

Health and wellness tips for your work and life, presented by:



Your solution for a healthier workforce.



## Beat the 2018-19 Seasonal Flu

The 2017-18 seasonal flu was the worst flu in decades, according to the CDC. In fact, it was the first season to be classified as high severity across all age groups. Last year's flu activity began to increase in November and remained elevated through March. With the 2018-19 flu season approaching quickly, you need to take the proper steps to ensure you remain healthy this year.

- Get the flu vaccine. Becoming vaccinated against the flu is the best chance of preventing the illness.
- Avoid close contact with people who are sick and stay away from others when you feel under the weather.
- Wash your hands often using soap and warm water to protect against germs.
- Get plenty of sleep, stay physically active and drink plenty of water to keep your immune system strong.
- Manage your stress and eat a nutritious diet rich in healthy grains, fruits, vegetables and fiber.



## See What the Buzz is All About: Counting Macros

Chances are you've probably heard someone talking about their macros, whether it's in the lunchroom, at the gym or on social media. The "if it fits your macros" (IIFYM) diet was first popular with bodybuilders who used this program to stay fit for competitions. Now, it's popular with gym-goers and even those who don't workout.

### What's a macro?

Macronutrients, or macros, are the core components that make up the food that we eat: carbohydrates, fats and proteins.

### How does counting macros work?

Instead of counting calories, you count the grams of each macronutrient in the food you eat. A quick internet search will turn up a handful of reputable calculators designed to help you determine how many grams of each macronutrient you need, based on your health goals and activity level.

### Is the IIFYM diet just another fad diet?

Counting macros is a trendy diet program, but it's not technically a fad diet. The concept behind IIFYM is that it's a long-term plan and it doesn't restrict or ban certain food groups like fad diets.

As long as you keep your macros in check, you can eat healthy one day and splurge on fried chicken the next without derailing your program. The flexibility of the IIFYM diet makes it much easier to stick to the program, which is likely why it's so popular.

If you're interested in trying the IIFYM diet, please check with your doctor to make sure it's safe for you before starting.

## Pumpkin and White Bean Soup

- 1 ½ cups apple juice
- 1 15-ounce can white beans (drained)
- 1 small onion (finely chopped)
- 1 cup water
- 1 15-ounce can pumpkin
- ½ tsp. cinnamon
- ⅓ tsp. nutmeg
- ½ tsp. black pepper
- ¼ tsp. salt

### PREPARATIONS

1. Mash white beans, onion, and water with a fork or blender until smooth. Set aside.
2. In a large pot, add the pumpkin, juice, cinnamon, nutmeg, black pepper and salt.
3. Add the bean mix to the pot.
4. Cook over low heat for 15-20 minutes, until warmed through.

Makes: 6 servings

### Nutritional Information (per serving)

Total Calories	140
Total Fat	1 g
Protein	7 g
Carbohydrates	28 g
Dietary Fiber	7 g
Saturated Fat	0 g
Sodium	420 mg
Total Sugars	10 g

Source: USDA



## More Common Than You'd Think: Workplace Bullying

National Bullying Prevention Month is recognized every October. What many people don't realize is that workplace bullying affects more than 35 percent of adult Americans.

### What is workplace bullying?

Generally, workplace bullying is defined as the use of intimidation through power, influence, tone or language to affect a person negatively. Often, bullying is intentional, but sometimes the bully is not aware of their hurtful actions or words. Workplace bullying affects safety, productivity, trust and the workplace culture.

### What are the signs of workplace bullying?

Some common signs of workplace bullying include:

- Ignoring, isolating or excluding an employee
- Reprimanding or humiliating an employee publicly
- Name-calling or insulting an employee

Workplace bullying is a serious issue, and if you feel like you're being bullied, you should take steps to address it. For more information, talk to your HR department.

## Workplace Bullying

35%

of workers said they have had an office bully.

More than 25% of HR managers think office bullying happens at least somewhat often at their company.



Very often

6%

Somewhat often

21%

Not very often

35%

Never

38%