

# February 2017 Newsletter

# PEIA Pathways to Wellness

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## What did you say? Communicating Effectively In the Workplace

How often has a miscommunication negatively affected your day? No matter the source, sometimes a sentence in an email or text, or even a comment from another person may change the trajectory of your mood. Appropriate communication assures that everyone is on the same page. Get your message across without ruffling feathers!

**At Work:** Communicating with co-workers, supervisors, or clients in a professional manner can be an asset to your career. We live in a society of abbreviations and slang, (e.g. *LOL*, *ROFL*). How you communicate at work requires thoughtfulness. For example, should you send an email or pick up the phone for the matter at hand? Should everyone be copied on the communication, or is this something you can send and settle with one person? Sometimes, it is best to stop by a person's office and talk about an issue rather than "drown" in emails.

Skilled communication is a key to success. The ability to express yourself in person or in writing provides insight as to who you are and how you think. Do you listen and consider the ideas of others? How often do you interrupt people when they are talking?

*Continued on Page 10...*

**RESTWELL. EATWELL. FEELWELL.**



# The Stress Response

By: Salina Lyter, MS, RYT

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The *stress response* is a normal physiological effect on the body associated with a perceived threat or stressor. According to the American Psychological Association, millions of Americans report feeling stressed and are paying for the associated repercussions with their health. There are two major types of stress: *eustress* or positive stress (school, life changes), and *distress* or negative stress, (life's difficult realities). Statistics reveal that the top four sources of stress in 2015 include: money, work, family responsibilities, and health concerns.

Stress causes reactions in the brain and body to create action for fight or flight. For example: blood flow to the brain increases; hearing is enhanced; perspiration increases; respiration increases; heart rate and blood pressure rise rapidly; digestion and immunity decrease; blood clotting mechanisms increase; eyesight improves; the mouth becomes dry; the liver and other organs are activated to deliver glucose to muscles for energy; and urine production slows to maintain bodily fluids. This

response has evolved to protect the organism from a life-threatening situation, therefore enhancing the chance for survival. The problem lies here: this response evolved as a result from physical threats to the body's well-being. However, it also occurs as a result to factors that encompass our modern lifestyle. It was ideal when our ancestors were running from the saber tooth tiger! Now, our species is primarily atop of the food chain, living under modified pressures of a current, fast-paced lifestyle, and dwelling in a continuous state of alarm. This sustained stress response can damage our bodies.

Stress affects every aspect of our lives and can create mental, physical, emotional and behavioral symptoms. Some examples include headache, muscle tension/pain, upset stomach, fatigue, sleep disturbances, frequent illness, anxiety, restlessness, anger and irritability, sadness/depression, insecurity, under or over eating, drug/alcohol use, social withdraw, relationship problems, avoidance/procrastination, and the list goes on. **Continued on Page 10...**

## References:

Clear, James. (2016). *How Long Does it Actually Take to Form a New Habit? (Backed by Science)*. Retrieved on 12/11/16 from <http://jamesclear.com/new-habit>.

# Worksite Coordinators Partners in Health

By: Kelly Shockey and Debbie Hines



**M**y name is Kelly Shockey and I was asked to be a coordinator at the Hardy County Courthouse for the PEIA Pathways to Wellness program. This is what got me motivated to lose weight and get healthier. I wanted to get back in shape – I thought I can't ask anyone to participate if I don't take the programs seriously and participate myself. So, along with my co-worker and co-coordinator, we got people to participate in the programs that were offered. We coordinated the H2OGGo program, dynaband class, walking program and we also had a huge participation in the Work It Out fitness assessments.

The last program got me to start thinking about the weight management program. I joined after my participation in the Work It Out and I'm glad that I did! I have lost over 30 pounds and several inches and I feel great. My goal is to lose more weight and be able to maintain that loss. These programs were a real motivation for me. I would highly recommend it to everyone. With all the programs provided to me through the Pathways program, I am on my way to a healthier ME!

