EAP NEWS

EAP Meet and Greet Set for February 25

It’s February and that means it’s time for the annual EAP Meet and Greet. Along with providing health and wellness information, we will once again conduct the community service project called the “Kindness Project.” We’ve invited a diverse array of participants to table this year to support your 2020 wellness vision that you won’t want to miss. For instance, you can get a free blood pressure check, discover healthy lunch and workplace snack ideas, learn about and listen to singing bells, and see if you have any NYS Unclaimed Funds. You can even do some crafty art making.

The event will take place from 11:30 am—1:30 pm in the Campus Center West Multi-Purpose Room on Tuesday, February 25. So mark your calendar for what’s sure to be a beneficial and rewarding, not to mention fun, break in your day.

Along with the resource fair, the EAP Committee invites faculty and staff to bring a personal care item(s) to donate to the Kindness Project which will support UAlbany’s Purple Pantry and the St. Vincent de Paul’s Food Pantry.

Meet up with colleagues to cheer one another on with your wellness goals for the new year. Enjoy light refreshments, pick up an EAP giveaway, and show some kindness by supporting the food pantry. (See page 9 for more information.)

Watch Your Tone

You’ve heard it before: What you say doesn’t matter as much as how you say it. But, what does that mean for workplace communication? Tune up your tone at work with these reminders:

Calm down. If you are upset, angry or stressed, your message will likely come across as inflammatory and negative. Calm down first, and deliver your words when you are in a better frame of mind.

Use positive language. Accusatory words such as “You messed up,” “What were you thinking?” and “You are taking too long with this” put people on the defensive. Make the tone more positive and use “I” statements instead, such as “I’d like to work on a solution with you,” “I’m sure we can work this out,” or “When can I expect to see your report?”

Keep emotions in check. A request, instructions, or an important message can get lost if it’s delivered with sarcasm, you sound like you are angry or impatient, or you talk down to people. Strive for an even, inclusive, positive tone that ensures you are understood and will not offend.

Source: Personal Best, a registered trademark of Ebix. (January 2020) TP Top Performance.
Have you attended a presentation or conference recently? Or, perhaps watched a TED (technology, entertainment and design) talk online? You may have noticed that public speaking has changed in recent years. Gone are the days of formally delivering a perfectly practiced speech from notecards to a passive audience. Instead, public speakers are expected to embrace a style that is personal, dynamic, conversational, and engaging.

This new style doesn’t have to be intimidating. Just keep these strategies in mind:

- **Simplify.** Today’s successful presentations don’t rely on complicated videos, analogies, or lengthy handouts to make a point. Let your message be the star of the show. If your presentation includes text, keep sentences short and in 30-point size.
- **Focus** on the big picture. Don’t get hung up on every line and word you will say. Instead, step back to work on bigger issues, such as your energy level, pacing, gestures and personal stories. With this style of public speaking, delivery matters as much as the content.
- **Practice** with a group or on video. Rather than going over notecards or practicing in the mirror, rehearse in front of a small audience or videotape yourself so you can watch and modify your presentation. The key is to anticipate how the talk may be received.
- **Keep it casual.** One approach to dealing with the anxiety of public speaking is to think of the audience members as good friends or people you’ve spoken with many times. Be yourself. That’s more genuine and appealing than trying to act like an authority figure.
- **Arrive** 15 to 20 minutes early so you can familiarize yourself with the devices you’ll be using and do a sound check.
- **Know your subject matter.** The more you know, the more confident and comfortable you will be sharing your knowledge.

Source: Personal Best, a registered trademark of Ebix. (January 2020) TP Top Performance.

Do standing desks help? Some research suggests when people use sit-stand workstations on the job, they do indeed stand up more and feel more energetic and productive. However, British and Australian researchers found that people may compensate for this increased activity by sitting more during their off hours, canceling out the good effects. Sitting for prolonged periods has been linked to obesity, type 2 diabetes, heart disease and early death. Whether you stand or sit at work, try to move more and sit less overall.

