



Better Health Better Life

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VAL'S MESSAGE



Valerie Davison

Workplace Wellness Manager

Refocusing on what matters, your employees

UHA ended the year with a gratitude challenge to encourage our employees to practice gratitude daily for the many positive health effects. Continuing this momentum, UHA's medical director, Dr. Kathy Kozak, graciously placed a box of Oprah's The Life You Want Daily Inspiration Cards in our lunch room with a hand written note from her for employees to take one. I selected this one:

"Trust yourself. You know more than you think you do." - Dr. Benjamin Spock

In my experience as a leader in human resources and workplace wellness, I know employees look to organizational leaders to help them thrive. After all, employees are the single biggest asset to any company. With that said, protecting our employees' well-being should be of utmost importance for employers.

There are many facets of well-being including career, social, financial, physical, community and mental well-being. They'll need help weathering mental illness, health issues, debt, pregnancies, adoption, and a myriad of other life occurrences.

Employees are people!

Whether it's providing blood pressure education or simply placing inspirational cards in the lunchroom, supporting wellness at work doesn't have to be complicated. The UHA WorkWellSM team is here to help.

Gallup's Five Elements of Wellbeing: Physical Wellbeing



Wellbeing at Work by Jim Clifton and Jim Harter, shows leaders and managers how to improve wellbeing at work based on over 100 million interviews worldwide. Wellbeing at Work breaks out wellbeing into five key elements: career wellbeing, social wellbeing, financial wellbeing, physical wellbeing and community wellbeing.

Each quarter we'll highlight each element of wellbeing. This quarter we'll focus on **physical wellbeing**. Gallup defines physical wellbeing as managing your health so that you have the energy to do what is necessary. Here are three everyday habits that can support your employees' overall health and immunity:

Sleep. There are many benefits of a good night's rest: decreased stress, improved learning and memory, and enhanced problem-solving. Experts recommend adults get between **7 and 9 hours of sleep each night**. Listen to our [podcast episode *The Science of Sleeping Well with Dr. Cacho*](#) for more tips.

Exercise. A lack of energy is often a result of inactivity. Therefore, designing workplaces that allows your employees to move more can improve mood, immunity, and learning. Whether it's implementing a worksite wellness program, going outside for a walk, or having a standing meeting— find creative ways to be physically active for just 20 minutes a day.

Nutrition. What we consume has a direct impact on our mood and energy levels. Encourage your workforce to make healthy choices when it comes to nutrition. Ask nutrition experts to summarize the latest news and how it can be easily applied. By connecting your employees to credible resources and subject matter experts this will lessen the chance of misinformation. Listen to our [podcast episode *Nutrition 101 with Dr. Banna*](#).

Want to learn more on the five elements of wellbeing? View our [article recap](#) with Wellbeing Lead from Gallup, Ryan Wolf.

The Surgeon General’s Framework for Workplace Mental Health and Well-Being

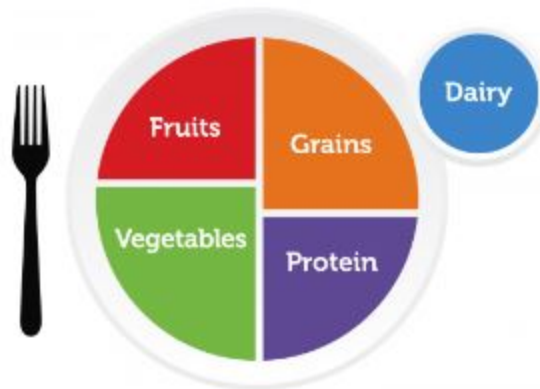


Source: U.S. Surgeon General website

84% of U.S. workers said their conditions at work contributed to at least one mental health challenge.

How can employers build workplaces that support well-being? The U.S. Surgeon General's Framework for *Workplace Mental Health and Well-Being* offers a foundation focused on employee's voice and equity. This framework is built on five essentials: protection from harm, connection & community, work-life harmony, mattering at work, and opportunity for growth. Learn more about the [Surgeon General's Framework for Workplace Mental Health and Well-Being](#).

