UHA Work Well℠

Better Health
Better Life

Q1 2022
uhahealth.com/workwell

VAL'S MESSAGE

NEWS

PAST EVENTS

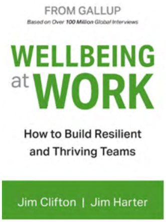
VAL'S MESSAGE

Valerie Davison
Workplace Wellness Manager

It’s Time to Rethink Wellbeing

“Many employers have limited their focus on “wellness” to encouraging employee to eat healthy and exercise rather than focusing on the element that matters most – career wellbeing.”

Jim Clifton and Jim Harter
“Wellbeing at Work”, Gallup Press



FROM GALLUP
Based on Over 100 Million Global Interviews

WELLBEING at WORK

How to Build Resilient and Thriving Teams

Jim Clifton | Jim Harter

Last year, UHA’s leadership team delved into Gallup’s most recent book, “Wellbeing at Work” which inspired us to reevaluate our own employees’ diverse needs and experiences. We envisioned developing safer and more trusting relationships in the workplace to encourage inclusion, connection, and safety.

“Wellbeing at Work” provides leaders with strategies to support their employees’ holistic health and how to use their innate talents and strengths. Understanding your team’s talents and strengths is the first step for leaders to authentically engage with employees.

Let’s explore Gallup’s 5 Elements of Wellbeing in order of importance:

#1 Career Wellbeing. Does your company have a culture that encourages wellbeing? Are your managers seen as coaches instead of the “boss”? Are there opportunities and training for people to continually aspire to do their best? UHA uses the CliftonStrengths assessment to discover what our employees find interesting, important and valuable. Here are my top 5 CliftonStrengths: maximizer, achiever, connectedness, arranger and learner.

#2 Social Wellbeing. You have meaningful relationships in your life. Are there opportunities at work to help colleagues connect virtually or in-person?

#3 Financial Wellbeing. You manage your money well. Encourage your employees to help understand their financial choices. UHA offers one-to-one meetings with a financial advisor to all of our employees.

#4 Physical Wellbeing. Overwork and burnout are at an all-time high. Does your company stress the importance of selfcare, rest and work-life balance? And more importantly, do they practice good health habits and get physically fit?

#5 Community Wellbeing. You like where you live. Encourage your team to get out in the community and give back.

Our UHA WorkWell^{SM} team is dedicated to helping businesses develop a personalized company wellness plan. It's time to create an experience for your employees to bring their whole selves to work!

NEWS

Hula for Health

Did you know practicing hula for one-hour twice a week could help lower your blood pressure?

Kumu hula Kamana'o Manoi-Hyde and dancers at Wai'anae Coast Comprehensive Health Center. Photo credit: Nicosello

A five-year long study conducted by the University of Hawai'i at Manoa (UHM), John A. Burns School of Medicine (JABSOM) found that a program to reduce high blood pressure which incorporated hula produced a dramatic and lasting reduction in hypertension among Native Hawaiians.

The UHM JABSOM recruited 263 Native Hawaiians in nine communities on three islands. Participants were given three-hours of hypertension education that included information on diet, exercise and the use of medications. Participants were then randomly assigned to either a hula program or a control group that received no additional intervention. All participants continued their usual medical treatment during the study.

Hula participants attended one-hour group hula classes twice a week for three months, followed by one monthly lesson for three additional months with self-directed practice. They also engaged in group activities to reinforce hypertension education and healthy behaviors.

Ola Hou i ka Hula class at I Ola Lāhui, Honolulu.
Photo credit: Nicosello

Hula Dancers from Papakōlea, O'ahu perform at
UH medical school. Photo credit: Deborah Dimaya

The hula participants lowered their blood pressure far below those compared in the control group. On average, they lowered their systolic blood pressure 17mmHg, and significantly reduced their ten-year risk of getting heart disease. Furthermore, they were able to sustain improvements in their blood pressure after one-year, which was six months after the study's hula classes ended.

READ MORE

Case Study: Hawaii Primary Care Association

UHA
Work Well^{SM}

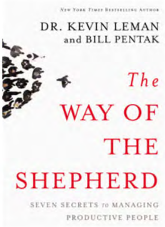
Two and a half years later and many of us are still navigating the overwhelming impact the pandemic has had on our physical, social, financial, and emotional health. To help address the needs of employees, our UHA Work Well^{SM} team assisted several companies with their holistic wellness plan.

A major concern for many of our employers was to address social and emotional wellness including Hawaii Primary Care Association's (HPCA) CEO, Robert Hirokawa, who wanted to prioritize his teams' well-being. Hirokawa says, "*After spending almost an entire year working remotely, the staff of the Hawaii Primary Care Association (HPCA) felt the deep strain of being separated from their colleagues, along with the added stress of working on pandemic response.*"

Looking for ways to recreate the fun, personal connections they had pre-COVID, UHA Work Well^{SM} assisted HPCA with a friendly competition using a wellness app *"It combined everything we needed." said Hirokawa, "It was wellness oriented so it fit in with our own mission of promoting good health. It was a fun way to motivate ourselves to get moving, and it provided a great bonding experience for all of us."*

Their one-month program in 2020 was so well received by the HPCA team that they decided to expand it to all the Community Health Centers this year. *"It's fun, it's simple, and it gets everyone involved," said Hirokawa, "and that's the perfect antidote for all of us right now."*

Mike's Recommended Book of the Quarter



New York Times Bestselling Author
DR. KEVIN LEMAN
and BILL PENTAK
The
WAY OF
THE
SHEPHERD
SEVEN SECRETS to MANAGING
PRODUCTIVE PEOPLE

Each quarter a member of the UHA Work Well℠ team will share their recommended book to help employers and leaders to advance their careers.

