

Employee Newsletter



November, 2020

Volume 7, Issue 11

Special points of interest:

- 2021 Wellness Program Information
- Holiday Bingo Challenge
- 2021 Wellness Program SIGN-UP Sheets needing returned by November 15th!
*SEE Sign-up Sheet emailed alongside this Newsletter...

Eight Reasons You're Hungry All the Time - Sarah Schlichter

It can be easy to view hunger as a bad thing — and while it's certainly an inconvenient feeling — it's as innate as the need to yawn or go to the bathroom. In fact, hunger is a crucial biological signal. To understand this, a refresher of the autonomic nervous system is helpful. The autonomic nervous system (ANS) consists of the sympathetic nervous system (SNS) and the parasympathetic nervous system (PNS). While the SNS controls the body's response to threats (e.g., the "fight-or-flight" response), the PNS is the body's counterbalance and returns the body back to a state of calm.

Our bodies want and need to spend some time in "rest and digest" mode for the ANS and SNS to function properly. During this time, blood pressure lowers, heart rate decreases and gastrointestinal peristalsis increases so you can absorb and digest nutrients and produce energy stores for the future.

As a result, you shouldn't feel the need to eat around the clock. Many people feel their best when eating smaller meals more often. However, if you find yourself feeling hungry all the time it COULD be due to one of the following reasons:

I—YOU'RE NOT EATING ENOUGH PROTEIN OR FIBER

We need all of the macronutrients (protein, carbs and fat) for different reasons, and not all calories will have the same impact on satiety. While carbohydrates are great for providing quick energy, protein, fat and fiber are important for sustaining that energy. A study published in Nutrition Journal found high-protein snacks led to reduced hunger and kept participants satiated for longer.

It is generally regarded that foods high in protein and fiber are most effective at generating satiety due to the breakdown and release of nutrients from these foods.

(Continue on page #2...)

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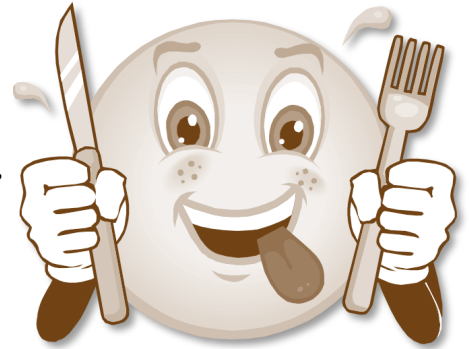




Hungry all the time— cont. from page #1

2—YOU'RE NOT EATING ENOUGH

Whether you're reducing calories for weight loss, have a fast metabolism or are very active, you may feel constantly hungry if you're not eating enough to sustain your biological needs. True hunger is a sign from the body that it needs more energy to function, and it doesn't always have to be a growling or rumbling stomach. Hunger can also manifest as fatigue, the inability to concentrate, feeling dizzy or always thinking about food. Try tuning into your body's natural hunger cues and consult with a registered dietitian who can help review your diet and lifestyle and come up with a plan to meet your needs.



3—YOU'RE DISTRACTED WHEN EATING

Given hectic schedules, you might find you're eating while walking, driving or scrolling on your phone. However, if all of your meals are rushed, the body has a harder time recognizing fullness. In a study comparing distracted eaters to non-distracted ones, the non-distracted participants reported a reduction in their desire to finish their entire plate of food. In contrast, distracted participants maintained a desire to eat everything on their plate, which may be a contributing factor to overeating. Not only can mindful eating help you feel satiated, but it has also been linked to reduced food cravings and emotional eating.

4—YOU'RE EATING TOO QUICKLY

Even if you've put down your devices and turned off the TV, rushing through meals and snacks makes it difficult for the body to register feelings of fullness and satiety. That's why you should make it a priority to slow down. If you tend to devour meals and snacks quickly, try allocating a certain amount of time to finish your meal. Include sips of water between bites and reflect on your body's fullness level with each bite. Try to use your five senses to help you enjoy everything you eat. Check in with yourself: What does the food taste like? Do you enjoy the texture? Is it hot or cold? Is it satisfying your needs at the moment? You'll likely find you feel full sooner and stay satiated longer if you're able to focus on these other qualities.