I began the weight management program in May 2016. During this time, I have lost over 20 inches and 20 pounds. Overall, I have lost over 40 pounds since participating in the Pathways programs. Prior to joining Weight Management, I was involved in helping promote and participate in the H2OGGo program, dynaband class, walking program, Work It Out fitness assessment and an on-site cardio fitness class. These programs gave me the 'jump start' to my fitness overhaul. I was overweight and had trouble doing physical activities and had poor nutritional habits. After joining the weight management program and attending nutrition classes, I have a better concept of the types of foods to eat, the dietitian was very helpful in providing examples and different choices. Participating in the cardio workout and fitness classes has gotten me in better shape. I participated in my first 5K run in December and placed first in my age group! This program has been the motivation that I needed and would highly recommend it to everyone!

- Debbie Hines, Hardy County Courthouse.





# A Well Rounded Fitness Routine

By: Corey Clendenin



A well rounded exercise routine has a combination of weight/resistance training and cardiovascular exercise. (Both types of conditioning do not need to occur in the same session.) This combination will help improve or maintain cardiorespiratory and muscular fitness as well as mental health. Regular exercise provides numerous benefits. It is important to select exercises that you can stick with versus doing an exercise you hate. Those who regularly participate in a fitness routine tend to live longer, healthier lives.

If you have risk factors like high blood pressure, type 1 or 2 diabetes, high cholesterol, or a smoking habit, you can still benefit from physical activity. Exercise lowers chronic disease risk factors and can help you lose weight and reduce stress.

The American College of Sports Medicine's (ACSM) current recommendation for physical activity is at least 30 minutes of moderate-intensity exercise 5 days per week; or high intensity exercise for 20 minute sessions for 3 days per week. Moderate intensity is defined as working hard enough to break a sweat, but still able to have a conversation. A combination of both high intensity and moderate intensity sessions each week can be performed to reach ACSM recommendations. Cardiovascular exercises include walking, jogging, running, sprints, biking, hiking, swimming, and more. Strength/resistance training should be performed at least 2 days per week with 8-10 sets targeting major muscle groups. This type of exercise can and should include body weight exercise, free weight training, resistance bands, and/or weight machines.

Before starting any fitness routine, it is important to talk to your doctor. Equally important is knowing "where you are" with your physical strength and endurance to prevent injuries. The PEIA Pathways to Wellness **Work It Out Program** provides members with a fitness baseline. An exercise prescription is provided at the end of the assessment to guide your routine.



# Seeking Joint Pain Relief:

## Glucosamine and Chondroitin May Help

By: Janelle Humphrey-Rowan, ND Naturopath



**P**athways to Wellness has launched new presentations concerning common musculoskeletal issues; offering information on carpal tunnel syndrome; the knees and, in the near future, the back. A variety of traumas, overuse, disease, and disorders can affect these areas. The most common supplements associated with possible relief of symptoms of these joints contain two main ingredients- glucosamine and chondroitin. Glucosamine and chondroitin are substances located within the cartilage of our joints. Glucosamine helps the body to build cartilage. Chondroitin is believed to help the body maintain fluid and flexibility in the joints. Both can be manufactured synthetically for supplementation or be acquired from natural sources. The natural source for glucosamine is shellfish, therefore, it is not recommended to be taken by those with a shellfish allergy. Chondroitin is sourced from bovine, shark, and porcine cartilages. They are available in tablet, capsule, powder, or liquid form.

Most studies regarding these supplements have been performed to demonstrate effects on osteoarthritis, particularly of the knee, but also the hip and spine. Research has found that glucosamine and supplements that contain glucosamine, (in conjunction with chondroitin), may provide *some* joint pain relief. However, it does not appear to work for everyone. There is also a belief that it may help with loss of function in the affected joint but more studies are needed to make this conclusion.

