



## BeWell

WINTER/SPRING 2021  
EDITION

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### 8 DIMENSIONS OF WELLNESS

Our wellness program's mission is to inspire employees to lead a balanced healthy lifestyle across all dimensions of wellness.



INTELLECTUAL



EMOTIONAL



PHYSICAL



SOCIAL



OCCUPATIONAL



FINANCIAL



ENVIRONMENTAL



SPIRITUAL

## Wellness Tips from the Top

### CONVERSATION WITH SCOTT MENGLE, VICE PRESIDENT OF HUMAN RESOURCES FOR PENN STATE HEALTH ST. JOSEPH.

Scott Mengle sat down with me for a virtual discussion about his personal wellness, his role at St. Joe's, and our health system's response to the COVID-19 pandemic.



**Tell me about yourself and how you are in your role today.** I grew up in Buffalo, New York. As I approached college, it was apparent that I wanted to help people and have a relationship-based career. After discovering the field of human resources and completing my education in it, I've been working in the field since 1988. In my current

role as VP, I oversee HR, environmental services, security, and transportation.

**Why Penn State Health?** There really is a focus on taking care of our most precious and largest resource – our workforce. It's a good match for St. Joe's because we put our employees first, and Penn State Health values that.

**What motivates you to stay healthy?** My family motivates me. I have three adult children, and emphasizing wellness is important for all of us, mentally and physically.

**How do you stay healthy?** I enjoy cooking and spending time with family, whether going to Penn State football games or relaxing at the pool in my back yard. I can also credit my dog for daily walks because, without them, she would probably eat the couch with all of the energy she has!

**How did you get into cooking?** In high school, my brother taught me how to make chili, and that's how it all got started. From there, I've been learning new recipes, and lately, I've been cooking with plant-based ground meat, and no one's been able to tell the difference!

**Why is employee wellbeing important to St. Joe's?** We can better serve our community if our employees take care of themselves in mind, body, and spirit. With St. Joe's being a faith-based organization, we especially value the spiritual dimension of wellness. We are glad to offer those resources to our employees, especially during these challenging times.

**Can you share with me how you've seen employee wellbeing fostered during the pandemic?** The health system took a holistic approach to care for and support our employees. From utilizing a redeployment strategy to avoid furloughs to offering CARE pay, childcare services, and WELL pay, we were able to maintain jobs and reduce stress in these areas. This was vital to fostering our employee wellbeing during the crisis.

**Describe some of the ways you saw our workforce move forward during the pandemic?** Teamwork improved. I think that we also have a new perspective and appreciation that we are all in this together to care for our patients. I saw many people work in new roles due to the redeployment strategy. For example, our clinical dietitians were redeployed to clean and maintain public spaces in the hospital. It was a need, they took it in stride, and we were grateful.

**Describe any positive changes that you saw as a result of the pandemic.** A hospital our size would have never survived the pandemic alone. Being a part of the Penn State Health system was crucial to us being able to continue serving our community.

**What do you hope employees will say about Penn State Health?** To put our patients first, we take care of our employees first. I hope that our employees see that their health and wellbeing is important and valued.

*By Elizabeth Hivner, CHES, M.Ed, a Project Manager with Penn State PRO Wellness. She manages the BeWell employee wellness initiative for Penn State Health employees in partnership with Penn State Health Human Resources.*

## Penn State Health BeWell Champion Spotlight



Penn State Health Fishburn Road has made significant strides in improving health and wellness initiatives for its employees as part of the BeWell Champion Initiative to enhance wellness within the Penn State Health community. Since the fall of 2019, a network of BeWell Champions across 32 Penn State Health Community Medical Group sites have led employee wellness efforts. This initiative is funded through Penn State Health Human Resources in collaboration with Penn State Health PRO Wellness.

Leslie Goodling, Senior Attending Nurse, is the BeWell Champion for the Penn State Health Medical Group Fishburn Road clinic. During her time as Champion, Leslie has led her site in many wellness activities, including water challenges, group walks, and even massage therapy sessions. Additionally, the team has also actively promoted the WW (Weight Watchers) program, offered through Penn State Health benefits, which helped lead participants at her site to lose a cumulative total of 230 pounds. Through Leslie's efforts, she was able to involve over 100 individuals with her wellness initiatives. As she stated, **"Employees are motivated to change something about their behavior during the pandemic and this was a quick win where they could band together."**

### MyWW+



WW (Weight Watchers reimagined) is introducing myWW+, an evolution of their most personalized program ever.

