

Employee Newsletter



January, 2021

Volume 8, Issue 1

Special points of interest:

- 2020 Wellness Program—
Return Booklets by Friday,
January 15, 2021: deadline
- Holiday Bingo Challenge—
Deadline: Friday, January
8, 2020
- 2021 Health Fair Update

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Top New Year's Resolutions - by Albrecht Powell

The New Year's Eve has always been a time to reflect on the past, but more importantly, to plan for the future. Resolutions are a trendy thing to make come January 1. They can be anything from meal prepping more to volunteering, but there are a few that are more popular than others. According to an Inc. study of 2,000 people, these are the 10 most common resolutions that were made in the most recent year.

01 - Eat Healthier

The no. 1 resolution (every year, it seems) is to eat healthier. More than two thirds of American adults are considered to be overweight or obese, so it should come as no surprise that diet is the first thing people want to tackle in the new year. According to Time, though, this is also one of the most commonly broken resolutions. People dive head-first into dieting gimmicks in early January, then lack control later on. The key to making your weight loss resolution stick, says the American Psychological Association, is to start small and change only one behavior at a time.

02 - Exercise More

Under the same umbrella as eating healthier, working out more is the second most common New Year's resolution. You can tell by the way the popularity of your neighborhood gym seems to swell extraordinarily after the holidays. This resolution, too, is a frequently broken one as people struggle to prioritize their fitness against work, family, and everyday life. If you have fitness goals this year, be sure to outline them in detail, stick to a regimen, and reward yourself (but not too much).

(continue on page #2...)





New Year's Resolutions— *cont. from page #1*

03 - Save Money or Spend Less

After all the holiday spending, many Americans are eager to get on top of their finances in the new year. Some want to get out of debt while others are more focused on bulking up their savings accounts. About a third of Americans make this their goal. Debt.com says to be specific, set a budget, let go of unhealthy spending habits, track your spending, and use cash whenever you can.

04 - Learn Something New

Sometimes New Year's resolutions are about losing things: extra weight, debt, or emotional baggage. Sometimes, on the other hand, they're about gaining something, like a new skill or hobby. If you've always wanted to learn a new language, acquire a new skill, pick up a new hobby or craft, you could be one of the 25 percent who make this their resolution. After all, the start of a new year—or decade, in this case—is the perfect excuse.

05 - Quit Smoking

Many resolutions are concentrated on letting go of nasty habits, like eating junk food and smoking. As the Centers for Disease Control and Prevention has said, "it's never too early to quit." There are plenty of tools to help you through it, too. Over-the-counter nicotine replacement therapy products now make it easier to kick nicotine without spending a fortune or even stepping a foot into the doctor's office. On average, smokers try about four times before they quit for good, so don't let a failed attempt discourage you.

06 - Read More

Although probably not as packed as the gym or the health food aisle of your local supermarket, the library gets pretty busy after the first of the year as well. The longtime literati are eager to get back to their regularly scheduled reading and the folks who have vowed to pick up more books this year (17 percent of the population, that is) will be scouring for good titles, too.

07 - Drink Less

Many want to quit drinking in the new year, but quitting anything cold turkey (alcohol, specifically, especially if you're an addict) is no easy feat. Research has proven time and again that quitting bad habits (smoking, eating sugar, drinking, etc.) is more successful when taken in stages. The 15 percent who resolve to give up alcohol might find it hard to socialize after the booze is gone. Find a support group, take it in baby steps, and consider taking up a new hobby to distract you.

08 - Spend More Time with Family & Friends

All the time you spend with family and friends during the holiday season might make you want to get away from them, or it could make you want to socialize with them even more. About 13 percent of Americans vow to appreciate loved ones and spend more time with them in the new year. —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: TBA in 2021; Courthouse Assembly Room, for tabulation of Program Points, 8:30 a.m. (*Late January...*)

*Next Safety Committee

Meeting: Wednesday, February 10, 2021 in the Courthouse Assembly Room, 8:30 a.m.



Five Ways to Overcome Food Guilt — Brittany Risher

Our relationship with food can be very complex, especially if we struggle with body image issues. Guilt and shame are two emotions sometimes linked to food that can result in negative eating habits. Although the two are similar, there are distinctions between them that are important to understand to develop a healthier relationship with food.

