



# Mental WELLNESS

## Standing up to the stigma

LiveWELL  
May 2019



[www.WellnessAtoZ.org](http://www.WellnessAtoZ.org)

Take charge of your health to put yourself on the path to wellness. Health and wellness means living life fully with vitality and meaning. Wellness looks different for each individual and evolves as our lifestyles change.

May is recognized as Mental Health Awareness Month. This newsletter will showcase ways you can overcome mental health conditions through positive lifestyle modifications, and provide you with tools to help those around you living with mental illness.



## LiveWELL

### Ways to support your coworkers

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Depression is a serious medical condition that affects the body, mood, and thoughts. It can impact the way people eat, sleep, and function. Depression is not the same as a passing blue mood. Without treatment, symptoms can last for weeks, months, or years. Appropriate treatment, often involving medication and counseling, can help most people who suffer from depression. You may notice changes in an employee's behavior, mood, or appearance.

#### What you might see in the workplace:

- Persistent sad and empty mood
- Communicating a sense of hopelessness, helplessness, worthlessness, or pessimism
- Uncharacteristic drop in productivity or increase in absences
- Signs of substance misuse
- Fatigue or loss of interest in ordinary activities
- Disturbances in eating patterns, which may result in noticeable weight loss or gain
- Crying, anxiety, or panic attacks
- Fallout from sleep problems, such as tardiness or sleepiness
- Irritability, agitation, conflict, or anger issues
- Difficulty concentrating, remembering, or making decisions
- Persistent physical symptoms or pains that do not respond to treatment
- Veiled or direct talk of suicide

Not all people with depression will show all symptoms or have them in the same degree. These concerns may also be indicators of issues other than depression. It's not your job to make a diagnosis if you notice these signs. The goal is help the person connect with Employee Assistance Program (EAP) support and services available to them.

#### How to approach a person showing signs of depression:

**Be sensitive to the need for privacy.** If you're initiating the conversation, approach, and talk in a private setting.

**Start with a focus on performance issues you've noticed.** "I've noticed that you are struggling to meet the weekly quota. That's unusual for you. I am concerned about you. Can you tell me about what's going on?" Don't ask about personal problems or depression directly, but listen to their concerns and be alert for these issues.

**Show compassion.** Let the person know you care and that they are valued. Don't give advice. Remember that you don't have to "fix" them. Really listening can make a difference.

**Tell them about the EAP and give them the number and/or a brochure.** If there is a significant impact in the workplace, consider a management consultation with the EAP to further discuss options for the employee.

*\*This material is provided by Wellness AtoZ sponsor Cigna, for informational/educational purposes only. It is not intended as medical/clinical advice.*



The Arizona Paid Sick Leave Law allows employees to take leave for many reasons, including mental illness and counseling. Taking time to take care of yourself is important and necessary for being productive and present at work.



## PlayWELL

### Improving mental health with physical activity

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According to Mental Health America (MHA), one in five Americans have a mental health condition and over half of those affected (56%) do not receive treatment.

Increased physical activity has been researched and validated for treating a variety of mental health conditions including depression, anxiety, eating disorders, bipolar disorders, addictions, grief, and dementia. Additionally, physical activity alleviates bad moods, stress, chronic pain, and chronic illness.

Increased physical activity can be used as a stand-alone treatment for some mild-to-moderate conditions or, more effectively, in conjunction with other mental health treatments.\* Like prescription drugs in the treatment of mental illness, physical activity can increase levels of serotonin, dopamine, and norepinephrine in the brain. It normalizes neurotransmitters, which help us feel mentally clear and focused.

Here are a few ways to gain better mental clarity and control with simple increases in physical activity:

**Start slow.** Being active doesn't have to be a daunting task. Simply starting with a morning or after dinner walk to get your heart pumping can do so much. If you want to begin a more specific exercise routine, start with 20-minute workouts two to three days per week.

**Find a partner.** Getting yourself moving is much more encouraging when there is someone else helping you stay accountable. Find a walking partner in your neighborhood, spouse, or coworker, or you can even hire a personal trainer.

**Overcome roadblocks.** Life happens, and when it does, it is easy to get stuck in a negative routine. Set daily reminders to keep you motivated to stay on track. Simple thoughts such as, "I know I feel happier when I go for an evening walk", or "if I only exercise for five minutes, that's better than nothing" can motivate you to put on your shoes and get out the door.

*\*It is important to note that while physical activity has many benefits, it may not be a substitute for medication and consulting with a doctor on an individual level will help identify the best path in treating mental illness.*



## WorkWELL

### What Does Wellness Mean to You?

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#### What does wellness mean to you?

I think I might have a unique perspective on what wellness means to me because I design and implement corporate wellness solutions every day. To me, wellness is a holistic concept. It is the combination of mental, physical, financial, and spiritual wellbeing, and balance that supports a healthy lifestyle.

