

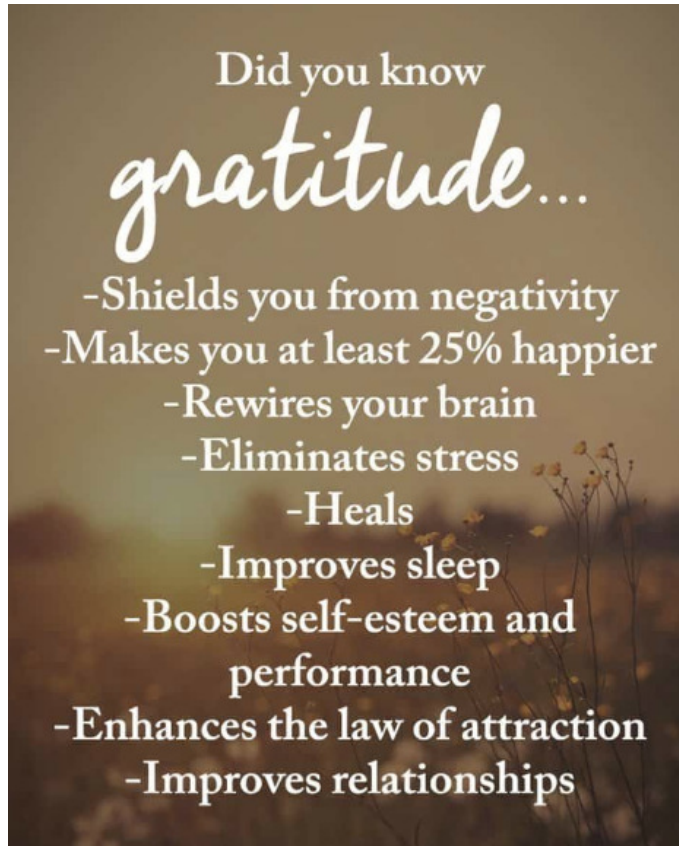
Targeting Wellness Newsletter

Good News for Good Health!

November 2022

Happy Thanksgiving!!

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Did you know

gratitude...

- Shields you from negativity
- Makes you at least 25% happier
- Rewires your brain
- Eliminates stress
- Heals
- Improves sleep
- Boosts self-esteem and performance
- Enhances the law of attraction
- Improves relationships

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This is a special time of year when nature is displaying its last burst of colors before the winter rest. This is a necessary change that leads to new growth and new beginnings come Spring. However our perception determines whether this time of year is good or bad.

We all have an "inner critic" that judges which category things or situations or even people fall under. How many times have you made a mistake or said something you later regretted only to beat yourself up for it for hours or perhaps days? Or maybe you have judged the actions or opinions of others, criticizing them to their face or behind their back? You are not alone! Many of us at some point have done just that (myself included ☺)

Have you ever spoken these words: "I'll be happy when_____". Our happiness is not based on someone or something. It's based on our perception. This time of year can cause us much stress. Feeling pressured to get it all done (self judgment?). Dealing with family members over the holiday (judgment of others?) or feeling overwhelmed and wishing it was over so you can be back to normal (judgment of situation?).

What if, for this season, you tried to find the gift and opportunity in EVERY situation. Are you willing to try? You might be surprised at how good you feel.



National Diabetes Awareness Month

National Associations team up to tout their efforts in bringing attention to diabetes by dedicating the entire month of November to education and prevention of this disease which has become the epidemic of the century. Why it is that with all these efforts and available resources, the number of cases continue to increase? Here are a few worldwide statistics:

- Diabetes is rising across the globe, killing 4.2 million people last year—almost three times as many deaths as COVID-19
- Middle- and low-income countries are seeing the biggest increase yet in the US alone, 37 million Americans, including adults and youth, have been diagnosed
- Over 460 million people already live with diabetes and by 2045 (only 23 years away), it is predicted that over 700 million people will have this condition. When calculated, that means over 11% of the global population will have diabetes!

Even with so many resources and studies that have been funded to find a cure, the number of people with diabetes continues to rise. Roughly 1 in 3 American adults (1 in 5 adolescents and 1 in 4 young adults) are living with prediabetes yet 8 in 10 don't even know they have it! Could this include you or your loved ones?