Source: Personal Best, a registered trademark of Ebix. (February 2020) TP Top Performance.
Dealing with Workplace Stress

We’ve all had stress at work—deadlines, new bosses, added responsibilities—you name it. However, when that stress gets to be too much, it can affect your health and safety and that of others.

How? Stressed-out workers lose focus and can experience fatigue and trouble concentrating which can lead to accidents. Take these steps when you begin to feel stressed on the job:

⇒ **Identify your stress triggers.** Record times when you feel stressed out on the job. Is it the long commute? Is it when working on a particular project?

⇒ **Resolve the stress triggers by changing your circumstances, if you can.** For example, ask for more time on a project or ask to work from home a few days, if possible.

⇒ **Manage your time better by setting realistic goals and deadlines.** Make a list that prioritizes tasks and block off time to work on a project without interruption.

⇒ **Maintain perspective.** Take a few minutes of personal time when especially stressed out and take your vacation days (you have them for a reason!). Set aside time for activities you enjoy and take care of yourself—eat healthy, get plenty of sleep, and exercise.

⇒ **Know when to seek help.** Consult a mental health provider on your own or through UAlbany EAP if you can’t shake the stress.

Source: Personal Best, a registered trademark of Ebix. (December 2019) *TS Top Safety.*

Secrets to Email Productivity

According to a survey by AtTask, employees at large companies (1,000-plus employees) spent about 14% of their time each week on email. While email is an essential communications tool, it can often become a burden or distraction and waste time. To ensure email helps you work smarter, follow these simple procedures:

⇒ **Create email folders and archives** where you can send messages as they arrive and easily find them later.

⇒ **Answer emails** that require a quick response then delete or file them.

⇒ **Keep your responses short and to the point.** If a message requires a lengthy answer or you find yourself rewriting and reworking it, use another, more personal method such as the telephone or talking face-to-face.

⇒ **Check and read email during less productive periods,** such as the end of the day, after lunch, or while you’re waiting for a call or meeting to start (whenever feasible).

⇒ **Avoid checking your email every time a new message arrives.** Doing so removes a huge distraction and improves productivity.

Source for Articles: Personal Best, a registered trademark of Ebix. (February 2020) *TP Top Performance.*
Cultural Competency and Implicit Bias

Cultural Competence includes the ability to understand, appreciate, and interact with persons from cultures, backgrounds, and/or belief systems that are different from one’s own. Implicit (or unconscious) biases are learned stereotypes that are automatic, unintentional, deeply ingrained, universal, and which generally influence behavior.

Join us for this 90-minute workshop designed to increase your awareness in these areas.

- Participants will be introduced to the concept of ‘privilege’ and how privilege influences one’s perceptions, words, and actions.
- Some group work will be done to facilitate learning, using customized scenarios.

Workshop Facilitator: Samuel Caldwell, MBA, Lean Six Sigma Black Belt. Associate Director, Office of Diversity and Inclusion. Samuel has 30+ years of professional and military experience in a number of disciplines including higher education, project management, government affairs, community engagement, operations and customer care. He has led dozens of cross-functional teams in the areas of process improvement and process engineering, to improve end user experience.

*Supervisor’s approval required to attend.

To Register Contact:
Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu
CALL 442-5483 OR REGISTER ONLINE
http://www.albany.edu/eap/event_sign-up.htm

Tuesday, March 3
Offered in two different sessions
9:00 am—10:30 am
or
1:00 pm—2:30 pm
Assembly Hall,
Campus Center
Deciding to Stop Enabling

Have you decided to stop enabling someone you love who has a serious health or chronic personal problem like an addiction? Enabling, despite its harm, is nothing to feel ashamed about because it is a natural response to protect someone you love from the negative consequences of his or her behavior. The key is making the change—switching to healthier and purpose-driven detachment, i.e., setting boundaries that facilitates your recovery from enabling and may influence change in your loved one. Get support for your decision. It’s a big one, and it will test your resolve. Counseling and support groups can make it dramatically easier. So, reach out to UAlbany EAP Coordinator Brenda Seckerson to locate a self-help group that matches your needs.