#### How long have you been at The Clear Group?

I have been working with The Clear Group since 2017.

#### Do you have a wellness goal?

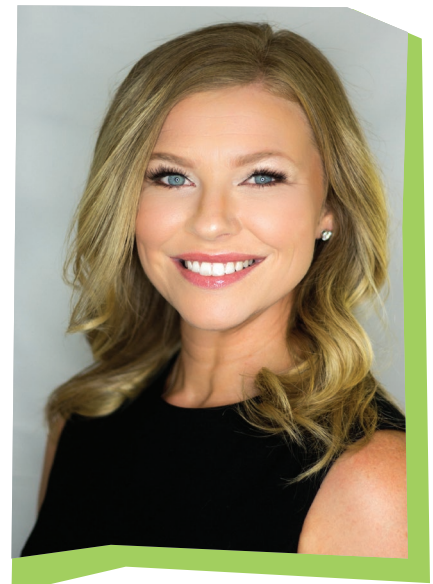
In my position, I see so many trends and fads in the wellness industry that it gets distracting to set "goals." I really just try to stick to core principles of a healthy lifestyle. I give myself a chance to be successful each week and not get stuck in the mentality that if I make an unhealthy choice my whole program is ruined. My goals are to eat a balanced, whole foods diet, exercise four days each week, take time to reflect, and get good quality sleep!

#### Which challenges do you face in achieving your goal?

Life happens. Like many busy professionals, meetings get scheduled early or working late is necessary to handle an issue or meet a quick deadline. In these moments I grab whatever meal I can and I miss scheduled workouts. I always try to plan in advance for these situations by having quick, healthy snacks and rescheduling workouts when possible. At the end of the day, I remind myself that wellbeing is a marathon, not a sprint. It's a lifelong journey, not a singular achievement. I see it as a constant effort to work toward, with new opportunities to be successful each day.

#### How has your workplace helped you in achieving your goal?

The culture here at The Clear Group is very supportive and encouraging. My whole team strives to make these same positive choices in their own lives and we often find ourselves comparing research and suggesting new foods to try. As a team, we took the Wellness AtoZ pledge to serve healthy foods at meetings and participate in challenges to be active and we stick to these pledges.



Lindsey Lindhorst,  
Director of Health and Wellness,  
The Clear Group

[www.WellnessAtoZ.org/WorkWell](http://www.WellnessAtoZ.org/WorkWell)





## EatWELL

Foods to boost your mood

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The way foods interact with our bodies is highly complex and unique to every individual. What researchers do know is that a varied diet with a focus on fruits, vegetables, whole grains, legumes, and healthy fats is ideal for optimal overall health. This month, our recipe packs a nutritional punch is can be on the table in under an hour.

### VEGGIE FARROTTO

#### INGREDIENTS:

- 1 tablespoon olive oil
- 1/3 cup chopped onion
- 1 cup farro (spelt)
- 4 cups no-salt-added chicken broth, warmed in a saucepan
- 1 tablespoon unsalted butter
- 1 cup finely shredded Parmesan cheese
- Salt and pepper, to taste
- 1 cup frozen peas
- ½ cup fresh or frozen cauliflower
- ½ cup frozen corn
- 6 eggs, optional



#### NUTRITION INFORMATION PER SERVING:

Servings: 6  
Total calories: 243  
Protein: 13g  
Carbs: 28g  
Fiber: 5g  
Total Fat: 9g  
Sodium: 353mg

#### DIRECTIONS:

1. Put the oil in a large saucepan over medium heat. Add the onion; cook and stir for 5 minutes or until tender.
2. Add the farro and cook and stir for 2 minutes or until toasted.
3. Using a ladle or measuring cup, begin adding broth to the farro, about 1/2 cup at a time. Cook and stir after each addition until liquid is absorbed. Continue adding broth, stirring frequently, until the farro is tender but not mushy (should take about 40 minutes total).
4. Stir in the butter, Parmesan, peas, cauliflower, and corn. Cook and stir to heat through.
5. Optional: Cook eggs sunny side up. Top to add a healthy serving of added protein and vitamins.

*Recipe adapted from Parents Magazine*

## WELLCommunity

Racing for a cause

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<http://arizonaroadracers.com>

Arizona is the perfect place to run—beautiful scenery everywhere you look, the temperatures during race time aren't too extreme and there are plenty of delicious places to brunch post-race! Even better, there are many races you can find to run or walk that benefit our community. Find a race and a cause you're passionate about and sign up, build those endorphins and help build our community!



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**Greater Phoenix Chamber Foundation**  
201 N. Central Ave., Ste. 2700, Phoenix, AZ 85004