“The most comprehensive long-term study of any supplement—the Glucosamine/Chondroitin Arthritis Intervention Trial (GAIT)—looked at the combination of chondroitin and glucosamine, both supplements individually, celecoxib (*Celebrex*) and placebo in patients with **knee osteoarthritis**.\*\*\*

\*\*\*It indicated that:

- The more severe the symptoms, the more relief was perceived to be gained from glucosamine and chondroitin
- Participants with moderate to severe pain using glucosamine, (combined with chondroitin sulfate), experienced a 20% or greater reduction in pain versus placebo
- The combination of these two supplements did not appear to be effective at preventing joint damage
- Celecoxib users attained at least 20% more reduction in pain than those using glucosamine and chondroitin

As a result of these findings, The American College of Rheumatology did not recommend chondroitin or glucosamine for the initial treatment of osteoarthritis. However, it was expressed that patients that had seen improvements with supplementation should not stop taking them.

Since these supplements appear to work slowly, they would need to be taken for a period of time before effects are detected. Research indicates it could take up to three months to notice improvement. It has been noted that glucosamine and chondroitin can be tried as an alternative to nonsteroidal anti-inflammatory drugs (NSAIDs,) as they appear to be safe for long-term use and have few side effects.

Disclaimer: This information is not meant to replace the advisement of your health professional. Before taking any supplement, vitamin, mineral, botanical/herbal, and/or homeopathic remedy please contact a licensed or certified healthcare professional. Even though these substances are deemed “natural” they can still have serious side effects and interactions with medications.

Sources: <http://www.arthritis.org/living-with-arthritis/treatments/natural/supplements-herbs/glucosamine-chondroitin-osteoarthritis.php>  
<http://www.mayoclinic.org/drugs-supplements/glucosamine/background/HRB-20059572>  
[www.naturalstandard.com](http://www.naturalstandard.com)

# Reverse Your Thinking!

By: Angela Watkins

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**M**ost people have a routine to begin their day. For some, it is a much needed cup of coffee. For others, it may be reading the paper. We all have certain areas in our life that consist of a daily routine. Why then, is exercise so hard to incorporate? A busy work schedule and afternoon full of appointments combined with daily house hold chores can seem to leave little room to exercise. Physical Activity on a regular basis, has too many benefits to ignore. The Mayo Clinic breaks down ways that exercise can lead to a healthier you.

## Exercise controls weight:

Exercise can help prevent excess weight gain or help maintain weight loss. Regular trips to the gym are great, but don't worry if you can't find a large chunk of time to exercise every day. To reap the benefits of exercise, try becoming more active throughout your day — take the stairs instead of the elevator or take a 5 min walk on your lunch break. Consistency is key.

## Exercise combats health conditions and diseases:

No matter what your current weight, being active boosts high-density lipoprotein (HDL), or "good" cholesterol and decreases unhealthy triglycerides. This one-two punch keeps your blood flowing smoothly, which decreases your risk of cardiovascular diseases.

Regular exercise helps prevent or manage a wide range of health problems and concerns, including stroke, metabolic syndrome, type 2 diabetes, depression, arthritis and falls.

## Exercise improves mood:

Need to blow off some steam after a stressful day? A gym session or brisk 30-minute walk can help. Physical activity stimulates various brain chemicals that may leave you feeling happier and more relaxed.

## Exercise boosts energy:

Regular physical activity can improve your muscle strength and boost your endurance.

Exercise delivers oxygen and nutrients to your tissues and helps your cardiovascular system work more efficiently. When your heart and lung health improves, you have more energy to tackle daily chores.

We've all said we can't find the time or energy to exercise. Let's reverse this thinking! Let exercise give you the energy and reap the benefits of physical activity. Don't let having an exercise routine in your life become secondary. The benefits are too important in maintaining a healthy and happy lifestyle.

[www.mayoclinic.org/healthy-lifestyle/fitness/in-depth/exercise](http://www.mayoclinic.org/healthy-lifestyle/fitness/in-depth/exercise)



# Exercise of the Month

## Russian Twist

By: Marjan Washington



### Instructions:

You can perform this exercise with no added weight, or with a dumbbell, kettlebell or medicine ball.

