sweet breakfast treat or a unique take on post-dinner coffee. *—end*

July, 2020 Question of the Month

Which of the following can best boost the likelihood of losing pounds & keeping it off for good?

- A. Mini-Meals
- B. Micro-Strategies
- C. Mega-Commitments
- D. Milli-Goals

Email your chosen answer to:

salinewellness@gmail.com

*25 Wellness Points for a correct answer received prior to the subsequent month's newsletter distribution.

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10 Simple Changes Leading to Weight Loss—*Lauren Krouse*



Recent research published in ‘Obesity’ shows what successful weight-loss people know to be true: Small, simple lifestyle changes, aka micro-goals, can boost your likelihood of losing weight and keeping it off for good. “Micro strategies are the way to go,” says Keith-Thomas Ayoob, RD. “They’re easy to do, produce small but immediate wins and add up to even greater ones over time.”

To shed pounds and get healthier, it’s essential to tweak your calorie intake, move more, track your progress and build coping skills to overcome challenges and setbacks. These 10 micro strategies can help you tackle all of the above.

1 - WAKE UP WITH A GLASS OF WATER

Start each morning with a tall glass of H₂O, says Liz Wyosnick, a Seattle-based registered dietitian. Rehydrating can help you avoid mistaking thirst for hunger and give you an energy boost (which is ideal for a morning workout). Keep a glass on your nightstand or a water bottle beside your coffeemaker as your cue to drink water first thing, she suggests.

2 - EAT A PROTEIN-PACKED BREAKFAST

Most people don’t get enough protein at breakfast, which makes them hungry in an hour or two when the office junk food starts calling,” says Lauren Harris-

Pincus, RD, author of “The Protein-Packed Breakfast Club.” To stay fuller longer and stick to your daily calorie goal, add more protein to your morning meal with Greek yogurt, cottage cheese, eggs, protein powder or tofu, she says.

3 - GO FOR WHOLE GRAINS

Whether you’re ordering a bagel, scanning the cereal aisle or stocking up on pasta or bread, the choice between nutritious, fiber-rich whole grains and refined grains (which have been stripped of nutrients and fiber) pops up all the time. Your strategy: Choose whole-grain options to increase your fiber intake, which helps fill you up, supports healthy digestion and, in turn, fuels your weight-loss success, says Harris-Pincus.

4 - TAKE LUNCHTIME WALKS

“There’s no need to run a marathon to lose weight, but most people need to move more,” says Ayoob. What to do: Spend half of your lunch hour eating and the other half walking. Over time, those extra steps add up, and the midday movement can give you a mood boost to help you manage food triggers and cravings later in the day, he explains.

5 - STORE JUNK FOOD OUT OF SITE

“Eliminate highly triggering foods from the places you spend a lot of time, like your home, office and car,” says Molly Carmel, an NYC-based therapist who works with compulsive overeaters and author of “Breaking Up With Sugar.” Without that visual cue of a bag full of chips, you’re less likely to think about, crave and end up overeating high-fat, high-calorie foods. Clearing your counters and drawers of less-healthy foods and instead placing a bowl of fruit or nuts where you’ll see them is a simple micro-strategy to set you up for success.

6 - PAIR GROCERY SHOPPING WITH “MINI” MEAL PREP

Non-starchy produce (Think: leafy greens, carrots, celery, cucumbers, tomatoes and broccoli) are a must for weight-loss because they’re high-volume and low-calorie, says Wyosnick. Make adding them to your meals and snacks easy and automatic by adding 5–10 minutes of meal prep immediately after you finish grocery shopping. Cut up a few heads of broccoli for roasting, de-stem and chop kale for a quick sauté, and chop crunchy veggies for a go-to afternoon snack with hummus, she suggests. Store them in eye-level clear glass containers so they’re always in sight.

