



WELLNESS & YOUR HEALTH

March Newsletter



Pictured Above: John von Heyking (left) and Sebastian von Heyking (right)

March Wellness Champion

Our March Wellness Champion is mountain biking enthusiast, John von Heyking from the Political Science Department. John enjoys mountain biking, along with hiking and skiing. John explained that in the summer months, he would typically take a 2-hour ride and relish in the motion and physical exertion. He feels that this allows him to be more productive, once he is back at work, as he has burnt off excess energy, anxiety, and stress.

John says he has been participating in mountain biking since he was in his twenties when he started biking in Calgary in the Nose Hill area. He continued biking through his graduate studies in Indiana, and then once he moved to Lethbridge, he discovered the coulees. He currently finds the coulees an excellent and accessible place to mountain bike. He explains that he can follow the trails easily for 2 hours or so. He likes the closeness of the coulees and the wilderness they provide, right within the city. There are enough hills and trails to make the ride challenging for him.

John says he is attracted by the fun factor of mountain biking – he enjoys the motion, the fresh air, the wind and the rhythm of biking. He also likes the fact that it is a great cardiovascular challenge. There is one trail starting from the College going down to the river which, he described as a 'flowy' trail (mountain bike speak), which allows him to get into a smooth rhythm and a meditative frame of mind. He also enjoys the beautiful scenery.

John says he belongs to a local mountain biking club called the Headwinds Biking Club and would join a lot of rides that way. John mentioned that his son, Sebastian, and himself ride together a lot in the coulees. Sebastian even competed and earned a medal in the mountain bike race, *Coulee Cruiser*, Headwinds organized last May. John also started a Facebook group called Coulee Mountain Bikers and this is a great way to find out if someone is going on a bike ride that one can join.

John admits that the equipment can be expensive and explained that he has a carbon framed bike, which is lighter and shock absorbent. Although the initial cost of a bike can be pricey, John did share that his last bike was purchased in 2009 and explained that purchasing a bike is an investment that will last a number of years. Bike maintenance and repair is a factor, and of course, a helmet is mandatory and bike shoes (with clips into the pedals) can be helpful as well. John explained that when they ride in a group, they look out for one another and make sure



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. Watch 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](#).



Calgary Corner by Karen Ogilvie

Check back next month for an article!



Upcoming Events

3/14

Wellness Lunch and Learn

Faye Craig - *Shift to Healthy Eating at Work*

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

3/27

Mini Massage

Lethbridge College Massage

Therapy Students

10 AM - 12 PM

AH 137

Register [here](#)

Tuesdays 3/27 - 5/1

Better Health Better Choices

Chronic Disease Management

Program with AHS

6:00 - 8:30 PM

AH100

[Register Here](#)

4/9

Supervision and Leadership Speaker Series

Craig Milner - *Communicate Like a Leader*

10:30 AM - 12:00 PM

AH 100

Register by email to Wellness@uleth.ca

4/10

Wellness Lunch & Learn

Elizabeth Sutton - *Nordic Pole Walking*

12 PM - 1 PM

AH 100

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

4/18

Wellness Lunch & Learn

Cannabis Let's Talk - Suzanne McIntosh

12 PM - 1 PM

AH 100

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

Mindful Employer Sessions

Contact [Wellness](#) to set up 1-hour workshops in one of the following areas: **Accommodation, Resolving Conflict, Workplace**

everyone's wearing a proper helmet because the risk just isn't worth it.

John described that many of the local bike shops have been very helpful over the years regarding purchasing appropriate equipment. John advises new mountain bikers to find people who know the trails, join a mountain biking group such as the ones mentioned above and start easy. Go out on gravel roads and just explore!

John shared that maintaining a healthy and active lifestyle is important to he and his family. He explained that this year, his family decided to 'embrace winter' and bought skis, as well as passes for the ski hill, and made sure their kids had lessons. As a result, his family has been out skiing numerous weekends this winter already. This has definitely been the year for it! John feels that there is a definite cost benefit to participating in activities such as skiing and mountain biking. He is able to maintain strength and cardiovascular fitness, and the overall health benefits are worth the cost.

