



## **Worksite Wellness Team** *Building a Healthier Polk*

The Worksite Wellness Team supports the development and enhancement of worksite wellness program in local businesses .

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### **Volume 1: FALL 2018**

#### ***Featured Success Article:***

Bank of Central Florida's Well-being Program Find Success in the Workplace

#### ***Seasonal Recipe:***

Roasted Butternut  
Squash Soup

#### ***Fall Shopping List:***

Fruits and Vegetables

#### ***Fun Fall Activities:***

Get Outdoors



## **Bank of Central Florida's Well-Being Program Finds Success in the Workplace**

Bank of Central Florida started their own employee well-being program, called Intelligent Living, this past year. Through this program, employees hear from guest speakers on a variety of health and well-being topics, receive monthly newsletters, and participate in well-being challenges and activities. Our concept of well-being incorporates more than health, nutrition and fitness. It takes a holistic approach that focuses on ways to help employees thrive in all aspects of their life. One of the areas of focus is on emotional intelligence. We have offered trainings on HeartMath®, Stress Management, and Grief and Loss. Employees are encouraged to explore self-awareness, self-regulation, positivity and emotional well-being. Since studies have shown that an employee's health, mood, and performance are interrelated, we recognize the many benefits of physical activity, health education, proper nutrition, and positivity, especially as they work together to benefit overall well-being.

With overall well-being in mind, we offer a variety of activity challenges and group activities for employees throughout the year. In the fall of 2017, we held our first walking challenge and had a 40% participation rate. We put an emphasis on individuals pursuing their own walking goals as well as the friendly competition of who could walk the most steps. Participants were incentivized by the chance to win a prize for achieving their walking goals and for the person who walked the most steps. The challenge provided an opportunity to encourage individuals to be more active,, help them find a routine that works for them, and help motivate them to achieve their

**CONTINUES ON PAGE 3**

## Upcoming Events:

### September 8: Conversations with Care: Food

**Labels**—For more information visit, <https://www.eventbrite.com/e/conversations-with-care-food-labels-tickets-49339627153?aff=ebdssbdestsearch>

### September 14: Aching Quad 4 Race Challenge—

For more information visit, <https://localraces.com/lakelandrunnersclub/2018-lakeland-runners-club-aching-quad-4-race-challenge>

### September 29: Leading Edge Take Heart 5k

**Run/Walk**—For more information visit, <https://www.lakelandgov.net/events/leading-edge-take-heart-5k-runwalk/>

### October 11: Lifestyle for a Healthier You—

For more information visit, <https://www.eventbrite.com/e/lifestyle-for-a-healthier-you-tickets-49483292861?aff=ebdssbdestsearch>

### November 16: Holiday Food Safety—

For more information visit, <https://www.eventbrite.com/e/holiday-food-safety-tickets-45602965698?aff=ebdssbdestsearch>

### December 18: 2018 Lakeland Runners Club Kids & MS Running Program—

For more information visit, <https://localraces.com/lakelandrunnersclub/2018-lakeland-runners-club-kids-and-ms-running-program-free>

### Polk County Health Fair 2018—

For more information go to <https://www.polk-fl.net/staff/employeeinfo/wellness/healthfairs.htm>

**For more local community events**, visit <https://www.eventbrite.com/d/fl--polk-county/free--festivals/>

## *The Worksite Wellness Team*

has been working to support the development and enhancement of worksite wellness programs in local businesses across Polk County. The team has been promoting the use of the CDC Worksite Health ScoreCard, which is a free, validated self-assessment tool for businesses to evaluate their current worksite wellness programs, identify gaps, and implement evidence-based strategies for improvement. Starting in April 2018, the team has been conducting research on the challenges local businesses are facing in implementing worksite wellness programs by holding focus groups across the county.



#### Vision

Reduce the obesity rate (BMI>30) in Polk County to less than state average from 36.9% to 26.4%



goals. It also brought awareness of how much walking or movement is done in a normal workday, how to add aerobic exercise into the workday, and inspiration for improved health through physical activity.

