



WELLNESS & YOUR HEALTH

February Newsletter



2018 Employee Health & Wellness Survey

With the help of an independent survey company, the Wellness Committee will be sending out the third health and wellness survey to U of L employees. The goal is to continue to capture trends, identify health and wellness programming and improve where possible. Look for an email from Metrics@Work on **Monday, March 19th**. **The survey will be open until March 30th.**

For a summary of the changes as a result of the last Employee Health & Wellness Survey, check out this [website](#).



Upcoming Events

2/6

Wellness Lunch and Learn

Sienna Caspar - Resilience in Work and in Life

12 - 1 pm

AH 137

Register [Here](#) or by e-mail to Wellness@uleth.ca

2/7

Winter Walk Day

Stay tuned for announcements on U of L's Winter Walk day to be held on **February 28th**

2/8

Naloxone Training Session

12 pm

D610

E-mail Janice.Driver@uleth.ca to Register for FREE

2/9

Winter Bike to Work Day

2/14

Mini Massage

Lethbridge College Massage Therapy Students

10 am - 12 pm

D 650

[Register Here](#)

2/28

U of L Winter Walk Day

Join us for a walk around the lake (Lethbridge) or river (Calgary)

Hot chocolate available at the end of the walk!

Noon - 1:00 PM

3/14

Wellness Lunch and Learn

Faye Craig - Healthy Eating

12 - 1 pm

AH 100

Register [Here](#) or by e-mail to Wellness@uleth.ca

3/19

Wellness Survey Opens

Open until March 30th, 2018



February Wellness Champion

It's More Than a Diet - It's a Lifestyle

Our February Wellness Champion is a strong believer in Veganism. Melissa Horning from the Facilities Department has been practicing veganism for over a year now.

Veganism is both the practice of abstaining from the use of animal products, particularly in diet, and an associated philosophy that rejects commodity status of animals. A vegan diet is a type of vegetarian diet that excludes meat, eggs, dairy products and all other animal-derived ingredients. Melissa explained that for her, being a vegan is more than just a diet – it's a lifestyle.

Melissa explained that her decision to go vegan was influenced by her love for animals. The impact that her old lifestyle choices were having on both the environment and animals inspired her to make a change. Melissa explained that what really opened her eyes to her dietary choices was actually a documentary on Netflix called "Forks Over Knives".

Melissa began her journey over a year ago now. It was over the Christmas Break 2016, that she decided to go "cold turkey" and make the change. She explained that for her, it wasn't as challenging as one may think to give up the products she had once enjoyed. The changes her new lifestyle has had on her own health is remarkable. She noted that before making the decision to go vegan, her eczema used to be very bad. Now that she has been following the vegan lifestyle for over a year now, she hardly notices it.

Melissa has been very happy with her decision to make a lifestyle change and is happy to share any information others might need to make the change themselves. Melissa suggests that if anyone is interested in learning more about

University of
Lethbridge



Calgary Corner by Karen Ogilvie

Check back next month for an article!



Monthly Mental Wellness

veganism, or is interested in trying out some vegan recipes, they should head over to [Veganuary](#)'s website.

Please help us to congratulate Melissa on her determination to make a change that has had such an impact on her health!



did you know?

That we have a "Healthy Eating Options on Campus" flyer on our [website](#) to help employees find healthier options when purchasing meals on campus.



In January we had two Lunch & Learns. We had the privilege of listening to [Chloe Kilkenny](#) from [Osteoporosis Canada](#) present [Speaking of Bones](#), a presentation on bone basics, fracture risk assessments, nutrition, exercise and movement, and more! We also were lucky to have the [U of L Conference and Events Services Department](#) walks us through [Stress-free Event Planning](#) on campus! Hop on over to our [website](#) for a copy of their presentations!



U of L Events and Conferences Department

Tip

Stress Management Techniques that work!



In a recent article *Harnessing Stress for Good: The Power of Mindset*, written by Beth Shepard, the power of one's mindset and how we think about stress is discussed.