7 - BOUNCE BACK FROM ‘BAD’ CHOICES

“If you feel like you’ve made a poor food choice, don’t let it consume you for the rest of the day,” says Shena Jaramillo, RD. Instead, take a second to acknowledge the choice and what it did for you (For example: “I was craving something sweet — and it’s OK to have less-than-healthy foods sometimes.”) Then, move on with your day. Research shows thinking positively (and ditching food guilt) can help keep you on track for weight-loss success.

(Continue on page #5...)

8 - SCHEDULE BEDTIME

“My #1 strategy for weight loss is always a good night’s sleep of at least seven hours,” says Dr. Craig Primack, a weight-loss physician and president of the Obesity Medicine Association. Your micro-strategy: Set a non-negotiable bedtime 7–8 hours before your alarm clock goes off. Restorative sleep is essential for weight loss because it keeps your metabolism humming and hunger at bay, where sleep deprivation can lead to cravings and zap your willpower — making weight loss that much harder.

9 - LAY OUT YOUR WORKOUT CLOTHES

“If I know I’m going to work out first thing in the morning, I set out my workout clothes the night before,” says Primack. If you’re more of an evening workout person, change into your workout clothes before you leave work to make skipping the gym less of an option, he suggests.

10 - MIX EXERCISE WITH ENTERTAINMENT

If you dread hopping on the treadmill or stationary bike, pair it with an audiobook or podcast you enjoy — and only allow yourself to watch or listen to it then, recommends Primack. This way, you’ll begin to associate your workouts with something you anticipate. —end

Eating For Fullness & Satisfaction—Sarah Schlichter

You’ve probably experienced it — the feeling after a meal when you’re pleasantly full but also mentally satisfied. You’re not thinking about food any longer, since what you consumed appealed to your taste buds and you took the time to slow down and thoroughly enjoy your meal. It’s distinct from just feeling full and perhaps still wondering if there is something else that would help you feel satisfied.

Many of us often eat just for fullness rather than fullness and satisfaction. Yet, both are important for a regular, consistent eating pattern and establishing a healthy relationship with food. While fullness encompasses more of the physical aftermath of eating, satisfaction involves the mental reflection and pleasure.

WHAT DOES FULLNESS FEEL LIKE?

Fullness may manifest differently for different people. Generally, physical fullness includes a physical feeling in the lower abdomen and possibly some stomach distention. There may be a small amount of discomfort or a little bloating while the body works to digest the food. Knowing how fullness manifests for you can help you tune in to sensations you feel after eating to decide if you’ve had enough or you need more.

THE DIFFERENCE BETWEEN FULLNESS AND SATISFACTION

While fullness is more of a physical sensation we feel after a meal, satisfaction takes the whole experience of eating into account. Was the food enjoyable? Was it cooked to the right temperature? How was the texture? Did you have a variety of foods and macronutrients on your plate? Did you crave something soft or crunchy? Was there a sweet/savory component to the meal that you looked forward to?

Satisfaction is something we normally experience throughout a meal, while we typically experience fullness near the end of a meal and after eating. Understanding satisfaction can be helpful because it can help prevent mindless snacking or explain why you may continue to eat

after a meal or snack.

“Satisfaction is the hub of intuitive eating,” explains Lynleigh Palmer, RD, a specialist in intuitive eating counseling. “Both fullness and satisfaction are important to pleasurable eating, but satisfaction goes beyond the physical sensations to include the emotional connections we have to eating.”

Foods with minimal staying power can bring short-lived fullness but not true satisfaction. For example, eating a salad may result in temporary fullness since it is high in fiber and bulky vegetables, which can be filling and take some time to digest. However, if the salad consisted only of leafy greens, or that salad wasn’t what you really wanted in the first place, (maybe you wanted a slice of pizza), you may still be looking for that savory or salty flavor component. This situation can often lead you to keep eating to try to “quench” that sensation, flavor or pleasure your body may be seeking.