Healthy Eating with MyPlate



In case you missed it, MyPlate is the new symbol of the essential food groups: fruits, grains, vegetables, protein, grains, and dairy.

No matter what stage of life you're in, creating healthy eating habits is important and can have positive effects that make a difference over time.

MyPlate recommends this proportion:

- $\frac{1}{2}$ your plate consists of fruits and vegetables.
- Make half your grains whole grains.
- The remaining food groups, protein and dairy will vary.

MyPlate is a great resource for your employees who want a personalized food plan. Visit myplate.gov for more information.

How to Eat Healthy on a Budget



Contrary to belief, eating healthy can be done on a budget. Here are three tips that can help you stretch your grocery budget.

Plan your recipes

Don't be afraid to try something new! By planning ahead you can customize your meal plan with your nutritional needs, wants and look for the best deals on ingredients.

Got the recipes you want to try? Great! Now take a few minutes to plan out your weekly meal plan. There should be one or two healthy meals for breakfast, lunch and dinner.

Shop with a grocery list

Create a grocery list using your meal plan for the week. Shopping with a grocery list can make your trip to the grocery store faster and reduces impulse buys.

If your list contains nuts, beans or grains, consider buying in bulk to save money and stock your pantry for future meal planning.

Buy frozen or canned

Frozen or canned fruits and vegetables are healthy alternatives to fresh produce. It also costs less and lasts longer. Choose frozen or canned options that are "lightly sauced", without sauce, or come in water. This will help you avoid extra sugar, salt and empty calories.

FEATURED RESOURCES

How to Achieve your Goals Using S.M.A.R.T.



Have you ever made a new year resolution and didn't achieve it? Don't worry you're not alone. Nearly 1/3 of people who set new year resolutions didn't make it past the end of January.

Researchers have found that most fail because the goal was too vague, or it didn't have a plan. This year, take a **S.M.A.R.T.** approach to your resolutions. **S.M.A.R.T.** stands for specific, measurable, achievable, relevant and timely.

Specific. Your resolution should be clear. If your goal is to lose weight, ask yourself, how much weight do you want to lose and in what time frame?

Measurable. Log your process on the notes app on your phone or a journal.

Achievable. Break down your resolution into small, short-term goals that support your goal. For example, if you want to save up \$1000, figure out how much you can set aside each month to achieve this.

Relevant. How much does this resolution mean to you? Are you doing it for the right reasons? Finding your why will help you pursue your goals.

Timely. Give yourself enough time to achieve your goal. Be realistic about the time constraints.

UHA's Connecting the Dots Podcasts



Nutrition 101 featuring Dr. Jinan Banna

Registered dietitian and Association Professor at the University of Hawaii, Dr. Jinan Banna specializes in human nutrition, food and animal sciences, weight loss, and chronic disease prevention. In this episode she discussed what makes a healthy diet, how to address sugar cravings, fad diets, and tips to sustain a healthy lifestyle. [Listen to the Nutrition 101 podcast.](#)

The Science of Sleeping Well featuring Dr. Val Cacho

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 to The Science of Sleeping Well podcast.](#)

UHA Benefits and Programs

Colorectal Cancer Awareness

COLORECTAL CANCER AWARENESS

March is Colorectal Cancer Awareness Month

Colorectal cancer is the third most common cancer in men and women. Because the average age at diagnosis is younger, screening is now recommended for anyone **over the age of 45**. UHA RN Care Specialist, Floris Batara and Data Analytics Manager, Wade Orimoto, [explain further](#).

UHA covers colon cancer screening 100%. We actively encourage members to discuss this with their physicians and to pursue testing. We also offer a Fecal Immunoassay Test (FIT) KIT that can be mailed to you if you are due for colon cancer screening. Once you return this, you may be eligible to receive a \$50 gift card.

To learn more about colorectal cancer prevention, call UHA's Health Care Services team at (808) 532-4006 or toll free (800) 458-4600, ext. 300.

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