Don't let the "pre" in front of diabetes diminish the urgency to make needed lifestyle changes. Prediabetes is a serious health condition and can act like a fork in the road. If left unattended, it will most likely evolve into Type 2 diabetes. What is important to realize is during those years leading up to a diagnosis, serious damage is occurring inside the body increasing the risk for many chronic conditions impacting the eyes, kidneys, nerves and heart and can even be linked to some types of cancer. Using prediabetes as a gifted warning to make some changes could save many years of illness down the road.

This year's focus is on **"managing diabetes by building your health care team"**. (NIH) The goal should be to **prevent** diabetes; however, if you do get diagnosed, having the best care and support is crucial for preventing diabetes-related health problems.

Here are some tips in building a team that will provide you (or a loved one) with the best possible advise and care:

1. You are the center of your team so its important that you learn as much as you can about your condition and talk with your primary care provider to learn what support is available to meet your goals.
2. It's important to address diabetes as early as possible and that means managing your health. Following the ABC's as noted on the next page, will help. This means getting annual check ups to track your A1C, your blood pressure and your cholesterol levels.
3. Your team of care professionals should be tailored to your specific needs. It should include your primary care provider, a nutritionist, a certified diabetes educator and perhaps even a health coach.

If you know you are heading towards a future diagnosis, now is the time to make some changes. No doubt the thought can be so overwhelming that it paralysis you from taking the first step. However, instead of looking at the whole BIG picture and ALL the changes at once, start with a few small changes in order to create some momentum plus many build on each other. Consider the following changes under these four lifestyle categories:

Pick one thing at a time to focus on. The rest will follow!

Nutrition

- Add one vegetable to your day
- Add one vegetable to every meal
- Swap out one animal product for a plant based (meat to beans, dairy to nut milk, white to brown rice)
- Abstain from processed foods as much as possible
- Cut back/out sugary drinks and sweets (a day? a week? Longer?)

Physical Activity

- Walk 5-10 minutes every day
- Count your steps, try to add on each day/week
- Find an exercise buddy
- Take a class on line or at the gym
- Get a personal trainer
- Stand up every hour to take a stretch break
- Set small goals and crush them!

Sleep

- Go to bed 30 minutes earlier (# of nights?)
- Turn off all electronic devices 1 hour before bed
- Abstain from alcohol, caffeine and a heavy meal at least 3 hours before bed
- Get your room sleep ready
- Stretch or meditate before bed
- Read a book/journal

Stress Management

- Try one technique to reduce stress such as: meditation, yoga or tai chi
- Listen to calming music
- Focus on a hobby
- Connect with nature
- Call a someone who lifts you up
- Get a massage
- Incorporate exercise
- Evaluate your sleep schedule
- Reach out for support

Know Your ABC's

November is *National Diabetes Month*, and this year the focus is on prediabetes and diabetes prevention. When we hear the word “co-morbidities” or “chronic diseases”, one condition that typically comes to mind is *diabetes*. Diabetes puts people at risk for cardiovascular disease, nerve damage, foot & limb injuries, vision problems, and other complications that arise from having uncontrolled high blood sugar.

Early treatment for prediabetes can actually return blood sugar levels to normal. It takes a lifestyle change, with regular exercise and a healthy diet. Before people develop Type 2 diabetes, they almost always have prediabetes. You may or may not have clear symptoms so detection may be difficult unless you get regular check ups...remembering these **ABC's** can help keep you ahead of this condition and help you manage it once you have been diagnosed.

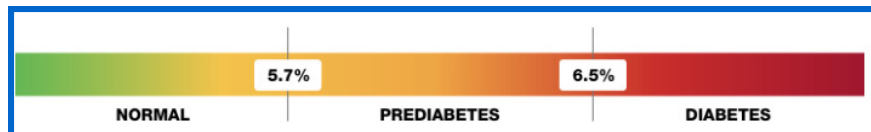


If you have diabetes, three key steps—the ABCs—can help you better manage your diabetes and lower your risk of heart attack and stroke. Learn about the ABCs and keep track of your progress for each one.