Please help us to congratulate John on his exemplary lifestyle and willingness to help others find their passion for mountain biking as well!



You can borrow a variety of sporting equipment such as snowshoes, walking poles, basketballs, tennis racquets etc. from the Lethbridge Public Library if you have a library card?!

Annual library card fee:

- Adult Residents: \$15.00
- Senior Residents (60+): \$7.00
- Young Adult Residents: (13-17 years of age): FREE
- Juvenile (under 13 years): FREE
- Family: \$25.00



Lunch & Learns

In February we had a Lunch & Learn presentation by Sienna Caspar. Sienna discussed the topic of resilience in work and in life. Check out our [website](#) for a copy of her presentation!

Monthly Mental Wellness Tip

Stress Management Techniques that work!



Abigail Rasminsky, a Los Angeles based author that has written for *The New York Times*, *The Washington Post*, *The Cut*, *O: The Oprah Magazine* and *Marie Claire*, and more, discusses the difficulties in finding the perfect work-life balance and different ways to view the "problem" and changing the language around it. In her article *Is Work-Life Balance a Myth? Or Does It Just Need A New Name?*, Rasminsky (2017) discusses 8 Tips for Achieving Work-Home Harmony, listed below:

8 Tips for Achieving Work-Home Harmony

1. Define your priorities.

In her [TED Talk](#), author and time management expert Laura Vanderkam urges us to rethink time management. Time is highly elastic, she explains. "It will stretch to accommodate what we choose to put into it."

Vanderkam advises us to prioritize this way: Imagine it's the end of the next year and you're giving yourself a performance review. List three to five things that you did that made it a wonderful year, both at work and at home. Once you have the list, you now articulate six to 10 goals. Do you want to run a 5K? Take a Latin dance classes with your partner? Enroll in a fiction-writing workshop?

These priorities should fit into three categories: career, relationships, self—and at least one goal should make its way into each category. How will you make this happen? Put them into your schedule first.

2. Figure out what gives you energy—and what doesn't.

"Get to know which of your skills and tasks use up your energy and which refill your energy," says [Emily Anhalt](#), PsyD, "and then limit the responsibilities you take on at work that drain you." This will obviously be different for everyone. [Introvers](#) need more solitary time; extroverts love collaborative enterprise. Anhalt argues that dedicating time to the things that recharge you goes a long way toward finding more ease in and out of work.

3. Do not skimp on you time.

"If you don't make time for you," explains psychologist [Vanessa Katz](#), PsyD, "you end up resenting the other things you have to do." That can

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

Insight Timer

Insight Timer is the most popular free meditation app with 3 million meditators and more free content than any other app. The app tells you how many people are meditating at the same time as you (using the app).

FREE FEATURES

- Stream 8,000 guided meditations
- Stream 1,000 music tracks
- The world's most popular meditation Timer
- Follow 1,600 meditation teachers and 500 Topics
- 5,000 discussion groups
- Stats and milestones for tracking your progress
- Device syncing

WHY PEOPLE PREFER INSIGHT TIMER

- More free content than any other app
- Help with Sleeping
- Dealing with Anxiety and Stress
- Getting through Recovery and Addictions
- Achieving higher levels of Self-love and Compassion
- A worldwide community of meditators

Get it on [Google Play](#)

or

Download it on the [App Store](#)

(Source: [Insight Timer](#))

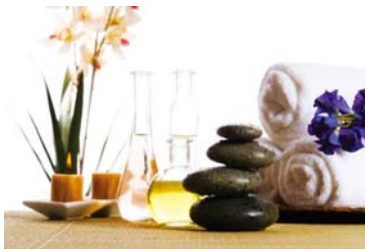


Health Check for U! program currently under review

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!

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





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.

- 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!



Fitness & Nutrition

We now offer Nutrition Programming!

Our nutrition programs are specifically designed with the busy person in mind.

Based on the science of blood sugar stabilization and the practice of eating in threes - a balance of proteins, fats, and carbohydrates every three hours - these programs will change the way you view your relationship with food, educate you on how food is used as fuel, and transform your lifestyle!

8-Week Run Nutrition Program

Looking for a two-month program to help you lose weight and transform your lifestyle while still eating the foods you love? Want a plug-and-play model not dependent on one-to-one coaching? Then this is for you!