Source: Frontline—Employee Wellness, Productivity & You! Frontline newsletter is courtesy of the New York State Employee Assistance Program.

Teens and Credit Cards

Parents want their children to develop smart money management skills and grow up to be financially literate adults. So, if you’re a parent, should you let your teen have their own credit card? Legally, a minor cannot have a credit card solely in their name. Because your credit will be linked to your teen’s account, awareness is key for a positive experience. **Here are a few dos for teens and cards:**

- DO regularly discuss spending and budgeting. Responsible spending isn’t always intuitive.
- DO talk to your teen about how credit works. Teach basic credit concepts.
- DO set spending limits on the cards.
- DO regularly check your credit card statements. Stay aware of how much and what your teen is buying.
- DO emphasize that having credit is a privilege and is also a huge responsibility.

As your teen transitions from high school to college, it is imperative to establish a budget for them. Review monthly spending with them to make sure their newfound freedom at college isn’t misused. Discuss what terms such as APR, balance, and interest mean.

Regardless of how you teach your children money management, remember that it is the time you spend with them and your conversations that matter, not the credit card.

Source: Personal Best, a registered trademark of Ebix. (January 2020) TD Top Dollar
Overcoming Everyday Anxiety

We feel anxious when we perceive a threat. Fear of running out of gas will cause you to feel anxious. A notice about downsizing will create anxiety. Everyday anxiety is manageable with these steps:

- identify the cause when you feel anxious; and
- an often forgotten step—develop a contingency plan to cope with the threat if it actually materializes. Implementing this life skill to cope with anxiety will usually reduce suffering.

Apply it when anxiety strikes, even at night to help stop tossing and turning in your sleep. More serious anxiety disorders also exist. Persistent anxiety can be debilitating. So if fear, panic, and a feeling of being overwhelmed are gripping you, contact UAlbany EAP or your health care provider.

Bystander to Domestic Violence

Millions of women are physically abused each year, and over a thousand are killed by their partners. Men face abuse too, but the numbers are smaller. Recognition and intervention are critical to breaking the cycle of abuse, but the key roadblock is thinking, “This is none of my business.” Here’s your motivation to get involved: The sooner the abuse is recognized, the safer the exit can be. It could save a life. The simplest intervention is a friend or co-worker recognizing an injury, asking about it, and tactfully not accepting an unconvincing answer. A follow-up statement could be, “I’m concerned about you. How did you really get hurt?” Offer to find help. Contact UAlbany EAP coordinator Brenda Seckerson for links to guidance on what to do and information about community resources you can share with your friend or co-worker.

Source for Articles: Frontline—Employee Wellness, Productivity & You! Frontline newsletter is courtesy of the New York State Employee Assistance Program.

“It took me quite a long time to develop a voice and now that I have it, I am not going to be silent.” ~ Madeleine Albright

Breathe Easy in 2020...

Quit/Craving Kits Available from EAP

If one of your wellness goals in 2020 is to quit smoking or limit the amount of cigarettes or e-cigarettes each day, contact EAP to receive a “Quit/Craving Kit” to support your efforts. NOTE: The kits do not contain nicotine replacement therapies (NRT); however, they do contain other helpful items and information to make those cravings subside.

bseckerson@albany.edu  518.442.5483
Check into quit-smoking methods with your health care provider’s help.

Seek encouragement from someone who has quit successfully.

Avoid spending time with smokers or where smoking is permitted.

Resist the Urge to Smoke

Keep alternatives on hand (sugarless gum, hard candies, a diversion activity).

Pinpoint your triggers, write them down and be ready to counteract.

Relax more and manage stress by taking time for calming activities.

Breathe deeply: Focus on the fresh, clean air that’s filling your lungs.

Replace a smoke break with a walk, a trek up and down stairs, or resistance exercises.

Get busy: Play a game, organize a closet or play with the kids.