A1C Test

- The A1C test is short for hemoglobin A1C.
- It shows you what your blood glucose has been over the last 3 months.
- It lets you know if your blood glucose level is under control.
- Controlling your blood glucose levels will help prevent complications.
- Get this test at least twice a year.
- **Number to aim for: below 7** In my opinion, you should strive for below 6! - DS ♥

Date of my A1C test:				
My number:				



- If your A1C level is between 5.7% and less than 6.5%, you are considered prediabetic.
- If your A1C level is 6.5% or higher, you have diabetes.



Blood Pressure

- The higher your blood pressure, the harder your heart has to work.
- Get your blood pressure measured at every doctor's visit.
- **Work with your doctor to set a blood pressure goal that is right for you.**

Date I checked:				
My number:				



Cholesterol

- Maintain a normal cholesterol level (under 200 mg/dL).
- HDL should be 40 mg/dL or higher.
- Triglyceride level should be 150 mg/dL or lower.
- LDL should be below 100 mg/dL. LDL or “bad” cholesterol builds up and clogs your arteries.
- Get your cholesterol tested once per year.
- **Number to aim for: LDL below 100 mg/dL**

Date I checked:				
My total cholesterol number:				
My HDL number:				
My triglyceride number:				
My LDL number				

Visit www.diabetes.org for more detail on this and other diabetes topics.





Diabetes and Diet: Is It Really All About The Carbs?

It's probably very safe to say that we all know what we "should" do to live a healthier life, but in reality that is usually easier said than done. Believe me I get it! Busy schedules with work and home, challenging inner dialogue pushing you all the time, and feeling exhausted at the end of the day making it difficult to put self-care as a priority. However, when it comes to preventing, managing or even reversing diabetes, diet and lifestyle have to be front and center. Over the last several years, I have read many peer-reviewed articles, listened to several experts speak at conferences and watched several documentaries all on the power of a plant-based diet. I also understand the skepticism that arises when we hear "carbs do not cause or worsen diabetes". Study after study reveal where a diet consisting **primarily** of whole plant-based foods demonstrate tremendous benefits in treating type 2 diabetes and reducing the complications caused by it. Yes, carbohydrates do impact one's blood sugar level. However, there are two key components that need to be addressed and understood.

Let me first say that what is meant by a whole food plant-based diet is one that emphasizes legumes & beans, whole grains, vegetables, fruits, nuts and seeds; it is very high in fiber and discourages most if not all animal products and processed food which contain a high volume of sugar, oils and salt.

Key component #1: The Type of Carbohydrate Matters

As I indicated above, the thought of a high "carb" diet seems especially scary for people with diabetes or for those trying to prevent pre-diabetes from progressing to Type 2. Over the last several years, people have gotten away from counting calories to manage their health and instead have turned to *macro counting*. Basically this is a way to count the "macronutrients" in your diet which are protein, fats, and carbohydrates. This has been very popular because it allows people to eat until they are full instead of feeling like they have to restrict portions; all they need to do is maintain a target balance of the three macronutrients. Each have a different effects on the body, but that is a conversation for another time. What I want to point out here, is that **not all "carbs" are created equal!**



Simple Carbs: all sugars (found in candy, baked goods, soft drinks, juices, jams, yogurts, milk, etc.), refined grains (white flour, white bread/rice, pizza, most packaged cereals, etc.). These are all considered **highly processed** and will cause a sudden spike in blood sugar as soon as they are consumed. These products typically contain zero fiber.

Complex Carbs: Whole fruits, green/leafy vegetables, starchy vegetables, oatmeal, beans/legumes, intact whole grains (brown or wild rice, Farro, quinoa, barley, millet, etc), sweet potatoes, whole meal flours and breads, and so much more! These do not cause a large spike in blood sugar levels when you eat them. Plus they are loaded with fiber and extra nutrients which are wonderful for your body and

overall health! Eating fiber slows the absorption of sugar into the blood stream. That is why the spike in sugar tends to be lower when you eat an apple versus when you drink apple juice.

Believe it or not, high (complex) carbohydrate diets can help you maintain a healthy weight; due to the high fiber content, which helps you feel full longer which helps you eat less. They are the main source of energy for the body, thus many people on a plant-based diet find they have much more energy than on the Standard American Diet (S.A.D) or one higher in saturated fats and processed foods.

