



BeWell

JUNE 2025
NEWSLETTER

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8 DIMENSIONS OF WELL-BEING



INTELLECTUAL



EMOTIONAL



PHYSICAL



SOCIAL



OCCUPATIONAL



FINANCIAL



ENVIRONMENTAL



SPIRITUAL

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Well-Being Tips from the Top

CONVERSATION WITH RACHEL YOST, VICE PRESIDENT, VALUE BASED CARE AND POPULATION HEALTH



Can you describe your background and your current role at Penn State Health? From a career perspective, I have been engaged in this field throughout my professional journey. Each decision, role, and path has allowed me to learn and led me to be able to serve in my current position. My experience spans both the provider side and the broader

healthcare system, including health plans, pharmaceuticals, and life sciences. Joining Penn State Health was a deliberate choice because I wanted to contribute directly to how care is delivered to patients. Having seen healthcare from multiple angles such as delivery, financing, and support services has been a privilege, giving me a comprehensive understanding of the industry.

Currently, I serve as the Vice President of Value-Based Care and Population Health at Penn State Health. This is an exciting and relatively new role within the organization, allowing us to focus on key areas that drive value while addressing the full continuum of care. My work encompasses population health initiatives, care management strategies, community-based healthcare efforts, transitional care, work

focused on delivery of value-based care with our payer partners, and clinical integration through Penn State Health Care Partners.

You mentioned Penn State Health Care Partners. Can you elaborate on what this team does and how it supports employees at Penn State Health? Penn State Health Care Partners (PSHCP or Care Partners) is a unique care management team that is dedicated to the PSH Health Plan Participants defined as Employees, Spouses, and Dependents that are covered through Highmark medical insurance plan provided by Penn State Health. The Care Partners team takes a three-pronged approach to support Penn State Health Plan Participants. First, we ensure they have a strong connection with a network provider, someone who can help coordinate their care effectively. Second, we work to maximize the resources available to them as employees. The PSH Health Plan offers an incredible array of healthcare benefits and services, but many employees aren't fully aware of everything they have access to. Our team helps bridge that gap, making sure they can utilize all the tools and support available. Third, we connect individuals with additional resources offered through Highmark, who administers PSH medical insurance plan. These include wellness programs, chronic disease management support, and preventive care initiatives - benefits that are often underutilized simply because people...

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BeWell Commitment Statement:

Penn State Health's mission is to continually improve the health and well-being of the people of Pennsylvania, and beyond. To achieve this mission, we must support and empower our employees to be well by offering inclusive and engaging benefits. The Penn State Health BeWell program aims to foster a culture of well-being across the health system that supports and empowers employees, in all dimensions, to improve their quality of life.

...don't know they exist. Our role is to help remove barriers, making it easy for people to access these resources and take full advantage of the care available to them.

Can you clarify the difference between the Penn State Health Care Partner and the Benefits department at Penn State Health? Our Care Management Team, that supports PSH Health Plan Participants, operates through Penn State Health Care Partners, which is a separate entity within the Penn State Health organization. This distinction is important because our team's sole focus is providing support to Plan Participants, independent of benefits administration.

While we collaborate with the Benefits Department, we do not oversee employee benefits or insurance administration. Instead, we aim to build trust that enables us to support Plan Participants in navigating their healthcare options, access necessary services, and receive personalized care coordination. Maintaining this separation ensures Penn State Health Care Partners can provide the highest level of support while also upholding privacy, confidentiality, and program integrity for our Plan Participants.

What is the most rewarding aspect of your role?

The most rewarding aspect of my role is seeing the tangible impact we have on people's lives. I think that's something that resonates across all of Penn State Health. Whether it's through direct patient care or broader healthcare initiatives, we are ultimately working to improve lives.

In value-based care and population health, we approach that mission a bit differently. Our focus is on prevention and early intervention rather than just treatment. Typically, people seek healthcare when something is wrong. Our goal is to shift that mindset - to help individuals engage in their health earlier, access preventive services, and ultimately avoid more serious issues down the line.

What keeps me motivated is knowing that we're supporting individuals holistically, not just addressing immediate health needs but also considering all aspects of their well-being. Our teams play a crucial role in this by ensuring people have access to the resources they need, whether it's preventive care, chronic disease management, or other essential support services. Being part of that journey and helping people navigate their healthcare in a more proactive and meaningful way is incredibly fulfilling.

What was your biggest motivator to enter this career path? I think my passion for this field was shaped at a young age. I was deeply impacted by the illnesses of loved ones, many of whom suffered from diseases that weren't preventable, like certain types of cancer. You might think that experiencing that would lead me to feel helpless, as though there's nothing we can do in the face of some health challenges. But instead, I took the opposite perspective. While it's true that some conditions are beyond our control,

I believe there are many aspects of our well-being that we can influence. That's why my approach has always been to focus on what can be controlled. Whether that's preventive care, lifestyle changes, or proactive health management. By doing so, we put ourselves in the best possible position to stay healthy. This perspective has shaped my career and fueled my passion for value-based care and population health. It's about empowering people to take control of their health in every way possible, so they're better prepared for whatever comes their way.

What do you like to do to maintain your own well-being and stay healthy? I make it a priority to start my day with physical activity. It's non-negotiable for me because I never want to run out of time for it. Getting up early and dedicating that time to my well-being ensures that it always happens. Initially, my focus was purely on physical health, but over time, I've come to appreciate the broader impact on my overall well-being.