- Begin in a seated position with your knees bent at 90 degrees, and leaning back slightly to help balance but with your back straight.
- Hold your arms outstretched in front of you (level with your chest).
- While pulling in your stomach and holding core tight, rotate your torso round to the left as far as you can and then all the way back around and to the right as far as you can.



**Hint:** Your back should be straight with your torso 45 degrees to the floor. It's easy to perform the exercise if you arch the back but that's not the idea. It's more challenging to perform when keeping the back straight. Remember to concentrate on correct form. You can also perform the exercise with your feet off the floor as pictured.

# Staying Healthy During Cold and Flu Season

By: Grace Matthews



**C**old and flu season is upon us once again and it is our responsibility to keep our bodies healthy during this time of year. We all know that one of the most important things you can do to prevent getting sick is to wash your hands frequently using soap and warm water. Your diet plays an important role in your immune system too. Although there is no assurance for preventing cold and flu, having a healthy diet can help you avoid getting sick.

When eating or planning healthy options, choosing foods from each of the food groups can ensure that you are getting the proper vitamins, minerals and nutrients needed to maintain your health.

Research suggests that these foods can help boost your immune system:

- **Zinc** - Found in meat, beans and nuts, zinc plays an important role in proper immune system functioning.
- **Yogurt and cultured milk** products (containing “live active culture”) contain probiotics, which is considered to be “good” bacteria that can have potential immune benefits.
- **Garlic** - Selenium, an antioxidant, is found in garlic which increases resistance to infection and stress.
- **Vitamin C** is found in citrus fruits and juices.

Not only does diet play an important role in your health, but can help boost your immune system. Research shows that moderate amounts of aerobic exercise such as jogging, brisk walking and cycling during the cold and flu season boost the body’s defenses against viruses and bacteria.

Don’t become a victim of cold and flu season! If you become sick, it is important to stay hydrated and get plenty of rest. In addition to using over the counter medicines, natural foods such as fresh ginger root can help alleviate symptoms like nausea and vomiting.

Try incorporating some of these in your everyday diet to build your immune system for a healthier and happier you.



# Region Summaries



**1** Region 1 (Hancock, Brooke, Ohio, Marshall, Wetzel, Tyler, Doddridge, Marion, Harrison, Pleasants, Gilmer): In the northern part of the state, plans are confirmed for a yoga class to start at John Manchin Senior Health Care Center. Fitness classes may also be coming to CENTRA in Harrison County, the Marion County DHHR, and Tai Chi at the Harrison County State Department Building. John Marshall High School continues to host a PiYo class. Work It Out individualized fitness assessments took place at West Liberty University and follow ups are scheduled for Short Line Elementary School. Fairview Elementary School and John Manchin Senior Health Care Center concluded the H2O Go challenge. The Weigh to Go holiday maintenance challenge successfully concluded at John Manchin Senior Health Care Center, Bridgeport High School, West Liberty University, Short Line Elementary School, the Marion County Health Department, and the Marion County WVU Extension office. Dynabands will be coming to the Ohio County DHHR, Marion County Health Department, and Marion County Public Library in the coming month. We are currently scheduling programs, individual health coaching, and Work It Out assessments to help support Healthy Tomorrows goals and conducting presentations on various musculoskeletal issues.

**2** Region - (Monongalia, Taylor, Barbour, Preston, Lewis): While a yoga class continues at WVU's One Waterfront, numerous days are scheduled for Lifestyle Coaching at the Mountainlair, Allen Hall and also at One Waterfront Place. In the meantime, employees at the College of Law chose to go with fitness assessments as part of the Work It Out Program. Elsewhere in Monongalia Co., the employees of North Elementary have decided to hydrate with H2O Go while South Middle goes with Work It Out. With the just concluded Weigh To Go program, participants in many sites are signing up for follow-up Lifestyle Coaching or Work It Out, while others are interested in presentations such as Carpal Tunnel Syndrome and Chronic Knee Pain/Injuries.