#### Why It Matters:

Everyone's weight loss needs are different and WW's science-backed program goes beyond what you eat - it's about all wellness areas, including movement, mindset, and sleep. With myWW+™, your journey is supported by the latest app and program features designed to help you build healthy habits for real life.

#### The Details:

Getting started is simple - take a personal assessment to unlock your customized weight-loss plan, tailored to your lifestyle and preferences. Then download the WW app to set goals, get personalized recommendations, and track your progress. Have a question or need help? A WW Coach is there for you with 24/7 Live Coaching.

**Get started today: Benefit eligible Penn State Health employees and spouses can join WW at 50% off standard pricing.**



For more information, visit <https://WW.com/us/PennStateHealth>



# BeWell

#### WE WANT TO HEAR FROM YOU!

Are you having a wellness event or do you lead an employee program that may be of interest to Penn State Health employees? Please consider submitting content for our next BeWell newsletter. Photos are welcomed and encouraged along with your submission! Send all submissions to [BeWell@pennstatehealth.psu.edu](mailto:BeWell@pennstatehealth.psu.edu).

# Spring Cleaning for Your Mind



As the temperature becomes warmer, people often take advantage of the weather and longer days to spring clean. They throw out old things and give their homes a top-to-bottom cleaning. If you find yourself in the mood for spring cleaning but do not know where to start, keep these tips in mind.

## Purge:

Get rid of items you have not used for more than a year or things that have broken. Chances are you will not miss them. If you are having trouble deciding what you should keep and what you should throw away, ask yourself these questions:

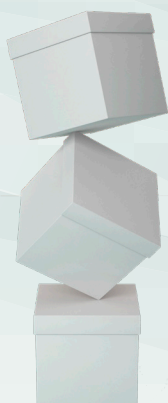
- When was the last time I used this?
- When will I use this again?
- Does this item have so much sentimental value that I cannot possibly live without it?
- Is this item out-of-date/expired/not useful any longer?



## Sorting Bins:

Many home organization experts promote a process commonly called the “Four Box” method. It involves using four boxes to categorize items. Each box has a different label:

- **Box 1 – Put it Away:** Place any items that should be put back in their appropriate place in this box. Is there a screwdriver on your coffee table? Put it into this box and then put it back where it belongs.
- **Box 2 – Sell or Give Away:** Put items in this box that are no longer used but could be useful or have value to somebody else. Do you have old bar stool-style chairs in your basement that could sell at a garage sale? Items like these fall into the Sell or Give Away category.
- **Box 3 – Storage:** In this box, place things you need to keep but do not want to have displayed. These items can include essential papers, mementos with sentimental value, photographs, or decorations. Find a place to store them.
- **Box 4 – Throw Away:** Box number four is not really a box; it is a garbage can. Throw away anything you have not used in a long time that you do not think you will use in the foreseeable future.



## Clean the Walls:

Often overlooked, walls are a great way to begin yearly spring cleaning. Start with a damp cloth and wipe away any dirt or dust. If more stubborn stains remain, dilute a small amount of dishwashing soap in a bucket of water and use the solution to scrub away the stain gently.

## Wash the Blinds:

Similar to walls, blinds are often forgotten in the cleaning routine. Using a gentle cleanser, wipe down wide, slatted blinds with a damp cloth. Aluminum blinds should be taken outside and scrubbed with warm water and mild soap.

## Filing System:

Invest in a filing cabinet. One afternoon spent organizing a filing cabinet will pay off in the long run. Sort paperwork by document type and make a folder for each category. Folder examples include taxes, loans, and receipts.

## Finally:

Check each room in the house, including the attic and basement. Also, be sure to check the garage, yard, and storage shed. Examine, clear, and repair:

- Frayed or damaged appliance cords, wiring, fuses, and breakers;
- Trash and yard debris;
- Stacks of paper and magazines that can be recycled.



Contact ComPsych Guidance Resources for more information at 866-465-8935 or go online to [guidanceresources.com](https://guidanceresources.com), web ID: PSHMC.

# 6 Lessons on How to Improve Your Relationship with Money



Taking control of our finances can feel overwhelming – but it does not have to be. Thasunda Duckett, CEO of Chase Consumer Banking, shares how to minimize shame around money and start having honest conversations about saving.