Remind yourself about the ugly side of smoking on your body and on loved ones.
Use EAP for Acute Stress

EAP Coordinators do more than help employees solve problems. They also possess good listening and empathy skills and provide emotional support that offer relief from the anguish an employee may be feeling caused by a life crisis, difficult time, or even grim personal circumstances. Don’t dismiss asking UAlbany EAP Coordinator Brenda Seckerson for help, even if you believe that “EAP can do nothing to help me in this situation.” Don’t live in fear, lose sleep, become physically ill, or experience a constant sense of foreboding doom by “going it alone.” Instead, partner with the EAP for support that can help you through a difficult period.

The mission of UAlbany EAP is to provide services to support a healthy, productive workforce. Available to all employees is the voluntary, confidential Information, Assessment, and Referral Service provided by UAlbany EAP Coordinator, Brenda Seckerson. Take advantage of this confidential assistance available to you as an employee benefit.

To schedule an appointment for a confidential Information, Assessment & Referral session, contact:

Brenda Seckerson, EAP Coordinator
518-442-5483
bseckerson@albany.edu
EAP Website: http://www.albany.edu/eap

Think of stress as a form of off-key music. You can adjust the volume or turn it off.

Confidential support, information, and referrals are available through EAP to assist you in finding a way to address your concerns.

Early intervention is the key!
Contact EAP.
Employee Assistance Program

**EAP Meet & Greet AND Kindness Project**

- Check out resources to support your 2020 Wellness Vision.
- Meet your EAP Coordinator and EAP Committee Members.
- Donate a personal care item to the EAP Kindness Project to support the UAlbany community and community-at-large.
- Take a mid-day break, enjoy light refreshments, and pick up an EAP giveaway!

**Tuesday, February 25**

**11:30 am—1:30 pm**

**Campus Center West—Multi-Purpose Room**

The EAP Committee invites you to donate to the EAP Kindness Project to support UAlbany’s Purple Pantry and our partnership with St. Vincent de Paul’s Food Pantry.

**To More Information:**

Brenda Seckerson, EAP Coordinator

bseckerson@albany.edu

CALL 442-5483

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**Bring a personal care item(s) to the Meet & Greet to support the food pantries!**

- baby wipes
- laundry detergent
- feminine hygiene items
- disposable razors
- shaving cream
- deodorant
- toothpaste and toothbrushes
- toilet paper, napkins, paper towels, tissues
February 17 is Random Acts of Kindness Day

What do you experience when you are shown an act of kindness? Surprise? Joy? Gratitude? Disbelief? How does it feel when you show an act of kindness to someone else? Does it bring a smile to your face and add a spring to your step? Whether you give or receive, those small gestures of kindness can make a difference in someone’s life, touch someone’s heart, or make the day a little brighter.


What will you do to spread some kindness on campus or in your personal life? Want some ideas? Check out the RAK website: https://www.randomactsofkindness.org/kindness-ideas

“A single act of kindness throws out roots in all directions, and the roots spring up and make new trees.”

~ Amelia Earhart

Free Taiji and Martial Arts Class

The UAlbany Confucius Institute will be sponsoring a FREE Taiji and Martial Arts Class on campus during the spring semester. Classes will run for 12 weeks on Thursdays from January 30—April 23, 2020. (No class on March 19.)

Coach: Master Lucas Geller
Class location: Studio West, 1st Floor, Campus Center Expansion (above Starbucks)

To register, go to: https://forms.gle/EBJAkNPqYaMnwcPZ7
For questions, contact Emily Jie Wang: ejwang@albany.edu
February is Heart Health Month...

Going Red for Your Heart Health

Fact: About 80% of cardiovascular diseases can be prevented. Yet, heart disease and stroke cause 1 in 3 deaths among U.S. women every year — more than all cancers combined.

Fact: Risks for heart disease are similar for both women and men. Risk factors for heart attack you can’t change include family history and age (45+ for men and 55+ for women). But, with lifestyle changes and your health care provider’s help, you can control or treat the primary risks:

- High blood pressure
- Smoking
- Unhealthy blood cholesterol
- Lack of regular exercise
- Chronic obesity or overweight
- Diabetes

Fact: Heart attack signs in women can vary from what men experience. However, the most common heart attack symptom for both men and women is chest pain or discomfort — unusual pressure, squeezing or fullness in the center of your chest, lasting more than a few minutes off and on.