5—YOUR HORMONES ARE OUT OF WHACK

When the body is in a constant state of stress, cortisol (aka the stress hormone) rises, which can trigger an increased appetite. Furthermore, stress eating usually causes people to reach for highly palatable foods, like refined carbohydrates and sugary items, which won't keep you full or satiated for long.

Menstruation can be another hormonal shift that may cause a temporary increase in appetite and cravings, both related to increased feelings of fatigue and an uptick in energy needs.

Try to line up some other coping mechanisms to deal with stress aside from eating, such as exercise, talking with a friend or family member, journaling, reading, cuddling with a pet or meditation.

6—YOU'RE BURNING MORE ENERGY THAN YOU REALIZE

A mismatch of energy leads to increased or constant hunger. If you are exercising more, at higher intensities or for longer durations, your appetite likely increases as your body burns through more calories than it's used to. Other life changes and considerations may also lead to increased energy needs and appetites. For example, pregnancy, recovering from childbirth, breastfeeding or chasing kids around. Using an app like MyFitnessPal can help you keep track of your caloric needs and help you check in to make sure you're fueling properly.

7—YOU'RE DEHYDRATED

Many of us are familiar with the afternoon slump or the feeling of just wanting something to "snack on." Oftentimes, we just need to hydrate. A study published in the journal *Physiology and Behavior* found people respond inappropriately to body signals 62% of the time, confusing hunger and thirst. While hydration shouldn't be used to "mask" hunger, it is important to make sure you are hydrated so you're not mistaking thirst for hunger.

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:

Monday, November 9, 2020 in the Courthouse Assembly Room, 8:30 a.m.

*Next Safety Committee

Meeting: Wednesday, November 18, 2020 in the Courthouse Assembly Room, 8:30 a.m.



**October-December, 2020
Continuum EAP Online
Webinar Class**

The upcoming quarter offers the following Continuum EAP Webinar. Successful completion provides 75 Wellness points. The offering of points is limited to:
"Letting Your Emotions Interfere with Eating"
(Return Certificate by 1/8/21)

**November, 2020 Question
of the Month**

People have been found to inadequately respond to which two (2) bodily indicators almost 2/3rds of the time?

Answer:

1. _____
2. _____

Email your answer to:
salinewellness@gmail.com

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

Wellness Committee

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Hungry for more...—continued from page #2

If you feel hungry soon after eating, try drinking a glass or two of water first. If you still feel hungry after drinking, it is likely true hunger. In that case, choose a protein-rich snack to keep you satiated longer. You can also track your hydration in MyFitnessPal and set reminders on your phone to sip more.

8—YOU'RE NOT SLEEPING ENOUGH

Sleep plays a significant role in regulating hormones, which may contribute to increased feelings of hunger. Short sleep duration is linked with elevated levels of ghrelin, a hormone that stimulates appetite, and decreased levels of leptin, a satiety hormone. That means when you're short on sleep you're more likely to feel hungrier and crave sugary foods. Focus on creating healthy sleep habits including avoiding alcohol and heavy dinners before bed and leaving gadgets like your phone or laptop in another room. *-end*

Daily Added Sugar Limit

MEN

WOMEN



No more than:
9 teaspoons
36 grams
150 calories

No more than:
6 teaspoons
25 grams
100 calories

Reduce Your Sugar Intake

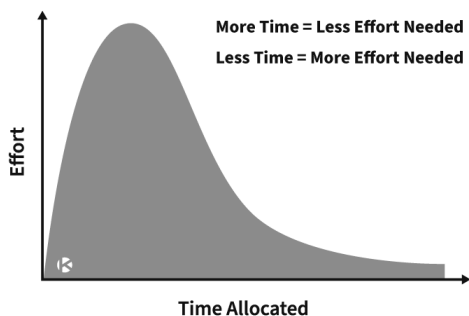
Too much sugar intake has been linked to obesity, cardiovascular disease, high blood pressure, and inflammation. Watch your daily sugar intake to ensure you're not getting too much. According to the American Heart Association, women should limit their sugar intake to less than 25 grams and men 36 grams or less daily. Sorry gals. *-end*

“Your mind is more powerful than you think. What is down in the well comes up in the bucket. Fill yourself with positive things.”