This 8-week training program leads you through 3 distinct phases that will help you lose your bloat, lose weight, and keep it off! This program includes an initial coaching session and a follow-up session with one of our IBNFC Certified Nutrition Coaches, and access to cutting-edge online software to guide you through your 8-week program.

- Member - \$127
- Non-Member - \$147
- Student - \$97

[REGISTER FOR 8-WEEK FUN NUTRITION PROGRAM](#)

For the whole newsletter please click [here](#)

Gym Membership Rates in Lethbridge 2018

Facility	Yearly Membership Cost	Fitness Centre (Cardio/W weights)	Fitness Classes	Pool	Steam Room/Sauna	Gymnasium (Basketball, Badminton, etc)	Rock Climbing Wall	Indoor Track	Squash/Racquet ball
ULeth	\$406 (staff) \$601 (community adult)	X	X	X	X	X	X	X	
YMCA	\$576	X	X	X	X	X			X
YWCA	\$441	X	X	X (hot tub only)	X				
Platinum Fitness	\$450	X							
Lethbridge Fitness	\$524	X	X		X				
02 Training	\$588	X	X (only included in plus membership \$89/month)						
Gold's Gym	\$720	X	X						
Fit4Less	\$172 (4Less Card) \$277 (Black Card)	X	X (virtual)						

mean giving yourself a mere 45 minutes on a Sunday to do as you please. Sleep in, take an extra long shower, or go to the gym. Couples with small children should switch off. "Everyone needs a moment," Katz says. "Then, when you return to your children, or to your work, you'll feel reinvigorated rather than resentful.



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 #1



Connecting Healthy Sleep and Workplace Safety
Healthy work environments promote positive work-life balance for all employees, which in turn contributes to successful teams and the organization's overall performance.

Often overlooked, and a key contributor to organization and individual success, is sleep.

A 2015 report from the National Sleep Foundation identified that most adults need between seven to nine hours of sleep each night to function at their best during the day, and to keep their body and mind in optimal shape.

Employees getting the right amount of sleep may improve their attention, behaviour, memory and overall mental and physical health.

Not surprising, a 2016 report found that one in three Americans generally don't get enough sleep on a daily basis, affecting both their health and the economy as a whole. Approximately 20 percent of the country sleeps between six and seven hours every night and six percent less than six hours per night.

Lack of sleep has been linked to a range of negative health and social performance outcomes which can impact an individual's personal and professional life. Sleep deprivation costs the American economy \$411 billion per year, which equates to 2.28 percent of America's gross domestic product (GDP).

All employers should take the issue of workplace fatigue seriously. For shift and night workers, drivers and people who work extended hours, those on call, or those having rotating shift schedules, fatigue in the workplace is of particular concern as the length and quality of sleep is often impacted. The risk of a fatigue-related incident increases with these workers.

Lack of sleep impairs brain functioning, thereby making fatigue a workplace hazard. Research has found that workers who have slept less than five hours or who have been awake for more than 16 hours have a significantly increased risk of making mistakes at work due to fatigue.

For the full newsletter, click [here](#).

4. When you're home, put away your phone.

This advice is particularly important (and often controversial) for parents of small children who are getting limited face time and feeling guilty about it. "I'm really emphatic about the fact that for the two or three hours between pickup and bedtime that I am not on my phone," Medina explains. She leaves her phone on in case an important work call comes in, but sets it aside so she can give her kids her full attention.

5. Use your power.

If you have influence in your workplace, can you change policies, procedures, and expectations for others? Can you make work-home harmony easier on everyone?

6. Learn to communicate.

We live in a time when most of us think it's necessary to work after hours, especially if we are leaving work early to pick up kids or fulfill other obligations. But this isn't always great for maintaining a social life, because when do you have time to just hang out?

The key is achieving clarity—with everyone. If this is a problem in your relationship, reflect on what you want and summon the courage to say to your partner, "I'm happy for you to work X number of hours a week at night"—and then agree on the details. How many nights a week? How late? How often? These same kinds of conversations can be fruitful at work and in other areas of your life—with the head of the PTO, the neighborhood association, the babysitter, a colleague—in short, anyone who is pulling on your time or feels confused about how you use yours.