Women are somewhat more likely than men to also experience: shortness of breath, sweating, nausea, vomiting, and jaw pain. Other symptoms common to both include pain or discomfort in one or both arms, the back, neck, or stomach. If you have any of these signs, call 911 for an ambulance to take you to the hospital. Note: Never drive yourself and never have non-emergency responders drive you.

Signs of Stroke

Every year, about 800,000 people suffer strokes. A stroke happens when the blood supply to your brain is interrupted or reduced. Strokes can be devastating, but if you think F.A.S.T., then you may increase your chances of recovering, depending on the stroke’s severity.

Use F.A.S.T. to identify the common symptoms of stroke:

**F**ACE: You try to smile and 1 side of your face droops.

**A**RMS: You attempt to raise your arms and 1 side drops down.

**S**PEECH: You speak and you have slurred speech or your speech sounds odd.

**T**IME: Call 911 immediately if you have 1 or more of these symptoms.

**F** for face

**A** for arms

**S** for speech difficulty

**T** for time

Other signs include: dizziness, trouble walking, trouble seeing with 1 or both eyes, confusion, numbness or weakness on 1 side.

Source: Personal Best, a registered trademark of Ebix. (February 2020) TH Top Health
WellNYS Everyday 2020 Monthly Challenges

Need a way to help you stay focused on your healthy behaviors during 2020? Participate in the WellNYS Everyday Monthly Challenges sponsored by New York State EAP. This self-paced program completed on an honor system provides you with a different challenge at the beginning of each month. Tracking your progress makes it easier to meet your goals. February’s will be to “Get more sleep.” Sounds like fun, right? Invite a colleague or family member to join you in the monthly wellness challenge fun!

In addition to the monthly challenges program, WellNYS Everyday also offers a wellness “Daily To-Do” which can be emailed to you. NOTE: You don’t have to participate in the monthly challenges to receive the Daily To-Do email. To learn more and to register to participate, go to: https://wellnys.goer.ny.gov/.

Don’t Let Campus Parking Prevent You From Using Your EAP Benefit

Attention UAlbany and Research Foundation employees who do not need to purchase a faculty/staff parking decal because their work location is not on the Uptown and/or Downtown campuses: Here are some options for free transportation and free parking on campus to enable you to use your EAP benefit.

- When registering for an EAP program, mention that you need to access visitor parking on campus. EAP will be able to sponsor parking at the Collins Circle visitor lot. At least a two-day notice is needed to secure this visitor parking option.
- Use your UAlbany ID to ride one of the CDTA buses for FREE to get to campus. http://www.albany.edu/pmts/mass_transit.php
- Use your UAlbany ID to ride one of the campus shuttles.

CDPHP Cycle! Comes to UAlbany

Speaking of transportation, did you hear that CDPHP Cycle bikeshare program is coming to UAlbany? You’ve probably seen the bikes around the Capital District. Now you’ll see 15 of them on the Uptown Campus! UAlbany members can register for free. Riding season is April through November. This is a wonderful health and wellness benefit.

To sign up for the bikeshare program, scroll to “Unlock Your Access,” find UAlbany and register using your albany.edu email address. https://www.albany.edu/news/92698.php

Photo: Margaret Hartley
All About Ancient Grains

When trying to take in a diet high in fiber, consuming whole grains is a great start. Getting those whole grains can come in many forms, not just from brown rice and whole grain breads/cereals. This program will discuss the importance of whole grains, as well as many of the ancient grains and their health benefits. Participants will sample a tasty ancient grains recipe, learn and see what the different grains look like, and obtain recipes to prepare at home using these grains.