## 1) Talk About It

**You cannot do it alone.** We typically don't talk about our stresses when it comes to money. We need to come together as a group of friends, no judgment, no shame. Celebrate the fact that we've decided that we want to have a better relationship with money.

**Once you've done that, then you get real. Nothing should be off-limits.** Where does this relationship come from? Why am I spending all of this money on things that don't align with my goals? What are your fears? What are your hopes? What are your dreams?

**But then we start to take action.** What can we do this week? Or what can we do this month?

## 2) Understand What Money Is

**Money is not the end-all-be-all.** It's the mechanism to accomplish whatever your goals are. It does not define you. It's just a mechanism to achieve what matters to you most.

## 3) Identify What Matters to You

**Ask yourself one fundamental question: what are you saving for?** Your goals may be short-term or long-term. Goals could include saving for a car, paying down your debt, or building a rainy-day fund.

## 4) ...And Then Really Picture It

**Visualize what you're trying to accomplish.** A vision board is a visual representation of the things you are working to save for. So if we break it down, get a poster board. Get your markers and pens, take magazine pictures, cut it all out. Have that picture of your dream trip. Make a photo of you paying down your student debt. Now you may be thinking, "Oh, how can that really help?" The point of the vision board is to have your goals align with your behaviors. **A vision board represents where you want to go, how you live your life, and the steps you will take to get there.**

## 5) It's Not What You Make, It's What You Keep

Do I have the ability to use what I'm making to take care of my basic needs? If not, what adjustments do I need to make? And then we start to break it down and talk about the tools. We begin to say, "Do we have our savings account, auto-save?" Set it and forget it, or put away a dollar a day. Find what rhythm works for you; the key is consistency, not the amount. You can start slow. **You can start small, but you have to start now.** What about impulse purchases? Many times, because the phone is always with us, we start shopping. As you shop, put items in your cart, but don't hit buy. Wait 24 hours, go back and ask yourself, "Do I really need it? What about these items map to my goal?" And if it does not align with your goals, hit delete, and you got your fix.

## 6) Be Good to Yourself

**It is also important to recognize that your net worth does not determine your self-worth.** We can all be better at remembering our self-worth. You celebrate your wins. And when you make that misstep, no judgment, no shame. Just get back at it.



# Recipe

## MINESTRONE SOUP

SERVINGS: 8

SERVING SIZE: 1 CUP



There's nothing better than a hearty bowl of minestrone for a satisfying vegetarian meal. This healthy, vegetable soup is less than 135 calories per serving.

1 Tbsp olive oil	4 cups vegetable broth (gluten free if needed)
1 onion, chopped	
2 carrots, peeled and chopped	1 can (15 oz) cannellini beans, rinsed and drained
2 celery stalks, chopped	1/8 tsp salt
4 garlic cloves, minced	2 Tbsp chopped fresh parsley
1 Tbsp tomato paste	1/8 tsp dried oregano
1 bay leaf	1/4 tsp chopped fresh thyme
1 lb Swiss chard, stems removed and leaves coarsely chopped	1 Tbsp red wine vinegar
1 large potato, peeled and cubed	Black pepper to taste
4 fresh tomatoes, diced or 1 can (14.5 oz) diced tomatoes	

### INSTRUCTIONS:

1. Heat the oil in a heavy large pot over medium heat. Add the onion, carrots, celery and garlic. Sauté until the onion is softened, about 5 minutes. Add the tomato paste and bay leaf and stir. Add the Swiss chard and potato and sauté for 2 minutes. Add the diced tomatoes. Simmer for about 10 to 15 minutes.
2. Add the vegetable broth. Simmer until the potato pieces are tender, stirring occasionally, about 15 minutes. Stir in the beans, salt, parsley, oregano, thyme and red wine vinegar. Simmer until the beans are heated through and the soup is thick. Remove the bay leaf. Season with black pepper to taste.

Recipe Source: [http://bit.ly/MinestroneSoup\\_HeartHealthy](http://bit.ly/MinestroneSoup_HeartHealthy)

➡ For more recipes, visit <https://bit.ly/RecipePortal>

# Daily Tips to Stress Less



## Balancing Life's Ups and Downs

Managing stress is essential for overall health, well-being, and the prevention and management of medical conditions.