In our second walking challenge, we offered a team challenge that significantly increased employee morale and encouragement among team members. With the support of a team, 76% of participants walked more than 7,000 steps per day. This was a 30% increase from the first walking challenge without a team. Additional benefits of a team challenge included increased discipline, patience and team camaraderie.

Well-being strategies have been proven to improve health, advance performance and increase prevention when offered in the workplace. A walk/run challenge is a well-being strategy that can improve one's health. According to experts at the American Heart Association (AHA), being physically active is important to prevent heart disease and stroke, the nation's No. 1 and No. 5 killers. To improve overall cardiovascular health, the AHA suggests at least 150 minutes per week of moderate exercise. (1)

Physical activity challenges can also improve one's mood. When exercising, endorphins are released which make a person feel better. According to Marko Sanchez, a certified strength and conditioning specialist with the Rowan Center for Behavioral Medicine in California, virtually any



form of exercise, from weight training to yoga, can act as a trigger point in the production of endorphins in your body, which, in turn, can improve mood states. (2) Improving an individual's mood is important because a person's happiness can impact their work.

There has been a lot of published research on the correlation of an employee's happiness impacting performance. Sonja Lyubomirsky, Laura King, and Ed Diener completed a meta-analysis of hundreds of studies and found that happy employees have an average of 31% higher productivity, have superior mental and physical health, are 27% more successful than their less happy peers, and positivity was associated with reduced absenteeism (3).

Prevention is another critical strategy for well-being. By providing employees, with appropriate nutritional information, health education, stress management resources, and opportunities for physical activity, employees are able to make more informed choices. When an employer implements well-being strategies including mental and physical health education, they are generating awareness and encouraging behavioral changes. Behavioral changes can improve one's physical, emotional, and overall health, which ultimately produces a healthier workforce and improved performance.

Research has shown that well-being activities can reduce healthcare costs over time. A RAND study, "Workplace Wellness Programs Study," which gathered information from 362,136 employees from five employers found that lifestyle management programs can reduce risk factors, such as smoking, and increase healthy behavior, such as exercise. (4) Another RAND study, "Managing Manifest Diseases, But Not Health Risks, Saved PepsiCo Money Over Seven Years" completed an analysis of nine years of data from PepsiCo wellness program. The study revealed that over time disease management reduced the health care costs by \$136 per member per month, driven by a 29 percent reduction in hospital admissions. (5).

An employer can reduce health care costs by providing education on unnecessary

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emergency room and urgent care visits, and by providing access to healthcare through a program like Teladoc, which gives employees round-the-clock access to medical care through the convenience of phone or video. After five months of utilizing Teladoc, Bank of Central Florida saw a savings of \$20,876 and a ROI by 1115%.

Well-being programs not only provide employers with significant healthcare savings over time, but also with increased attention on prevention. Employees are able to learn about specific health information which could help prevent future health problems. Bank of Central Florida recently offered a health fair with an interactive webinar on colorectal cancer prevention provided the Florida Prevention Research Center at USF. Employees were able to learn about the different types screenings available including home kits and the ease of cancer screenings designed to save lives. Employees learned that when colorectal cancer is found early, 90% of the time treatment can be successful (6).



Well-being programs are a great way to be actively engaged with employees – by promoting healthier choices and creating a more positive, caring work environment that fosters higher productivity. Employers can easily start a well-being program by first identifying a wellness champion/ team, discovering areas in which the worksite wellness could improve, implementing a few

strategies to meet those areas of improvement, and tracking the results. Strategies can be as simple as providing health education to employees. Many healthcare providers and community organizations offer health information at no additional cost. Another strategy may be to offer water coolers at the worksite and eliminate soda machines. Employers should identify what is important to their staff and be creative.