Presenter: Patty Wukitsch MS, RD, CDN

Wednesday, February 5
Noon—1:00 pm
Café Conference Room
A Wing Building

To Register Contact:
Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu
CALL 442-5483 OR REGISTER ONLINE

http://www.albany.edu/eap/event_sign-up.htm
The Village Movement in the Capital Region

The “Village Movement” was founded with the idea of “neighbors helping neighbors” with the goal of seniors remaining independent in their homes. Villages are membership-driven, grassroots, nonprofit organizations run by volunteers and/or paid staff that coordinate access to a variety of services including transportation, home repairs, and social events. Learn how and where Villages are being developed right here in the Capital Region!

Presenter: Betsy Mulvey, Project Director, Village Technical Assistance Center (VTAC)

Tuesday, February 11
Noon—1:00 pm
Room 375
Campus Center

To Register Contact:
Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu
CALL 442-5483 OR REGISTER ONLINE

http://www.albany.edu/eap/event_sign-up.htm
Professional Presence: Yoga for the Voice in Daily Life

Develop “presence” by connecting with how you present yourself via voice, speech, breath, and movement. Presenter Melissa Hurt will explain the role of one’s breath in achieving clarity, efficiency, and effectiveness as well as discuss the mechanics of breath awareness, vocal development, and speaking clarity. Participants will explore vocalization practices that build vocal power without pain, discover how the use of consonant sounds creates efficiency in speech, and connect with the body’s sensations, breath, and voice/speech to feel grounded and empowered.

Join us for this unique experience to discover a new way of enhancing your well-being!

Thursday, February 27
11:30 am—Noon
Room 375, Campus Center

Presenter: Melissa Hurt
is a communication coach with her PhD in acting theory and MFA in directing pedagogy. She is the owner of Integrative Studio where she teaches clients how to release stale energy holding them back to become their true selves. She is a published author on embodied performance training and teaches voice and acting at SUNY Albany.

https://www.melissahurt.com/

TO REGISTER:
Brenda Seckerson
EAP Coordinator
bseckerson@albany.edu
518.442.5483
Or register online:
HTTP://WWW.ALBANY.EDU/EAP/EVENT_SIGN-UP.HTM
Lunchtime Wellness Program

Cooking Demonstration

Learn about the Mediterranean Diet and how to prepare 2 recipes!

Nutrition presentation by Donna Duffy, MS RDN CDN
UAlbany Dining's campus diettian and nutritionist
Cooking demo by Executive Chef, Stephen Greeley

Tuesday, 3/10, 12-1pm
Assembly Hall, Campus Center

REGISTER NOW:
albany.edu/eap/event_sign-up.htm

#1 most recommended diet by health professionals

Health benefits include:
• Lower “LDL” (bad cholesterol)
• Weight loss/maintenance
• Lower risk of Type II diabetes
• Lower risk for developing certain cancers
• Improved brain function
• Improved eyesight
• Improved longevity of life
• Joint relief from Rheumatoid Arthritis

For more information, contact:
Brenda Seckerson
bseckerson@albany.edu or 518-442-5483
EAP Lending Library—Book Highlights

With the start of a new semester and the start of a new year, it’s a perfect time to think about our organization and time management skills. These skills can help to keep ourselves on track and minimize stress. This month’s book offerings from the EAP Lending Library focus on these topics. Take advantage of the EAP library resources designed to help provide you with some tools and encouragement to set yourself up for a successful year here at UAlbany and at home!

Studies show that the right side of the brain is used for creativity, while the left side of the brain is all about analyzing, organizing, etc. If you are typically a creative person, you might be less organized, but that doesn’t have to be true. Dorothy Lehmkuhl and Dolores Cotter Lamping, authors of Organizing for the Creative Person, outline many ways to stay organized for those creative, right-brain people. The book will help you find an organizing style that can work for you. It can also help those individuals who deal with coworkers or spouses who may be disorganized.

One of the many challenges we face today at home or in a professional setting is organizing and managing our time. Julie Morgenstern, author of Time Management from the Inside Out, explains how to use these challenges for good. As the book states, Morgenstern will help you “uncover your psychological strengths and stumbling blocks and create a time-management system that suits your individual needs.”