HOW TO MAXIMIZE FULLNESS AND SATISFACTION

While not every meal ends in fullness and satisfaction, that should be the goal most of the time. Eating for pleasure, but also for nourishment, is important for creating a healthy relationship with food. Here’s how you can aim for both fullness and satisfaction:

- Have a balance of all macronutrients (carbohydrates, protein, fat) and fiber at every meal.
- Consider taste, aroma, temperature and appearance of food.
- Include different textures (crunchy croutons on a salad, soft-boiled egg on toast)
- End your meal with something sweet.
- Experiment with spices.
- Use olive oil, regular salad dressing or butter if that’s what appeals to you rather than processed alternatives.

(Continued on page #6...)



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“Providing opportunities for employees to develop healthier lifestyles and supporting an adoption of habits and attitudes contributing to their positive well-being.” - Saline County Wellness Committee

**NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.*

Fullness & Satisfaction—*Cont. from Page #5*

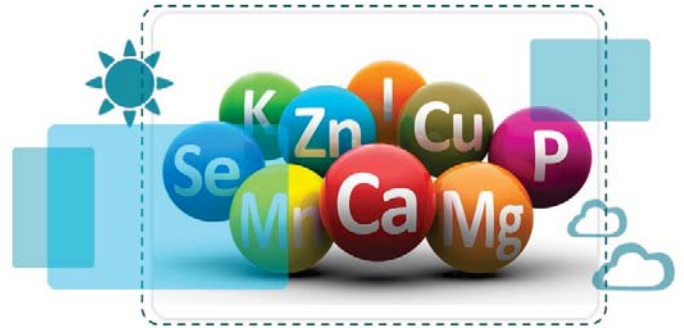
- Eat slowly and mindfully; savor each bite and chew your food thoroughly. When you notice your food doesn't taste as good as the first bite, take note of fullness levels. Is it time to stop eating or are you still hungry?
- Minimize distractions during mealtimes to pay attention to your fullness cues.
- Eat in a pleasurable environment (consider indoors versus outdoors, lighting, music, etc.)
- Have something to eat when you start to feel hungry, rather than once you are starving.

THE BOTTOM LINE

Eating for fullness and satisfaction can help you monitor portion sizes and prevent mindless eating. It's also a great tool to help you bring awareness to your connection to food and set you up for long-term healthy eating habits. —end

Three Ways Minerals Affect Health—*Brandi Uyemura*

Our culture is over obsessed with carbs, fat and protein. But what if I told you another nutrient was responsible for everything from your mental health to your weight? Joy Stephenson-Laws, JD is a health care attorney who worked with medical professionals to write *Minerals The Forgotten Nutrient: Your Secret Weapon for Getting and Staying Healthy*. Here are three specific ways he says minerals play a vital role in your mental and physical health.



1. **Minerals and your weight.** Low magnesium has been associated with high blood sugar, obesity and diabetes and some research indicates a relationship to weight gain. Phosphorous has also been shown to aid in preventing and managing obesity especially in the abdominal area. A third mineral associated with weight gain is iron. Research suggests iron deficiency is related to obesity and taking it with vitamin C can help. Zinc is another mineral that can protect against the negative effects of obesity.
2. **Minerals and mental health.** If you suffer from anxiety, increasing zinc and magnesium (Epsom salt baths are great for that) levels may relieve some of your symptoms. Stephenson-Laws also cites several studies that show relief from symptoms of depression including irritability, insomnia, hopelessness and anxiety following an increase in magnesium. Selenium deficiency is associated with an increased risk in mental disorders including depression and anxiety.
3. **Minerals and fatigue.** If you've been more tired lately, you might want to have your mineral levels checked. Low levels of calcium, magnesium, iron, potassium and iodine could be the reason for your fatigue.

Why the need for minerals? These days, we're busy, stressed out and don't consume enough mineral rich foods. Stress prevents us from absorbing minerals and retaining the minerals we do have. Drinks such as soda, alcohol, coffee and even our drinking water all contribute to mineral deficiency. —end

***Please be aware that July 15th is to be the date the access code to the Fitness Center will change. You can find/complete a new Waiver of Liability found on the County website.**