—Tony Dungy, former American football coach and sports analyst

PARKINSON'S LAW: Productivity's Nemesis—Continuum EAP

Parkinson's Law



You are working on a task that should take two hours to complete. You have four hours available, so you plan to finish early. But the job takes all four hours! What happened?

You are likely a victim of Parkinson's Law. It states that a task or job will consume all the time allowed to complete it. It feels like the work expanded to fill the time available, but it didn't — you simply filled the time with distractions. To fight back, set deadlines much shorter than needed.

Try using a timer set to sound every 10 minutes to increase awareness and help you stay focused.

You will soon learn to avoid deadline panic, increase your awareness of distractions, and experience more job satisfaction. Outside of work, you will enjoy more leisure time and productivity. *-end*

Name: _____ **Holiday Bingo**

| B | I | N | G | O |
|---|---|---|--|--|
| <p>Replied with the correct answer to BOTH the November & December "Question of the Month"</p> | <p>Eat fresh fruit for a mid-day snack at least one day every week during this Bingo Challenge</p> | <p>Maintain your weight (or lose weight) during the Holidays</p> | <p>Do strength training for at least 15-minutes 6 times during this Bingo Challenge</p> | <p>Avoid tobacco every day in November and December</p> |
| <p>Perform 20 squats or 20 push-ups into your routine for 5 days in a row during this Bingo Challenge</p> | <p>Try a form of exercise you have never done before at least once during this Bingo Challenge</p> | <p>Volunteer your time with a church, civic organization or fundraiser during this Holiday Season</p> | <p>Drink at least eight 8oz glasses of water 3 days each week during this Bingo Challenge</p> | <p>Get at least 7 or more hours of sleep 5 days each week during this Bingo Challenge</p> |
| <p>Do cardio for at least 30 minutes 6 times this Bingo Challenge</p> | <p>Perform a kind deed for someone in need this Holiday Season</p> |  | <p>Devote 30 minutes on 3 days specifically for exercise each week this Bingo Challenge</p> | <p>Avoid sugary sweets for three consecutive days at least twice during this Bingo Challenge</p> |
| <p>Make a concerted effort to monitor Fiber intake for one full week during this Bingo Challenge</p> | <p>Avoid placing a Chocolate Covered Cherry in your mouth 30 out of 31 days during this Bingo Challenge</p> | <p>Contemplate each and every one of your blessings during this Holiday Season</p> | <p>Avoid alcohol for five consecutive days at least once during this Bingo Challenge</p> | <p>Find a healthy recipe that you've yet to try and prepare it for dinner sometime during the Holiday Season</p> |
| <p>Avoid fast food for one full week during this Bingo Challenge</p> | <p>Count your total calorie intake each day for one week during this Bingo Challenge</p> | <p>Stretch as you get up each morning during this Holiday Bingo Challenge</p> | <p>Eat 4 cups of fruits and/or veggies for five consecutive days during this Bingo Challenge</p> | <p>Avoid carbonated beverages for seven consecutive days during this Bingo Challenge</p> |

This Holiday Bingo Challenge **begins on November 26th and concludes on December 26th**. Return completed bingo sheets to a Wellness Committee member on or before the January 8, 2021 Deadline. (See page #5 for additional information..)



2021 Wellness Program Options

The Wellness Committee is now needing to begin preparations for the 2021 Program year. During a recent meeting held on Monday, October 19th, the decision was made to continue utilizing the “in-book” calendar, for those choosing this option, to track and record exercise/activity information for one more year. Thereby, beginning in January of 2022, the utilization of a wearable device will be the sole reporting mechanism for the reporting of data used in determining earned points for “activity/exercise”.

In addition, please know that regardless of your choice for using either of the below listed two (2) options, **ALL participants will be provided access to the MyVia online portal.** This portal will be used to receive submitted data from either a wearable device, or via a scanned, readable calendar-document provided in the Wellness booklet through 2021.