This quarter, Workplace Wellness Advisor, Mike Story shares *The Way of the Shepherd* by William Pentak and Kevin Leman.

The way of the shepherd is inspirational. It's about a young reporter who lands an interview with a well-respected CEO in American business. During the interview, the CEO shares secrets he learned from his mentor — a professor who taught him seven timeworn management principles that are still very valuable today. The principles in this book serve as a leadership plan and in my view are at the heart of building a solid company culture and employee wellness.

Top Six Tips for Healthy Eating for Busy People

Dr. Jinan Banna
Associate Professor of Human Nutrition, Food and Animal Sciences
University of Hawaii

If you find yourself pressed for time and relying constantly on convenience foods that aren't the healthiest choices, you'll be happy to know that there are some pretty simple ways to improve your diet without spending too much extra time. Here are my top tips.

1. **Identify simple breakfast options.** I do lots of easy things, like making overnight oats that don't require cooking, microwaving some oat bran and topping with fruit and soy milk, or having a piece of sourdough bread with nut butter. Breakfast is a great way to get some nutrients in without putting in too much energy.

2. **Have easy healthy snacks on hand.** If you need something between meals, you can easily have on hand a non-perishable snack such as a nut and dried fruit trail mix. This is easy to bring with you and doesn't take time to prepare at home.

3. **Embrace frozen fruits and vegetables.** Frozen fruits and vegetables are nutritious and comparable to their fresh versions when it comes to nutritional content. I have these on hand for breakfast so I can throw some fruit into my oatmeal, or vegetables into my quiche. Having frozen options reduces the time and energy spent making grocery lists and the need for frequent shopping trips, as these last for a while.

4. **Keep frozen protein-rich options on hand.** I also find it convenient to buy frozen chicken and salmon and just defrost them by moving them down to the fridge the day before I want to cook them. This again reduces the need for frequent shopping trips and requires less time and energy.

5. **Meal prep.** If I have some spare time at the end of my day and know I want to cook the next day, I may chop all my veggies in advance so I don't have to do it when I come home after a tiring day. If you prepare early, it won't be as tempting to go grab some fast food when you know you can easily and quickly prepare your evening meal.

6. **Have various options for veggies on hand.** I like to keep some sauerkraut in my fridge as an option for the vegetable portion of my meal. This way, if I get stuck without other options, I can use this. I like that sauerkraut lasts for a while, so I don't have to constantly be thinking about how to get my veggies in.

For more information, listen to UHA's Connecting the Dots Podcast 17. Nutrition 101 where Dr. Jinan Banna explains what makes a healthy diet, fad diets, tips on losing weight and how to stay on track.

LISTEN NOW

The Science of Sleeping Well featuring Dr. Val Cacho

UHA Connecting the Dots

PODCAST

Dr. Cacho is a board-certified internal medicine and sleep medicine physician. A Loma Linda University alumnus, she completed a sleep fellowship at the Cedar Sinai Medical, and a fellowship in integrative medicine at the University of Arizona. The co-editor of “Integrative Sleep Medicine,” Dr. Cacho discusses what happens to your body as you sleep, how to improve your quality of sleep and the impact sleep has on our mental health and more.

LISTEN NOW

Your Pathway to Workplace Well-being

UHA Connecting the Dots

Helping you navigate health and well-being.

Our “*Connecting the Dots*” platform gives you instant access to webinars, podcasts and other health and wellness resources that can educate and inspire you.

Our “Connecting the Dots” platform can help you bring wellness to your workplace. Visit uhahealth.com/ctd to view our free webinars, podcasts and online resources. Whether you’re a local employer, UHA member, healthcare provider or community member, we’ll connect you to the information you need.

Learn from motivation scientist, Dr. Michelle Segar, how you can make lasting change in your life. Discover from Tiffani Bova, Chief Growth Evangelist at Salesforce, how happy employees lead to happier customers and higher sales. And hear from Ryan Wolf, Wellbeing Lead at Gallup, how you can improve your five elements of wellbeing.

For these webinars and more, visit uhahealth.com/ctd.

PAST EVENTS

American Heart Association’s 9th Annual Workforce Wellness Workshop

American Heart Association’s 9th Annual Workforce Wellness Workshop took place on November 18, 2021. The free educational workshop, in which UHA was a breakout sponsor, featured keynote speaker Alice Inoue.

A national award-winning author and founder of Happiness U, Inoue is also the creator of the innovative “Work Inspired App.” She offered insights about health and resilience amid the pandemic, explaining that human beings are hardwired to avoid uncertainty. When something happens that we have no control over — such as the pandemic — it creates mental fatigue.

Thankfully, humans can adapt. We can think our way into resiliency by making a deliberate choice to change our thought processes, thereby creating a habit. Inoue recommends keeping in mind the only three things you have control over: perspective, decisions, and actions; and remembering the “three A’s:” accept, adapt, and allow.

The workshop panel discussion, moderated by UHA workplace wellness advisor Mike Story, covered how to create and engage a resilient workforce. Panelists included AlohaCare senior public policy analyst Peggy Mierzwa, Diamond Bakery president Gary Yoshioka, and In Line Flooring president Taryn Miyamoto.

The panel emphasized that everything employees do at work affects every other part of their lives; and if leaders can show employees support, motivate them to do and be better, and meet them where they are regarding what kind of help they need as individuals, everyone wins.

READ MORE

UHA Health Insurance
700 Bishop St, Suite 300
Honolulu, HI 96813