THE DIFFERENCE BETWEEN GUILT AND SHAME

“Food guilt is a negative emotion where you feel bad for something you did or didn’t do related to a decision or behavior around food,” explains Rebecca Scritchfield, RDN, author of *Body Kindness*. “The emphasis is on the thing — ‘I did a bad thing,’” she adds.

For example, maybe you made a batch of cookies and then ate too many before bed while standing up in the kitchen instead of sitting down and savoring them. Perhaps you wished you had made a cup of tea, put two cookies on your plate and slowly eaten them at the table. That’s food guilt.

Food shame would be thinking: I suck. I shouldn’t have eaten cookies right before bed. I didn’t even sit down to enjoy them. I’m never going to reach my goals. “You feel an intense amount of guilt that’s a judgment about you as a ‘person’ because of something related to food,” Scritchfield explains.

Many of us experience food shame because of our appearance-driven diet culture. “We think we need rigidity to pursue this ideal appearance we have in our mind,” Scritchfield says. When we break the “rules” of a diet or other eating advice, we feel guilty and, in turn, criticize our worthiness.

WAYS TO DEVELOP A POSITIVE RELATIONSHIP WITH FOOD

Here are five ways to overcome food guilt and shame to cultivate a better relationship with food once and for all:

#1—LEAD WITH COMPASSION: Because food is a huge part of our social lives, it’s not realistic to skip happy hours, birthdays, weddings and almost every event. If you catch yourself feeling guilt or shame, Scritchfield says to first come up with a compassionate response: “It’s OK that I ate in front of the TV after dinner.” Then reaffirm your commitment to your goals: “Tomorrow, it’s really important for me to not eat in front of the TV. After dinner, I’ll brush my teeth and go to bed.”

#2—DISMANTLE YOUR FOOD BELIEFS: We have certain beliefs about food, but our beliefs aren’t always facts. Nurse practitioner Robyn Nohling, RD, suggests writing a list of your beliefs about food, your body and exercise, such as “pizza makes you fat” or “white carbs are bad.” Then dismantle all those beliefs.

“Where is that belief rooted — in fact or is it some arbitrary belief made up by diet culture?” Nohling asks. Take your thoughts to paper in this way and discover what is and isn’t true, working with a therapist or dietitian if you need help.

#3—WRITE OUT YOUR VALUES: “If you are truly healthy, you’re not stressing about what you are eating,” Nohling says. She recommends writing down the things that, at your core, you want to live by. Then when you second-guess your food choices and guilt or shame starts to creep in, recall your values. If ordering chicken parm because it’s what you want, then own it, even if your friend orders a salad because he’s “trying to be healthy.”

#4—NEVER DIET AGAIN: “Dieting isn’t helpful. Those external rules are what grows shame the most,” Scritchfield says. But she understands that going on your own is scary. Because of this, intuitive eating can be a powerful tool.

Scritchfield suggests three things to start this practice: 1. Most of the time, eat when you’re hungry. 2. Balance your plate. You can still have pizza night, but consider adding a salad for more veggies or making sure you have a protein. 3. Savor your meal. Eat off of a plate or bowl and notice the texture and tastes of each bite. (Hint: Turning off the TV helps.)

#5—THINK BIG PICTURE: Try to shift your perspective when food guilt attempts to rob you of living your fullest life. “What are you going to remember a year, three years, five years, 10 years down the road?” Nohling asks. “You will never remember the food you didn’t eat or the number of calories you consumed or the run you did. But you will remember the experiences you had and the people you engaged with.” —end



January-March, 2021 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:

“Fixing Your Broken Sleep”

(Return Certificate by 4/9/2021)

January, 2021 Question of the Month

Beginning around the first of the year, about 16-18% of the population have vowed to do what in increase compared to the previous year?

Answer:

- A. Learn something new
- B. Exercise
- C. Healthy eating
- D. Read
- E. Spend time with Family

Email your 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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The Trick to Burning Fat While You Sleep—*Kevin Gray*

The desire to burn fat is one of the most commonly cited health and fitness goals. There are many ways to accomplish that objective through diet and exercise. Eat the right food and stay active, and you can burn calories and fat while building lean muscle. That's great for roughly 2/3 of the day when you're awake, but what about that other 1/3 when you're asleep?