Beth makes some really good points when she explains why mindset matters and ways to rethink stress.

Her rethinking stress strategies are listed below:

Rethinking Stress

Instead of hammering people with the message that stress is toxic and must be reduced, what if we reframe stress in a positive light... as something that can boost well-being and improve their lives?

It's a nice idea, but Crum doesn't recommend manipulation. Instead, she advocates that we help people *understand the stress paradox*... the positive and negative effects... along with the power of mindset. Help them recognize that power so they *want* to choose a mindset that views stress as *natural and enhancing*. Dr. Crum teaches a deliberate process:

- 1. See it: Be present to what it is.** Telling yourself it's not really there doesn't work; she recommends reflecting about the stressor and your reactions without judgment by asking:
 - Are your typical reactions facilitating your purpose?
 - What changes can you make in responding so the stress you experience can be enhancing as opposed to deteriorating?
 - What's the opportunity, the learning insight, from this stress?
- 2. Own it: You're stressed because you care.** Crum points out that we get stressed only by what we care deeply about. She suggests completing this statement: "I'm stressed about ___ because I care about ___."
- 3. Use it:** "Stress is designed to facilitate," Crum explains, "so *leverage* the stress response." If the stress is giving you energy, motivation, a sense of urgency, how could you put that to good use?

Understanding that this approach *is not* about the following also is vital:

- Denying the potentially harmful aspects of stress
- Thinking of the stressor as positive (the experience of moving through it can be positive)
- Seeking extra stress (instead, you're honouring the paradox of stress).

Tuesdays 3/27 - 5/1

Better Health Better Choices
Chronic Disease Mgmt program with AHS
6:00 - 8:30 PM
AH100
[Register Here](#)

Mindful Employer Sessions

Contact [Wellness](#) to set up 1 hour workshops in one of the following areas: **Accommodation, Resolving Conflict, Workplace Collaborations, Responding to Mental Health Issues.** Click [Here](#) for more info or contact [wellness](#)

2018! We want to hear from you! Watch for our 3rd installment of the Employee Health and Wellness Survey!

The survey will be administered once again by Metrics@Work and will be available to all employees starting March 19th and closing March 30th.



App Corner

Fabulous: Motivate Me! Meditate, Relax, Sleep

Embark on a journey to reset your habits.

Fabulous is a science-based app, incubated in Duke's Behavioral Economics Lab, that will help you build healthy rituals into your life, just like an elite athlete.

Get it on [Google Play](#)

or

Download it on the [App Store](#)

Source: [The Fabulous](#)

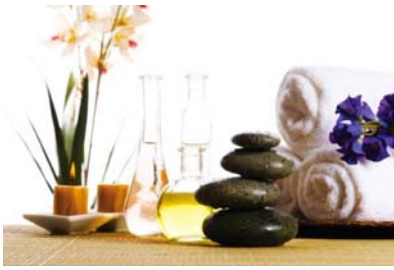


The Grand Prize winner for the National Non-Smoking Week Daily Challenges Contest is Deanna de Gruchy from Housing Services! Thanks Deanna for participating! We hope you enjoy your Fit Bit Flex!



Health Check for U! program currently under review

The program is currently being reviewed as our partnership with Nursing Students has ended for the time being. Wellness is investigating alternatives for this valuable program, so stay tuned!



Book in for your Mini Massage

The Lethbridge College Massage Therapy Students will be back next semester to give free 10-minute "mini massages" on campus.

- February 14th, 10 am - 12 pm, D 650
- March 7th, 10 am - 12 pm, L 1114
- March 27th, 10 am - 12 pm, AH 137

Check our [website](#) for updates or [Register Here](#) to book your appointment!



So much to do when you work out at the U

Did you know that U of L employees receive an incredible discount on fitness memberships? That's right, get a ONE Pass membership for as low as \$33.76/month including GST when you [sign up for monthly payroll deductions](#).