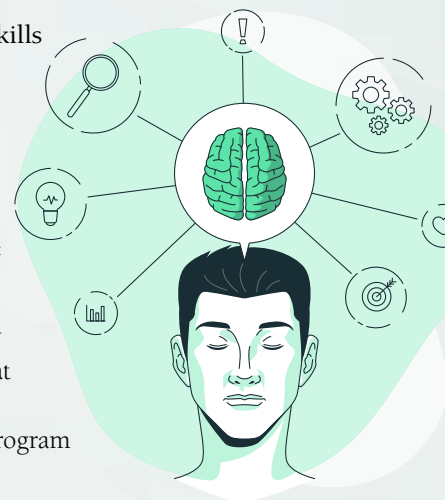
The Daily Steps to Less Stress Program was developed to better understand stress and how it impacts your life. The program provides enjoyable and practical skills to help you better cope with life's day-to-day ups and downs.

By better managing your stress, you can improve your state of mind, blood pressure, and weight. And, if you have diabetes, learning how to manage your stress can help you gain better control over your diabetes.

Your wellness coach will guide you in learning many approaches that can help you better manage the stress in your life, including:

- Stress management basics
- Developing healthy coping skills
- Relaxation techniques
- Time management skills
- Mindfulness activities
- Building stress and resilience

Whether you're looking to find balance, improve your productivity and efficiency, learn skills to combat stress, cultivate a sense of peace, or develop healthier life habits, this program is right for you!



## How to Participate

Call a Highmark wellness coach to enroll in the program, and you will receive a workbook to use as a guide. You will work directly with a wellness coach over the phone to explore the program materials, set goals, and discuss your progress. You will have scheduled follow-up calls with your coach. And, if you have questions or run into challenges along the way, you can contact your coach anytime.

This program is available to employees and dependents enrolled in Penn State Health's medical insurance. Call today to take the first step to manage the stress in your life.

- ➡ For more information and to enroll in Daily Steps to Less Stress, call a wellness coach at 800-650-8442.



# Overcoming Pandemic Fatigue

The sharp rise in COVID-19 cases throughout Pennsylvania and across the United States makes continued vigilance with established safety efforts essential to helping slow the virus's spread. Yet after nine months of social distancing, masking and quarantining, many are experiencing pandemic fatigue. Whether it manifests as anxiety, exhaustion or defiance, it's important to recognize and address it for the sake of our physical and emotional health.

## A Long and Uncertain Pandemic

Health care providers on the frontlines of the COVID battle have seen how approaches to treatment and prevention have evolved, sometimes seemingly overnight, often resulting in a sense of uncertainty, anxiety or even doubt with the public.

"It's been like drinking out of a firehose," said Dr. Jonathan Nunez, an internal medicine physician at Penn State Health Milton S. Hershey Medical Center, reflecting on the last several months of the pandemic. "Every day we've learned something new."

One of the most significant evolutions he has witnessed - one that may have played a role in some people's continued unwillingness to mask properly - is guidance on face coverings for the general public.

"At first, we were told that only health care workers needed to wear a mask," Nunez said. "But since those early days, there's been a lot of evidence overall that wearing masks may definitely slow the spread of the virus and help people from transmitting it to others, especially if they're asymptomatic."

Another theory from early in the pandemic was that the warmer weather over the summer would potentially halt the virus, as it does with other seasonal respiratory diseases. "Super spreader events in the form of outdoor gatherings showed that this unfortunately wasn't the case for COVID," Nunez said.

Nunez advises that anyone considering in-person activities like dining out or shopping make sure that everyone in the establishment is abiding by the rules. "Are they wearing masks, covering the whole face, sitting six feet apart?" he asked, adding that even with these measures, "there is no absolute decreased risk." He prefers creative solutions to social gatherings. "Most of my inspiration has come from the internal medicine residents. They've been able to continue their game nights - virtually."

## Minding Your Mental Health

The relentless pace of the pandemic and the resulting social distancing restrictions have been exhausting and stressful, explains Dr. Julie Graziane, a psychiatrist at the Milton S.

Hershey Medical Center. "But there are things that we can do to help mitigate a lot of those stressful emotions," she said.

Graziane suggests an emotional reframing of quarantines and social distancing restrictions. "Don't think of them as things we're being forced to follow, but rather as actions we're freely choosing to do to help others," she said. "We shift it into an altruistic action as we do these things to help our loved one, our neighbor, even the stranger in the community that we care about."

The colder weather and fewer hours of daylight can add to the emotional burden that COVID causes.

"We've been watchful with mental health as individuals experience significant emotional stress during the pandemic," Graziane said. "And we're especially concerned as we head into the winter months that play a role in some people's depression."