Another benefit of focusing on plant-based, natural carbohydrates is that they are typically lower in calories so you can **eat more!** For example, a medium-sized piece of fruit contains about 100-200 calories yet a small cookie could have around 200-400 and typically we find it hard to stop at one cookie!

Key component #2: Insulin Resistance leads to Prediabetes and Type 2 Diabetes

"Insulin resistance" is the accumulation of dietary fat in cells that typically are **not meant to store fat** (primarily your muscles and liver). This buildup causes the cells to reject glucose from your bloodstream because the cells have no room. And because your cells cannot "take up" any glucose, your blood level remains high. For this reason, your pancreas will pump out more and more insulin in an attempt to "convince" your cells to accept the new glucose, to no avail.

Your blood sugar rises because of "insulin resistance". This is why **eating a high carbohydrate diet** (low in fat and high in fiber) will help fight diabetes because avoiding the high fat foods (such as processed foods, animal products—all which contain high levels of saturated fats and cholesterol) **keeps cells working as they should**, allowing them to remove glucose from your bloodstream. Over time, this helps your blood glucose levels to normalize. This has also been proven to help those people with Type 1 resulting in much lower doses of insulin! Your body returns back to being **insulin sensitive** which is a good thing!

But don't take just my word on this. I encourage you to do your own research. Check out any of these doctors and see for yourself: Dr. Neal Bernard, Dr. T. Colin Campbell, Dr. Michael Greger, Dr. Dean Ornish, Dr. Michael Klaper, Dr. Joel Fuhrman, and more...they all have valuable information and resources to help you decide what is best for you and your health.

The information contained here was taken from:

US National Library of Medicine—Journal of Geriatric Cardiology: URL- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5466941/>

Mastering Diabetes (Dr. Cyrus Khambatta): URL—<https://www.masteringdiabetes.org/high-carb-diet/>



Work Connections Can Improve Overall Well-being & Gratitude



Work relationships are incredibly important to employee well-being. It's about more than just "getting along" with a co-worker. As humans, we crave contact and connection with other people. Unfortunately, for many employees, work can be a very lonely place. And while you're probably familiar with the phrase, "I'm here to work, not to make friends," it's important for employers to understand just how important social connections really are in the workplace for overall feeling of support, belonging and inclusion.

Full-time employees spend a majority of their time at the office. Which is why work relationships are so important to employee well-being. These relationships can either positively or negatively affect an employee's stress levels, productivity and general feelings of happiness. These factors not only affect an employee's work performance, but it affects employee health too. A leaders...you play a key part in assuring this happens.

Although much more can be devoted to this topic, I merely wanted to initiate thought on how this might be incorporated into your place of employment. Providing the opportunity for employees to interact, laugh together, share a non-work conversation, or just escape the demands for a few minutes, can help to create bonds, support, improved morale, instill more happiness and, in the end, create a more cohesive team. After all, what's wrong with incorporating a bit of fun at work?



Create a special area where employees can informally interact and congregate with snacks or coffee during breaks and lunch. Make it inviting with art work and inspirational posters. Have banners with supportive words such as Friendship or Gratitude or Camaraderie! Call it something other than employee break room. Maybe its Wellness Room or Zen Den. Have an area for quiet reading or meditation. Maybe an area for some gentle stretching. Invest in some soothing music or white noise machine. Ask for employee input and get creative!

Put games in the break room. Get a ping-pong table or air hockey game. Set up a chess or checker board, ready for a continuing game...every time someone comes in, they can make a move. Start an employee jigsaw puzzle that staff can work on during their breaks or at lunch. Have some adult coloring books and colored pencils for employees to take a moment to de-stress. Hang up a Nerf Dart Board. Maybe think outside the office and meet up for some Axe Throwing...what a great way to get out some built up stress!

Great example of work connection.

"THE HUNT FOR PINK OCTOBER"
Breast Cancer Awareness Door Decorating Contest
City of Vineland

In October, departments worked together to create and display their ideas to promote the theme of Breast Cancer Awareness. Six teams participated and were judged on Visual Impact, Creativity, Originality, and Breast Cancer Awareness Education.