Bank of Central Florida is committed to providing wellness activities and education for our employees because we care about their well-being. We strive to encourage healthy habits among our employees, and we hope other local organizations join us in these efforts. Together, we're helping to build a healthier Polk, one employee at a time.

Sarah Betzer, MBA, SHRM-CP  
VP/Human Resources Director  
Bank of Central Florida



#### References:

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- Centers for Disease Control and Prevention. (2017). Basic information about colorectal cancer. Retrieved from [https://www.cdc.gov/cancer/colorectal/basic\\_info/index.htm](https://www.cdc.gov/cancer/colorectal/basic_info/index.htm)

## ***The Worksite Wellness Team***

meets 8:30–10:00 am  
the first *Friday* of  
every month at the  
***Polk Vision Office***  
located inside the  
***BB&T*** in Bartow at  
***600 N Broadway Ave.***

### ***Team Meeting Dates for 2018***

*Friday, September 7*  
*Friday, October 5*  
*Friday, November 2*  
*Friday, December 7*

For more  
information and to  
RSVP for events,  
please contact:

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## **MEET OUR**

### **Worksite Wellness Team Members**



**Kelly Andrews** – Co-Chair; Kelly Andrews, LLC

**Liz Antaya** – Co-Chair; Stahl & Associates Insurance

**Sarah Betzer** – Bank of Central Florida

**Juli Davis** – Florida Department of Health

**Donna Kay Dinkins** – Senior Solutions Group

**Schatzie Haines** – Lanier Upshaw, Inc.

**Allison Kennedy** – Florida Presbyterian Homes

**Jenna Levine** – Florida Department of Health in Polk Co.

**Brittany Lynn** – BayCare Health Systems

**Leah Millette** – BayCare Health Systems

**Karen Moore** – Peace River Center

**Andrea Nikolai** – University of Florida IFAS Extension

**Laurel Smith** – Polk State College Wellness Coordinator

**Marie Wilmot** – FIPR Institute and Phosphate Research

**Debbie Zimmerman** – Polk County Public Schools

Visit our webpage at <http://portal.polkvision.com/worksite-wellness-team>

## Seasonal Recipe: Butternut Squash Soup

Submitted by [whatmollymade.com](http://whatmollymade.com)

### INGREDIENTS

- 2 tablespoons coconut oil
- 1 medium butternut squash
- 3 cups chicken stock
- 1 yellow onion diced
- 1/4 cup pure maple syrup
- 1/2 teaspoon ground nutmeg
- 1/2 teaspoon ground cinnamon



### INSTRUCTIONS

1. Preheat the oven to 400 degrees. Cut the butternut squash in half and scoop out the seeds. Place it on a baking sheet with the cut side down so the squash gets caramelized on the outside. Bake for 45 minutes.
2. While it's baking, heat the coconut oil in a large sauce pan and add the chopped onion. Cook until the onion is translucent and starts to turn golden.
3. When the squash is done, scoop the insides into the pot with the onions, making sure not to scoop the skin. Add the chicken stock, stir and let simmer for 10 minutes.
4. Using an immersion blender, mix the soup until it's a smooth and creamy consistency. Or transfer to a blend and mix well if you don't have an immersion blender.
5. Place back in the soup and add the maple syrup, nutmeg and cinnamon. Stir well.
6. Serve immediately or store in an air tight container in the fridge for up to three days.



### Fun Fall Activities

- Backyard Football
- Trail Hiking
- Mountain Biking
- Outdoor Yoga

## Fall Shopping List

- Apples
  - Bananas
  - Cranberries
  - Grapefruit
  - Grapes
  - Mangos
  - Oranges
  - Pears
  - Pineapples
  - Pomegranate
- 
- Beets
  - Bell Peppers
  - Broccoli
  - Cabbage
  - Cauliflower
  - Collard Greens
  - Kale
  - Pumpkins
  - Radishes
  - Sweet Potato
  - Turnips
  - Winter Squash