One significant stressor from COVID that Graziane points to is the disruption to routines, such as getting the kids on the bus in the mornings or driving to work. She recommends establishing new routines.

"Have a regular awake time or regular sleep time, and regular meal times," Graziane said. "Then take some time during the day to check in with yourself, how you're feeling about the day, the situation. Incorporating healthy activities like exercise and mindfulness, and then pleasurable activities."

Reflecting on what was important to them and provided meaning to their lives prior to the pandemic can help people find strength and purpose as quarantines continue, Graziane said. "And don't be afraid to reach out for help. If you feel like you're struggling with getting through this, talk to someone such as a loved one, a physician, a counselor or a friend."

Nunez stresses that we take the time to check in with others. "Maybe someone you know is struggling and just because you don't ask, they don't mention it," he said. "We're all going through this. We are not alone."

# How To Get Started Being Physically Active



If you have not been physically active in a while, you may wonder how to get started again.

## Here are some tips from the CDC:

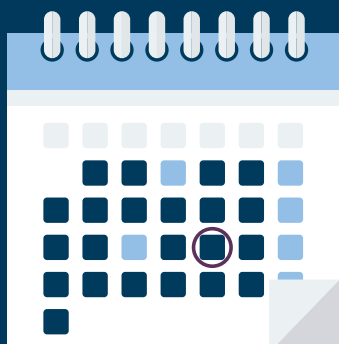
- Look for opportunities to reduce sedentary time and to increase active time. For example, instead of watching TV, take a walk after dinner.
- Set aside specific times to make physical activity part of your daily or weekly routine.
- Start with activities, locations, and times you enjoy. For example, you might like morning walks in your neighborhood; others might prefer an exercise class at a gym after work.
- Try activities with friends or family members for motivation and mutual encouragement.
- Start slowly and work your way up to more physically challenging activities.



## Strategies for Overcoming Obstacles to Physical Activity

As you start, the obstacles might seem difficult to overcome. The following table offers common barriers and strategies for overcoming them.

OBSTACLE	TRY THIS
I don't have time to be physically active.	Monitor your daily activities for one week. Identify at least three 30-minute time slots you could use for physical activity.
I don't have anyone to go with me.	Develop new friendships with physically active people. Join a group such as a hiking club.
I'm so tired when I get home from work.	Schedule physical activity for times in the day or week when you feel energetic.
I have so much on my "to do" list already, how can I do physical activity too?	Plan ahead. Make physical activity a regular part of your daily or weekly schedule by writing it on your calendar. Keep the appointment with yourself.
I'll probably hurt myself if I try to be more physically active.	Consult with a health professional or educational material to learn how to exercise appropriately for your age, fitness level, skill level, and health status.
I'm not coordinated, I can't learn something new at my age!	Skip the dance classes if they require coordination; choose activities such as walking or biking instead.
I have small children and it's impossible to have time to myself for exercise.	Trade babysitting time with a friend, neighbor, or family member who also has small children. As children get older, family bike rides or walks might be another option.



## Save the Date!

**02/18/2021:**  
Lunch Break Workout  
12:00 - 12:30

Kayla Rutt, MS  
Research Project Manager  
Penn State College of Medicine

➔ Register Here: <https://bit.ly/LunchBreakWorkout>





# PennState Health

Penn State Health  
Mail Code CA230  
P.O. Box 804  
Hershey, PA 17033

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HARRISBURG PA  
PERMIT NO. 1200

BeWell@pennstatehealth.psu.edu



**PennState**  
PRO Wellness

## FREE Family Recipes

Delicious and nutritious family-friendly meals and snacks are one click away!

Visit the **FREE** digital recipe portal and try a recipe with a healthy twist. Remember, simple changes equal big results!

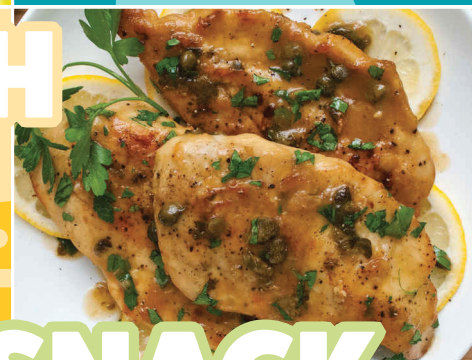
Take a bite out of these tasty ideas — visit:

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