Strober explains that being able to talk about these conflicts can go a long way toward building a good partnership.

7. Think about life-life balance.

"It's not only about finding a balance between work and life," Katz says. "It's about finding balance when you're not at work." What is most important to you? Time alone? Family? Friends? Working out? Use the hours when you aren't at work—say, from 7 a.m. to 9 a.m. and 6 p.m. to 11 p.m.—for putting those activities front and center.

8. Don't forget to smell the roses.

"Sometimes you have to just stop and be happy," Waranch says. "This is true about navigating the complex web of work, family, and life. There will never be perfection, and there will never be balance. And sometimes you have to just stop and say, 'This is OK. This is good.'"

So go ahead and throw away the idea of balance. Instead, think about deftly navigating the various elements of your life. Not only will this reconceptualization give you a more realistic goal, but it can actually shift the sense of anxiety around it—affording you more harmony wherever you go. There's no getting it exactly right. It's about finding a system that works for you and allowing that system to change as your very full life does too.

(Source: Rasminsky, A. (2017, November 06). [Is Work-Life Balance A Myth? Or Does It Just Need a New Name?](#) Retrieved February 21, 2018)



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

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



The Great-West Life Centre for Mental Health in the Workplace recently launched it's latest tool, Plan for Resilience.



EMPLOYEE GUIDE
Plan for Resilience
Employee Guide

Check out their [website](#) for an overview of the resource and more guides.



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:



It is commonly known that stress is a mental health concern, but it is also important to know that it can have a huge impact on your physical health as well. Kelly Burch (2018) discusses the effects stress can have on our body in her article on stress techniques and self-care. Chronic stress can affect nearly all our bodies' systems, from the immune system to a metabolism and cardiovascular health. Stress can take a toll on your physical and meant health, so it is important to try to navigate stress in a way that allows you to minimize its negative side effects (Burch, 2018).

In order to combat the various stressors in our life, it is important to practice self-care techniques. Burch (2018) describes all stress management techniques as forms of self-care. She lists some good tips for practicing self-care (listed below):

- Breathe the stress away
- Take time to unplug
- Get moving
- Reach for healthy foods
- Go on a mental vacation
- Take time to find what works for you

For Kelly's full list and tips click here to view the [article](#)

(Source: Healthy Way)



**Staff, Faculty, Students
Reminder to Report Work Related
Injuries, Illnesses, Near Misses -
including progressive injuries:**

WORKERS' COMPENSATION is a type of insurance which covers any accident that arises out of, or occurs in the course of employment. All Workers' Compensation claims must be reported to the WCB, by Employee Wellness **within 72 hours of the accident** (WCB Section 28(2)). If you require a "Workers" report for submission to WCB, please see the following link: [Reporting an Injury to WCB](#)
If this happens please also complete a [Campus Accident Incident Report](#)

Reporting early helps us meet our deadlines, but also helps YOU get the medical treatment you need!



**Issue #3:
IMPORTANCE OF SLEEP**



In need of a comfortable, restful night's sleep?

Quality sleep – the kind that makes you look refreshed and feeling energized – is exactly what the doctor ordered. In fact, sleep is as important to your health as diet, nutrition and exercise. The right amount and quality of sleep improves attention, behaviour, memory, and overall mental and physical health¹; it also helps the body maintain and regulate many vital functions.

A 2015 report from the National Sleep Foundation identified that most adults need between seven to nine hours of sleep each night to function at their best during the day, and to keep their body and mind in optimal shape.²

Not surprising, a 2017 report found the majority of Canadians generally don't get enough sleep on a daily basis, affecting both their health and the economy as a whole. Approximately 20 percent of the country sleeps between six and seven hours every night and six percent sleep less than six hours per night.³

Lack of sleep has been linked to a range of negative health and, social and performance outcomes which can impact an individual's personal and professional life. Sleep deprivation costs the Canadian economy \$26 billion per year, which equates to 1.35 percent of Canada's gross domestic product (GDP). Across the country, 80,000 working days are lost each year because of sleep-deprived workers.⁴

For the full article, please click [here](#)

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

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