Your membership includes the use of all 1st Choice Savings for Sport & Wellness Centre recreation facilities during scheduled hours:

- Fitness Centre
- Indoor Track
- Open Gymnasium
- Max Bell Aquatic Centre
- Climbing Wall & Bouldering Cave
- Locker Rooms & Steam Rooms

Membership also includes use of rental equipment, participation in group drop-in fitness classes, and discounts on instructional fitness programs.

All U of L employees are welcome to try out all the facilities for FREE from Tuesday February 20th – Friday February 23rd.



Payroll Services would like to notify everyone of their new hours:

Monday - Friday, 9:30 am - 2:30 pm

fMRI studies show that learning to respond intentionally instead of reacting to stress actually changes how the brain processes stressful situations; brain activity shifts from reactive to conscious and deliberate.

To read the whole article click [here](#)

(Source: [Health Enhancement Systems – Wellness Solutions, 2018](#))

There are many different factors that can influence mental health. These factors can include social circumstance, individual attributes and environmental factors.

Alberta Health Services has some great materials when it comes to an orientation to mental health. Their document "Orientation to Mental Health" provides some good insight on why mental health is important at work and how you can maintain and improve your own mental health.



Orientation to Mental Health

Mental health is a state of well-being in which every individual realizes his or her own abilities, can cope with normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community. Everyone has mental health.

What influences mental health?

The World Health Organization has identified a number of factors that can have adverse and protective effects on mental health.² Protective factors include:

- Individual attributes such as: positive self-esteem and confidence, ability to solve problems and manage stress or adversity, good communication skills, good physical health and fitness.
- Social circumstances such as: having social support from family or friends, positive family interactions, economic security, scholastic achievement, and job satisfaction.
- Environmental factors such as: access to basic services, social and gender equality, and physical security and safety.

How can I maintain and improve my mental health?

- Build healthy self-esteem
- Build a positive supportive network
- Take care of your physical well-being: eat a balanced diet, get enough sleep and be physically active
- Recognize your emotions
- Get involved and set aside time to do the things you like
- Seek professional assistance if you are unwell

Why is mental health important at work?

The Mental Health Commission of Canada states: "The workplaces can play an essential part in maintaining positive mental health. It give people the opportunity to feel productive and be a strong contributor to employee wellbeing. Yet it can also be a stressful environment that contributes to the rise of mental health problems and illnesses."³

The health of the workplace can impact our mental health. A psychologically healthy workplace is one where every reasonable effort is made to **promote** the mental health of workers.⁴ Psychological safety is the absence of harm and/or threat of harm to mental well-being that a worker might experience.⁵ For example a psychologically healthy workplace will help employees to feel valued, supported, accepted and engaged. Employees will feel respected and be respectful of others.

For More Info Contact: Suzanne McIntosh, Manager, Wellness & Recognition, wellness@uleth.ca; (403)-332-5217



Wellness Lunch Walk/Run Club

Lace up at lunch with the Wellness Lunch Walk/Run Club!

In an effort to promote wellness and physical activity on campus, the Wellness department and the Sports & Recreation department are offering a program to allow University staff and faculty to utilize the indoor track during lunch for a nominal fee.

For more information check out our [website!](#)



February 2018
Issue #2: LEARNING ABOUT EATING DISORDERS

Eating disorders are a complex, serious and sometimes fatal illness that cause severe disturbances to an individual's eating behaviour, their sense of identity, self-worth, and self-esteem. It is estimated that between two to three percent of Canadians meet the diagnostic criteria for an eating disorder.

Of these individuals, between 10 to 20 percent will die from related complications. There is much to know about eating disorders, and the impact it has on one's mental and physical health. In this edition of Life Lines, we will explore potential causes of eating disorders, identify recognizable symptoms to be aware of, types of eating disorders, and what measures can be used to prevent an eating disorder from forming.

Factors contributing to eating disorders

There are a variety of factors that may contribute to an individual developing an eating disorder. While the factors below aren't necessarily predictive, they may contribute to the onset of an eating disorder.



Updated Employee Pension and Benefits Great West Life Benefits Booklets are up on the website!