Who would you be if you felt at peace and had more time and money? Author Regina Leeds proves that anyone can get organized! One Year to an Organized Life is a unique week-by-week approach that you can begin at any time of year. You’ll be guided to:

- Master time management
- Permanently organize closets and drawers
- Deal with your finances
- Reclaim “dumping grounds” like the guest room, garage and basement
- Organize your travel plans—and the vacation photos and souvenirs

Whether you’re living in chaos or just looking for new ways to simplify, this book will help you get the whole household organized—and stay that way!

Visit the Library page on the EAP website for a full list of topics, books, and DVDs/CDs that the EAP Lending Library has available. Contact EAP if you would like to borrow any materials. bseckerson@albany.edu
Winter Table Warm-Ups

As the temperature drops during winter, chances are you’ll spend more time indoors — with more time to cook. For amazing meals, use your time wisely and plan. Consider cooking and freezing portions for future use, and you’ll thank yourself later.

Warm soups, stews, and pasta dishes are classic comfort foods. As you plan these meals, keep the plate model in mind. That means you ensure half of your meal is filled with vegetables, a quarter with grains, and a quarter with protein-rich foods, such as beans, fish, tofu, poultry, eggs, dairy foods, or meat. What it doesn’t mean is filling the entire plate with pasta with just a smattering of vegetables on top — that’s not a balanced meal.

To make healthy comfort food:

- Add more vegetables or have salad as a side dish
- Choose brown rice instead of white rice to serve with meals
- Make sandwiches or subs with whole-grain bread
- Use oats instead of white bread crumbs in your meatloaf and burgers
- Substitute Greek yogurt for sour cream in recipes
- Bake instead of fry chicken or pork chops
- Try fish or poultry a few times a week instead of red meat every night
- Try brown lentils or tofu in place of ground beef and pork in tacos, lasagna, chili, and soups
- Cut back on very salty condiments, such as soy sauce, fish sauce and BBQ sauce

Winter is also the perfect season to put your slow cooker or pressure cooker to good use. Crockpot meals are hearty, easy, and can be loaded with vegetables. Find recipes online for stews, curries, soups, casseroles, and vegetable- and protein-packed pasta dishes.

By Cara Rosenbloom, RD

"Good nutrition and regular exercise definitely help you cope with life’s dramas." — Terri Irwin

Want Better Sleep?

Use your 5 senses:

**SEE** as little light as possible.
Block out noises you might **HEAR** with earplugs or white noise.
**FEEL** a comfortable temperature between 60F and 67F.
**TASTE** as little as possible before bed. Eating or drinking too much might keep you up.
**SMELL** a soothing scent, such as mint, to help you drift off. Polls have found that people also sleep better on clean, fresh-smelling sheets.

Source: Personal Best, a registered trademark of Ebix. (November 2019) *SW Shift Worker*
Compliments of Personal Best Publications

MAKE A GREAT PLATE.
Get your legumes for solid sources of protein and fiber.

Black Bean Quesadillas

**INGREDIENTS**
- 1 can (15 oz) no-salt-added black beans
- 2 medium tomatoes, diced
- ½ cup chopped fresh cilantro
- 1 tsp red onion, minced
- 1 tsp cumin
- ½ tsp salt
- 9 whole-grain corn tortillas
- ½ cup shredded Monterey Jack cheese
- Hot sauce (optional)

**DIRECTIONS**
In a medium bowl, combine beans, tomatoes, cilantro, onion, cumin and salt. Place tortilla on flat surface. Spoon ½ cup bean mixture on half of tortilla and top with cheese. Fold other half of tortilla over filling. Place in skillet over medium heat. Cook until golden, flipping once. About 2 minutes per side. Repeat with remaining tortillas.

Makes 4 servings. Each: 532 calories • 16g protein • 8g total fat • 55g carb • 4g sugar • 12g fiber • 283mg sodium

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Remember there’s no such thing as a small act of kindness.
Every act creates a ripple with no logical end.

Scott Adams

Disclaimer: Material presented in this newsletter is intended for educational or informational purposes only. It is not intended to replace the advice of a qualified health professional.