**3** Region - (Upshur, Tucker, Hardy, Grant, Pendleton, Randolph): Pendleton- There was a great success at DHHR in the Weigh to Go Program. Follow-up will occur with WIO & health coaching. FES interested in participating in the dynaband challenge. Grant – PES completed a day of health coaching, Union Educational Complex is participating in the six week walking challenge.

Scheduling health coaching for the BOE and bus garage. Hardy – Healthy eating class will begin at Hardy County Courthouse. Randolph – Beverly Elementary is back on board participating in the six week H2OGo water challenge as well as beginning an onsite fitness class, also have a day of health coaching and WIO scheduled in the upcoming months. George Ward is participating in the six week walking program as a follow up to the Weigh to Go Challenge and thinking about an onsite fitness class. Jennings Randolph Elementary participated in health coaching to start off the New Year. Parole office participating in the H2OGo Water Challenge. DHHR, DOH and Huttonsville Correctional Center completed the Weigh To Go Challenge. Upshur – Looking for worksite coordinators to help facilitate wellness program.

**4** Region - (Monroe, Mercer, McDowell, Wyoming, Raleigh, Summers): Region 4 has had much success this month with Work It Out Fitness assessments. We have conducted the assessments for Welch Community Hospital in McDowell County, Wyoming East High School in Wyoming County, Mercer DHHR in Mercer County, and Crescent Elementary School in Raleigh County. Eleven Mercer County Schools and the Mercer DHHR wrapped up weigh outs for the Weigh to Go challenge. Shady Elementary, Crescent Elementary, Raleigh Board of Education and Raleigh DHHR in Raleigh County. Wyoming East High School in Wyoming also wrapped up weigh outs. Mercer County Board of Education will be taking on the walking and H2O Go challenge. Along with the fitness assessments that have taken place, members also took advantage of the health coaching. Athens School in Mercer County wrapped up their Zumba class. Fairdale Elementary in Raleigh started their Zumba Class.

**5** Region - (Greenbrier, Nicholas, Webster, Pocahontas, Fayette, Braxton): Region 5 has a wide variety of wellness activities that have started in 2017. West Virginia Parole Office in Lewisburg, Western Greenbrier Middle, Eastern Greenbrier Middle, Frankford Elementary and Braxton County High School are all pledging to stay hydrated and reduce their sweetened beverages with H2O Go. Greenbrier West High has begun a very successful walking program with Back on Path! The Division of Rehab Services Greenbrier County and WV DHHR Nicholas County have participated in the Carpal Tunnel presentation and exercises. Things continue to stay busy within the region.

**6 Region - (Jefferson, Berkeley, Morgan, Mineral, Hampshire):** Region 6 has continued to stay active in 2017. The DHHR in Martinsburg is staying busy with an onsite yoga class. The Jefferson County Public Service District is staying hydrated as they start the H2OGO challenge. Keyser High School, Potomac State College, Burlington Elementary School and the Mineral County VO Tech Center all successfully completed the Weigh to Go holiday challenge. Potomac State College wrapped up their dynaband challenge. Potomac State College is also participating in the work it out fitness assessment program.

**7 Region - (Kanawha (non-school sites), Boone, Logan, Lincoln Calhoun):** Region 7 leaped into 2017 with healthy intent! Weigh-outs for the holiday Weigh To Go Challenge concluded with staggering results. Great job to each individual and worksite that participated in the challenge! The employees at the South Charleston Public Library recently began H2O Go and participants at BMS are moving with awareness in Tai Chi class. More H2O GO challenges are scheduled along with Work It Out fitness assessments. Several members are utilizing the Health Coaching benefit to establish health goals and wellness priorities. I was honored to present wellness programming to the WV Chapter of IPMA and Bureau for Behavioral Health and Health Facilities. Region 7, 2017 presents 365 opportunities toward improved health.