Please know that budgeted funds have been set aside to purchase addition wearable devices for distributed use in 2021 to be made available to those now choosing to make the move for the upcoming year. The use of your own device is equally acceptable.

In short, each option will work similarly, with variation in data collection due to each participant needing to use the online portal.

Option #1

- Document exercise/activity using the standard large calendar provided in the Wellness booklet.
 - Use the www.startmyvia.org portal to upload the following information throughout 2021:
 - Exercise/Activity using similar measurements as previous years; minus double-points for Holidays and Birthdays via PDF scan or legible photo. Points capped per-day are the same, but final points at the end of month will be rounded down to the nearest total divisible by 20.
 - Medical Data; doctors physical, dentist, eye doctor, flu shot outside the SC Clinic, etc.
 - All other data, such as collected by the Wellness Committee, will be uploaded for you; i.e. Webinars, Classes, Challenges, Impact Survey, SC Flu Shot Clinic, non-Tobacco Affidavit, etc.

Option #2

- Provide data exported from your Fitbit/Wearable device for exercise/activity using ‘steps’ to obtain the stated goal count each day earning a set point value of 20 Points.
 - Use the www.startmyvia.org portal to upload the following information throughout 2021:
 - Exercise/Activity via Step Count minus double-points for Holidays and Birthdays via exported Excel or PDF spreadsheet.
 - Medical Data; doctors physical, dentist, eye doctor, flu shot outside the SC Clinic, etc.
 - All other data, such as collected by the Wellness Committee, will be uploaded for you; i.e. Webinars, Classes, Challenges, Impact Survey, SC Flu Shot Clinic, non-Tobacco Affidavit, etc.

***DEADLINE:** Return of sign-up sheets are requested on or before November 15th in order to place orders for wearables and to print/package/distribute Wellness program materials before January, 2021.



**Saline County Nebraska
Wellness Committee**

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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.*

Holiday Bingo Challenge



Join your celebrating cohorts for this year’s Healthy Holiday Bingo Challenge! The rules are flavored with standard-bingo simplicity. Using the provided game card, as found on page #4 in this newsletter, note the tasks needing to be completed in order to place your mark onto any of those squares. For each “Bingo” (across, down, diagonal) you will garnish five (5) points! There are no additional incentives for discoloring your entire game card. Yet, there IS the potential to harvest up to 60 Wellness Points.

Remember: the Challenge is on the honor system. No pilgrim will wish to have their feathers dipped in tar, or see Santa’s dropping a piece of coal into your stocking. The deadline for return of BINGO cards will be January 8, 2021. *—end*

Pushing Past *Your Plateau*—Continuum EAP

We promise ourselves we’ll change our lifestyles for better health. We start diets, launch exercise programs or try to quit smoking. And then we stall. We hit a plateau, putting us at risk of losing precious gains or quitting altogether.

A healthy lifestyle change is just that — change. “A lot of people believe that change is easy, but we are fundamentally conservative creatures, and we don’t change until we have to,” says Michael J. Mahoney, Ph.D., an American Psychological Association spokesman and professor at the University of North Texas. “It doesn’t take much to throw us off course because we are such creatures of routine.”

So sticking with a new routine is tough. Dr. Mahoney suggests you focus on being consistent, especially in the first six weeks of a change. That way, you build new patterns of behavior. Once that happens, odds are you’ll “begin to speak to yourself about the change in a more positive tone, instead of a negative one.”

MAKE A PLEDGE

Pledging to reward yourself if you meet your goals can be a great tool for getting past plateaus. The reward that awaits you can serve as a symbol of what you’re trying to do and give you something to look forward to. “The symbol could be anything,” notes Dr. Mahoney. It could be a piece of jewelry or a new golf club, for instance. Once you earn it, you can set your sights on a new reward for the next step.

When you’re trying to get past a plateau, he recommends you focus each day on your behavior, your effort, rather than on your goal -- the amount of weight you’d like to lose, for instance.

One crucial skill you’ll need is patience. This, more than anything, will help get you past plateaus. *—end*