It was not easy being the judge since ALL participants were seen as WINNERS in my eyes! It was a beautiful display of support for fellow cancer survivors, dedication to those who lost the battle, and an outward pouring of friendship and gratitude for each other!



**GREAT FUN & GREAT
JOB EVERYBODY!**

Now it's your
turn to share

How does your municipality create work connection?

Email me a description and photo of how your municipality builds teams! I'll plan to keep this "column" going each month (as long as I have participation) to share with the rest of the JIF members.

Get creative and have fun building a strong team culture that will help in dealing with daily challenges and stressors that inevitably will be present.





Toxic Hunger or True Hunger?

I read an interesting article that discussed toxic vs. true hunger. It discussed whether or not the typically perceived signs of hunger were accurate indicators. People tend to view certain physical sensations such as grumbling stomach, headaches, shakiness, fatigue and inability to focus as a signal it's time to eat. Dr. Joel Fuhrman, M.D. believes it is not to be trusted. As a board-certified

family physician, author of seven New York Times best-sellers and internationally recognized expert on nutrition and natural healing, he has treated and guided thousands of people through transitioning to a nutritionally-dense, plant-based diet. In doing so, he has witnessed how his patients' perception of hunger changes after eating more plants. The feelings of hunger become less frequent. There is less discomfort between meals, even if a meal is skipped. Irritability and decline in mood is experienced less. And rather than feeling hunger in their head or stomach, it is mainly felt in their mouth and throat. I was surprised by this as well; however, since being on such a "diet" for several years, I too have notice a tremendous decline in the physical "hunger" sensations I once experienced!

So what does this all mean?

Today's "food" of choice more often than not is 1) lacking in colors (except for brown), 2) can be eaten quickly, 3) might come from a box or some other container and 4) may have one or more of the following ingredients: salt, oil and/or sugar (S.O.S.) These food choices work against us in more ways than we may realize.

The term "Toxic Hunger" coined by Dr. Fuhrman occurs when our body is withdrawing from the dopamine high that is caused by consuming these food choices mentioned, primarily due to the high levels of S.O.S (sugar, oil and salt). Calorie-dense, low nutrient-rich foods produce metabolites (toxic substances) that our body works to flush out during the catabolic phase (or non-eating phase) of digestion.

This produces the uncomfortable reactions that are often mistaken as hunger. More importantly, this tends to lead us to overeat in order to reduce these physical sensations, undermining any attempt to lose weight. Paying attention to what we are eating and understanding the signs our body is giving us, could be key to sustainable weight loss and overall well-being.

It's very unfortunate that the Standard American Diet (S.A.D.) has many things working against us:

- It contains many foods that increase inflammation in the body (increasing risk of chronic diseases such as heart disease, obesity, diabetes, high blood pressure and cholesterol)
- It contains foods high in calories, sugar, oils and salt
- It contains little to no fiber or nutrients our body needs for adequate health
- It contains foods that tend to produce high levels of dopamine, causing an addictive response which drives us to eat more of the same!

Dopamine is a chemical produced in the brain that makes us feel good. It plays an important part in memory, movement, motivation, mood and attention. When we have a high "hit" of dopamine, whatever caused it is recorded as a pleasurable experience that should be repeated and sought out.

This is one reason why diets do not work! Not only are they restricting calorie intake, but the food eaten generally falls into one or more of the bullet categories listed above. Simply put, the body will continue to crave "food" even after consuming enough calories in the hopes of getting the nutrients it needs to properly function. Eating a more whole food, plant-based diet (WFPB) will actually tame those cravings and allow your body to feel true hunger!

Initially, this transition from calorie-dense (S.A.D.) to nutrient-dense foods (WFPB) will not satisfy the craving (after all have you ever known anyone to crave broccoli over a delicious dessert?). However, with time, your palette will change and not only will the cravings subside or even STOP, you will find natural whole foods to be absolutely delicious! Believe me when I tell you this...I have been there and know what it feels like. You are not alone and you CAN CHANGE! The question that only you can decide is "When are you ready to work through the discomfort?" If you can get through the "detox" phase, you will be on your way to better health, sustainable weight loss and controllable food choices...no longer having the food control you. I know you can do it...do *you* believe you can?