**8 Region 8- (Mingo, Mason, Wayne, Cabell, Putnam):** In Mason County, Beale Elementary has completed Work It Out Program with Health Coaching including the Dynaband Program. They are now in the process of beginning their fitness class. In Wayne County, the DHHR has also followed up with Health Coaching as well. We are looking for a fitness instructor to begin teaching Zumba there. Fitness Classes have begun at Southside Elementary school and Culloden Elementary. Work it Out has been completed at Cabell Midland and is currently being conducted at Spring Valley HS. Cabell Midland will begin their Yoga class after Health Coaching has been provided this month. Fitness classes are also beginning at Huntington Middle School.

**9 Region 9 - (Clay, Ritchie, Wood, Wirt, Jackson, Roane, Kanawha County Schools):** Region 9 had a great start to the New Year. Many sites have expressed interest in the "Work It Out" program. Sites like Holz Elementary participated in WIO but is also participating and lifestyle coaching--great combination to improve your Healthy Tomorrow numbers. The WV DRS Kanawha City location participated in the new presentation on topics such as carpal tunnel syndrome, knee pain, and lifestyle coaching. Elkview Middle School is currently scheduling lifestyle coaching. Hayes Middle and Lakeview Elementary are both starting their first Zumba class in February. Franklin Elementary in Wood County is starting their first fitness class, yoga. Malden Elementary and Cedar Grove are currently holding sign-ups for February.

## The Stress Response (Continued from Page 2)

Discovering tools to manage stress is essential in our modern lives. Exercising, ensuring adequate sleep patterns, and enjoying nature outdoors are some ways to restore our bodies. Other management methods include: eating a healthy diet (avoiding sugar and processed foods); limiting caffeine; avoiding drugs and alcohol for relief; implementing breathing and relaxation techniques; recognizing and eliminating negative self-talk; meditation; saying "no" to situations and people that add stress to your life; managing time and energy; laughing; massage; and taking time for relaxation, fun, and hobbies (developing a creative outlet is quite useful). The stress response is a very effective, fine-tuned process to prepare us to survive life-threatening events when recruited.

However, constant employment of the response may damage our systems. The key is discovering your art of management. Your personal health and well-being is the beneficiary.

## What did you say? (Continued from Page 1)

### Communication Tips:

**Listen:** Communication isn't just about you doing the talking. A great deal of communication involves listening to other people. One mistake people make is that when someone else is talking they tend to only be thinking about what they want to say when it's their turn to talk again, and therefore they are not fully listening to what is being said to them. That's when key information is missed.

**Pay Attention to What You Are Saying without Saying It:** Communication is not just about talking. A great deal of it is not done verbally. We communicate so much just with the expression on our faces, the gestures we make, and the way that we stand or sit. When interacting with others, always put your best self forward. Make direct eye contact; stand tall or sit up straight; and give firm handshakes.

**Know Your Audience:** Have you ever taken notice as to what communication method provides you with the best response? For instance, does your boss not respond to your emails but gives you instant feedback when you stop by her office? Maybe you have a colleague that takes forever to look at the drafts you email them. Have you thought about printing the materials and giving him a hard copy to look at? Figure out how your coworkers like to receive information, you'll find things move along more smoothly.

**Remember The Message Sent Isn't Always The Message Received:** Everyone is their own filter, and not everything comes out how we intend it. Many negative situations can arise from making incorrect assumptions, especially in an email or a text message. In these situations, we often find ourselves determining a tone of voice when there is none. Take a step back and ask for clarification face-to-face if you need to so you don't end up making something out of nothing.

**Get to the Point:** Just as you can be extremely busy with daily tasks, so are your coworkers. Sometimes a little more background information is needed. Other times, it isn't. Make sure you are concise and clear in what your expectations are in your messaging and you will see a quick turn-around in the results. In addition to being direct, keep tips 3 and 4 in mind with this one. Some people might appreciate a little more small talk or respond better with a change in tone.

**Source:** Rittiman, Elizabeth. The Official Blog of Colorado State-Global Campus. "Make Yourself Indispensable – 5 Workplace Communication Strategies." <https://csuglobal.edu/blog/make-indispensable-5-workplace-communication-strategies>. Date accessed: January 31, 2017, Date Published: February 12, 2015.