Click [here](#) to view yours.



Better Choices, Better Health Workshop

Better Choices, Better Health is a six week workshop that helps you put life back into *your* life.

- Find practical ways to deal with pain, fatigue and stress.
- Discover better nutrition and exercise choices.
- Make informed treatment decisions.
- Learn better ways to talk with your doctor and family about your health.
- Get the support you need.

There are both online and in-person workshop options.

The U of L will be hosting a 6 week workshop from March 27th - May 1st, 2018. The sessions will be held weekly on Tuesday nights in AH 100 from 6 pm - 8:30 pm.

To register or for more info on this University workshop, call 403-332-5217 or email suzanne.mcintosh@uleth.ca

Next Online Workshop:

- February 5 –March 19, 2018
- Workshops are held about once a month all year.

Upcoming In-Person Workshops in the South Zone:

Workshop Type	Location	Dates	Days & Times
Chronic Disease Self-Management	Medicine Hat River Heights Professional Centre	Jan 15, 22, 29, Feb 5, 12 & 26	Monday Afternoons 1:00 - 3:30pm
Chronic Disease Self-Management	Medicine Hat River Heights Professional Centre	Mar 5, 12, 19, 26, Apr 9 & 16	Monday Afternoons 1:00 - 3:30pm
Chronic Disease Self-Management	Medicine Hat Public Library	March 28, Apr 4, 11, 18, 25 & May 2	Wednesday Evenings 6:00 - 8:30pm
Chronic Disease Self-Management	Medicine Hat River Heights Professional Centre	Apr 23, 30, May 7, 14, 28 & June 4	Monday Afternoons 1:00 - 3:30pm

FOR MORE INFORMATION CHECK OUT [ALBERTA HEALTH SERVICES WEBSITE](#)



Better Choices, Better Health®
Information for the Public
Provincial Program

Where can I get support?

Contact your Employee and Family Assistance Program. It's free, confidential and services are available 24/7.

- Call 1-877-273-3134
- www.workhealthlife.com

Check out the many resources on Insite:

- [My Mental Health](#)
- [Understanding Mental Illness](#)

When needed seek professional medical support

In case anyone needed a pick me up this week, check out this video of [Yoga with Baby Goats](#)



Counselling & Career will be offering this free training on February 13th and 14th— for all campus community members.

JOIN US FOR THIS FREE TRAINING!

FIRST RESPONDER TO SEXUAL ASSAULT AND ABUSE TRAINING

FEBRUARY 13TH & 14TH, 2018
ANDY'S PLACE AH100,
9:00AM - 5:00PM
MUST REGISTER!
Email: sexualviolenceinfo@uleth.ca

Biological.

In some individuals, scientists believe there can be biochemical or biological predispositions which increase the odds of developing an eating disorder. Scientists have observed imbalances in certain chemicals within the brain that control appetite, digestion and hunger, often as a result of inherited genetics. Research has shown a significant genetic risk to the development of an eating disorder.

Psychological.

There are various psychological correlations that could lead someone to develop an eating disorder. Behaviours and personal factors including low self-esteem, lack of control in life, feelings of inadequacy, anger, anxiety, depression, loneliness and stress have all been linked to eating disorders.

Societal.

With cultural pressures and a bias that celebrates "thinness" or muscularity, we collectively place value on the "perfect body" which both women and men struggle to achieve. Often the most celebrated looks are sometimes unattainable and unhealthy for the average individual. Cultural norms have placed value on someone's physical appearance, with less emphasis on their inner qualities and strengths. Stresses may form due to social norms, perpetuating discrimination or prejudice onto those who suffer from eating disorders.

Interpersonal.

For some, eating disorders are a result of interpersonal trauma that has been experienced in a specific instance or throughout one's life, including trauma stemming from troubled relationships or negative communications. These interactions between people can impact an individual's view of themselves. Those who may have been teased for their weight or body shape, or have experienced sexual, physical, or emotional abuse, may face an increased risk of the development of an eating disorder later in life.

For the full article click [here](#)