The human body is constantly burning calories for fuel, even when asleep. According to Dr. Michael Breus, aka The Sleep Doctor, a 150-pound person can burn about 440 calories over a 7-hour night of rest. This can translate into fat loss over time, but science shows sleeping at cooler temperatures not only produces better, more restful sleep — but it also boosts metabolism and alters our fat stores.

THE SLEEP-FAT CONNECTION

A 2014 study published in the *Diabetes* journal tested different sleeping temperatures on adult males over a four-month period. Each slept for one month at temperatures of 75°F (23.8°C), 66°F (18.8°C), 75°F (23.8°C) again and 81°F (27.3°C). After a month of sleeping at 66°F, the participants displayed a 42% increase in brown fat volume (a good thing) and a 10% increase in fat metabolic activity. These changes returned to baseline amounts after a month at 75°F and actually reversed at 81°F.

Brown fat burns calories in a process known as thermogenesis, which creates heat and helps maintain body temperature. White fat, on the other hand, stores energy. It's a characteristic of obesity that increases risk of Type 2 diabetes and other diseases.

Additional research from the University of Kentucky School of Medicine found that, in response to cold, white fat cells can take on the characteristics of brown fat cells. This can occur whether you're working out in frigid temperatures, recovering in a cryochamber, or sleeping with the AC on full blast. The authors noted this shift from white to brown fat is a defense against obesity, as it results in the body burning extra calories rather than converting them into fat tissue.

Another nod for sleeping cooler comes from a recent study published in the *Endocrine Society's Journal of Clinical Endocrinology & Metabolism*. It found short-term cold exposure may activate brown fat to help people burn 15% more calories. In addition to greater calorie expenditure, study participants exposed to colder temperatures also displayed healthier blood profiles.

SLEEP AFFECTS FOOD CHOICES

According to the National Sleep Foundation, optimal sleep temperature can vary by person, but a good range to shoot for is 60–67°F, with most research suggesting around 65°F. We now know sleeping in a colder room increases brown fat and burns more calories during those 7–8 hours of shuteye. But a good night's sleep is about more than chemical reactions in the body. It's also about feeling alert and making good choices when you're awake.

A 2018 Cleveland Clinic study found getting adequate sleep helps to fight off junk food cravings. The impact is twofold. People who are feeling lethargic due to lack of sleep tend to want food for energy, and then they choose high-calorie foods loaded with sugar and fat. These foods may provide an initial rush of energy, but that doesn't last, and the extra calories lead to weight gain.

THE BOTTOM LINE

The importance of sleep can't be overstated. Adequate sleep can fend off disease and weight gain and improve everything from your work and relationships to what you eat. Try sleeping in a cooler room, and see how it impacts your waking hours. —end

SOFT SKILL: STAYING ENERGETIC—*Continuum EAP*

Being energetic at work is more than avoiding the sluggish feeling after lunch. When you're energetic, you possess and exhibit energy in abundance that's an obvious part of a vigorous work style and temperament. Employers value energetic employees for a key reason — their energy is contagious as they engage, create and participate effectively with teams. You don't have to undergo a personality transformation to be more energetic.

- Start with regular exercise and stress management techniques.
- Have a proper diet that maximizes your energy and contains fewer food substances that weigh on metabolism.
- Get enough sleep.
- Practice positivity to help you feel energetic. Good physical health and nutrition influence a positive mood, but this works both ways. Combine this with reducing negative self-talk that can bring you down.
- Practice work/life balance so to nurture yourself with activities you enjoy and that renew your spirit. —end



2020 Wellness Program Concludes

NOTICE: After the close of 2020, in order to claim your Wellness incentives earned in 2020, all staff members will need to have returned their program booklets, and sealed medical verification forms in the envelope provided, to the Wellness Committee via Jamie Houser in the Assessor's office by end of day, Friday, January 15 2021. (*MyVia participants have already submitted their materials via the portal throughout 2020.*)

- Please ensure that all medical forms are placed inside the smaller, medical envelope ONLY.
- Please ensure that your tobacco affidavit form is provided in the main document envelope ONLY.
- The Committee will review and tabulate final points after the 2021 Health Fair to take place in February. You will then be asked to denote the anticipated choice of incentive, if a choice exists, in connection with a notification of the total incentive points earned once they are tabulated.