You might also be interested in viewing the Ted-Talk with Dr. Douglas Lisle on "The Pleasure Trap".

The Hunger-Satiety Scale

Use this Hunger-Satiety Scale to get in touch with your hunger and satiety cues. Aim to stay within the blue zone, 4-7, as much as possible.

- 10 -- Extremely stuffed, nauseous**
- 9 -- Stuffed, very uncomfortable**
- 8 -- Overfull, somewhat uncomfortable**
- 7 -- Full but not uncomfortable**
- 6 -- Satisfied, but could eat a little more**
- 5 -- Starting to feel hungry**
- 4 -- Hungry, stomach growling**
- 3 -- Uncomfortably hungry, distracted, irritable**
- 2 -- Very hungry, low energy, weak and dizzy**
- 1 -- Starving, no energy, very weak**

Now we know to pause and ask could this be due to toxic hunger?

When you reach 3 or 4...

Aim to start eating when you reach a 3-4. By not waiting too long, it may make it easier to thoughtfully choose what you'd like to eat and eat until you are satisfied, rather than overly stuffed. Keeping nutritious snacks available, especially while running errands, can help tide you over until your next meal if necessary. Some tasty snack ideas include whole fruit, nuts, hard-boiled eggs, veggies and hummus, or plain yogurt with fruit.

When you reach 6 or 7...

Once you reach a 6, you would be just about satisfied. Within 15-20 minutes, you will likely be at a 7, full but not uncomfortable. To make this a bit easier, check in with your hunger cues before and/or during meals and snacks, keep serving dishes on the counter rather than on the dinner table, and take your time while eating by engaging all of your senses.



Consider this a moment:

If you were truly hungry, an apple (or some other healthy option) would be appealing. Or are you reaching for something from the S.O.S. category? That could be toxic hunger

Notice. Pause. Choose. Wisely.





HARVEST QUINOA SALAD

I wish I could take credit for coming up with this recipe, but I can't. I can only take credit for finding it. And boy was this website a find!!! It was difficult to pick which one to share with you. I thought this was colorful and loaded with fall flavors, butternut squash, apples, dried cranberries, pepitas, and toasted almonds, ... all kinds of goodness! Check it out and if you try another recipe, let me know what you thought of it.

<https://thegreenloot.com/vegan-clean-eating-fall-dinner-recipes/>

Ingredients:

- 1 cup uncooked quinoa
- 1 cup cubed and roasted butternut squash
- 1 apple, diced (I used a Gala apple)
- 1 green onion, thinly sliced
- 2 cups baby kale or spinach, chopped
- 1/3 cup dried cranberries
- 2 tablespoons toasted slivered almonds
- 2 tablespoons pepitas (raw or roasted and salted)
- Salt and pepper to taste

Cider vinaigrette for dressing the salad

- 1 cup apple cider
- 2 tablespoons apple cider vinegar
- 2 tablespoons minced shallot
- 1 tablespoon dijon mustard
- 1 tablespoon maple syrup (not pancake syrup)
- 1 tablespoon extra virgin olive oil (optional)
- Kosher salt and pepper to taste



Instructions:

1. In a medium sized saucepan bring 2 cups of salted water to a boil.
2. Rinse and drain the quinoa then add it to the boiling water.
3. Reduce the heat to low, cover and let the quinoa cook for about 15 minutes or until all the water is absorbed.
4. Remove the quinoa from the heat and let it cool to room temperature.
5. Prepare the cider vinaigrette and set aside.
6. In a large bowl combine the cooled quinoa, roasted butternut squash, apple, green onion, baby kale, dried cranberries, almonds and pepitas.
7. Mix in the desired amount of cider vinaigrette and season with kosher salt and fresh ground pepper as needed.
8. Cover and refrigerate until ready to serve.



Note: If you plan to make the salad ahead of time, wait until just before serving to add in the toasted almonds so that they stay crunchy.

Nutrition: Yields—6 Amount Per Serving:

CALORIES: 222 TOTAL FAT: 8g SATURATED FAT: 1g TRANS FAT: 0g UNSATURATE FAT: 6g CHOLESTEROL: 1mg
SODIUM: 208mg CARBOHYDRATES: 36g FIBER: 7g SUGAR: 16g PROTEIN: 6g

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