An announced 'protest period' will be opened in order to insure proper calculation of points—Protests are intended to correct miscalculations of points. —end

2021 Wellness Program Begins

The Wellness Committee has now begun preparations for the 2021 Program year. Notices were provided to all County staff members regarding the return of sign-up sheets for the 2021 Program year by November 15th. **If you are one of those individuals who've overlooked this date please provide your signup sheet to either Jamie or Tim ASAP.** We need these in order to place orders for wearables, to print/package/distribute Wellness program materials and to create a signup list for eligible participants on the Wellness portal through Workwells' MyVia portal. If the return of your sign-up sheet is not received, you will assumed to be a non-participant.

In addition, please know that regardless of your choice for using either of the below listed three (3) options, **ALL participants**, with the exception of Option #3, **will be provided access to and must use 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.

Budgeted funds have been set aside to purchase addition wearable devices for distribution in 2021 and made available to those choosing to make that move for the upcoming year. The use of your own device is equally acceptable. 2021 Wellness materials will be distributed in December.

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

Option #1 & Option #2—(Portal Access for the 2021 Program will be available sometime during mid to late January...)

- **Option #1**—Document exercise/activity using the standard large calendar provided in the Wellness booklet; or,
- **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:
 - **Option #1**—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.
 - **Option #2**—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.

Option #3

- Non-participation —end



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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.*

Fun Fact

The adult human body consists of 206 bones. Of these bones, 106 of them are located in our hands and feet.

Help a loved one COPE WITH CHRONIC PAIN

Over 40% of households have a family member who experiences chronic pain. However, when pain experts focus on helping victims, family members are often overlooked. Family members have a powerful role in helping, but they need support. Do you feel helpless not being able to comfort a family member in chronic pain? You are not alone. Frustration, stress, anxiety, depression, anger — and guilt for being angry — are common family experiences.

Your household may feel toxic, cycling between conflict, isolation, and the inability to be an effective and willing support for your loved one. Read the insightful handout “Ten Tips for Communicating with a Person Suffering from Chronic Pain” at www.practicalpainmanagement.com/Handout.pdf. It hits every key point from how their pain affects you to communication, taking care of yourself, what you can do, reading nonverbal cues, and more. The team at Continuum EAP is also available to provide support. —end

2021 County Employee Health Fair

The Wellness Committee Meeting has begun discussions on the 2021 Health Fair (Screenings) to the degree in which a predictable schedule for the following will occur:

Screenings will again be held on two (2) separate days at two (2) separate locations.

1. **Tuesday, February 23, 2021** at the LEC from 5:00 a.m. to 9:00 a.m. *for LEC Staff only*
2. **Wednesday, February 24, 2021** at the Courthouse Assembly Room from 5:00 a.m. to 9:00 a.m. *for all other staff members*

Health Screen Includes:

- Key Lab Measures for Heart Risk, Diabetes & Metabolic Syndrome (Cholesterol, Triglycerides, LDL, HDL, Glucose & more)
- **The above baseline screening is available FREE and ONLY to all Saline County employees.**
- Biometric Measures: Weight, Waist, Blood Pressure, Body Fat % & BMI
- Hemoglobin (A1C), Prostate (PSA), Thyroid Stimulating Hormone (TSH) tests available to you at an additional cost of \$30 for A1C, \$45 for Vitamin D, \$20 for PSA and \$15 for the TSH test.

Additional Details:

- Avoid eating or drinking anything other than water for 8-10 hours before your appointment.
- You can take medications (with water) the morning of your health screening.
- Remember to drink plenty of water the day before the screening so you are well hydrated.
- Avoid caffeinated coffee, tea, pop, energy drinks and nicotine before your appointment.

To Sign-Up:

Within the email you received alongside this newsletter, please use the online link provided for access to the scheduling system in order to sign up. **DEADLINE to register participation is Friday, February 12, 2021.** —end

Pandemic Strain & Young People—Continuum EAP

Teens need peer interaction and emotional validation to grow mentally healthy. So, isolation for teens during the pandemic is difficult. It's not just a drag, it's a risk issue because over one-third of teens periodically have suicidal thoughts. Not knowing when “normal” will return can add to their anxiety.

As a parent, trust your gut. If your teenager demonstrates agitated behavior, moodiness, problems with self-motivation, disinterest in school, or is apathetic with unusual sleeping and eating patterns, talk to a Continuum professional counselor. A simple assessment may help identify a mental disorder and prevent self-harming behavior or even suicide. —end