I take advantage of the Peloton discount available through Penn State Health for ALL employees. The Peloton App has been incredibly helpful for me, as it is a fantastic resource that supports multiple aspects of well-being beyond just fitness. In addition to structured workouts, it offers meditation, stretching, and other mindfulness exercises, which have been great additions to my routine. I also make it a point to incorporate moments of mindfulness throughout my day. If I have a few free minutes, I'll do a quick five-minute meditation using the app. It's simple, accessible, and makes a big difference in helping me stay grounded and focused.

Another key aspect of my well-being is spending time outdoors. Living in Pennsylvania, the weather doesn't always cooperate, but I make an effort to get outside, even in the winter. Fresh air and nature are incredibly restorative for me, so I bundle up and make it happen—even when it's cold and snowy!

Overall, my approach to well-being has evolved over the years. I've learned to adapt and incorporate what I need at different times, ensuring I maintain balance across all areas of my health.

How do you encourage your employees or hospital staff to take care of their own mental well-being?

Mental well-being is absolutely critical, and it's something we actively discuss within our teams. Sometimes, we tend to overcomplicate the concept, but small, everyday interactions have a significant impact. Respect, integrity, and treating people well - these core values create a positive work environment and directly affect how we feel at work. Teamwork and collaboration play a huge role in fostering a supportive culture where people thrive.

One thing I strongly encourage within my team is disconnecting when they're off. I set a clear expectation that when you're off, you're truly off - no emails, no work. Everyone needs time to recharge, and that looks different for each person. For some,

it might mean taking a half-day; for others, it could be a full week. The key is recognizing what you need and ensuring you take that time to maintain resilience over the long term.

I also encourage utilizing the resources available through Penn State Health's SupportLine and other wellness programs. There are so many valuable tools, from counseling services to daily motivational resources that can help support mental well-being. Ultimately, mental well-being is about finding what works for you. Whether it's disconnecting, seeking support, or simply maintaining positive interactions in the workplace. Prioritizing it isn't just beneficial; it's necessary for long-term success and happiness.

What do you hope for the future of well-being at Penn State Health as a whole? My hope is that we continue to serve the mission and vision of Penn State Health. Our mission is to continually improve the health and well-being of the patients of Pennsylvania and beyond, and if we can accomplish that, then we've truly succeeded. I always remind my teams: we are the mission. We play a direct role in making that happen every day.

Our vision is to be Pennsylvania's most trusted health partner, and achieving that means delivering seamless, personalized support for those in our care. We need to assess their needs, connect them with resources, coordinate their healthcare, and advocate for their well-being, because that's what leads to the best possible outcomes.

Beyond just our patients, we also serve our Plan Participants and the communities we are a part of. It's not just about individual care but ensuring that our community members have what they need to live their healthiest lives. If we can continue to build on that, I have no doubt that we'll deliver on our mission and vision in a truly impactful way.

Is there anything additional that you want to share or add? The biggest thing I've learned over time is that there's no right or wrong way to approach health and well-being. People are often searching for the perfect method. There's so much information out there, whether it's social media trends, wellness programs, or the latest health craze. But the truth is, small, meaningful choices add up over time.

You don't need to overhaul your entire lifestyle all at once. Maybe it's drinking a little more water than yesterday or taking a purposeful pause during your workday. It's not about following some rigid formula, it's about what works for you. When we put too much pressure on doing things the "right" way, it's easy to get discouraged, which can create a negative cycle that affects mental well-being, too. Well-being isn't about perfection, it's a journey. You'll change and grow, and what works for you today might evolve over time. The key is to make small, sustainable changes that are meaningful to you. It doesn't have to be what works for someone else. What matters is that it makes a positive impact on your life.

By Allison Haczewski, a Project Coordinator with Penn State PRO Wellness. She facilitates components of the BeWell employee wellness initiative for Penn State Health employees in partnership with Penn State Health Human Resources.

Upcoming Events



Lunch & Learn: Reducing and Managing Pain

June 18, 2025 | Noon - 1 p.m

[REGISTER HERE](#)

This presentation will help participants learn more about what pain is, common causes and how we can begin to reduce it. We will discuss everything from treatments, coping mechanisms, the mind/body connection and effectively accessing healthcare resources and gain tips for building a healthier diet and maintaining a healthy lifestyle.

Lunch & Learn: Native Plants & Eco-Gardening

July 17, 2025 | Noon - 1 p.m

More information coming soon.

BeCreative Challenge

[REGISTER HERE](#)

The BeCreative Challenge is a free, system-wide, month-long well-being challenge for Penn State Health employees, running July 1–31, 2025.

Participating individuals are encouraged to engage in small, daily acts of creativity to support stress relief, personal expression, and joy throughout the month of July.

To learn more about the BeCreative Challenge, visit the [BeWell website](#). Registration will close at 11:59 p.m. on Friday, June 27th.

Social Well-being

Ideas for Quality Family Time



Quality family time is vital for creating healthy relationships with your closest loved ones. When you spend time together, you create memories and build bonds that give everyone a stable environment to express vulnerabilities and grow, both together and as individuals. Here are a few ideas for spending quality time with your family.

Baking or making dinner together

Cooking can be a great bonding experience. Try a new recipe or make a family favorite. If you have children or other young family members, allowing them to choose will help get them interested in the process.

Make a family time capsule

Coming up with ideas for what to put in your time capsule is not only fun but allows you to learn what is important to each

family member. Consider including photos, a favorite recipe or handmade art—anything that holds sentimental value.

Visit a national park or historical monument

Parks and monuments are great for any age. Not only will you learn something new, but you never know what adventures can happen when you spend time outdoors with your family. Just be sure to choose a place that interests everyone.

Reading

Books can be a great way to connect with loved ones. Consider reading to your younger children or forming a family book club where you read and discuss favorite books. Book clubs work exceptionally well for connecting with family members over long distances.

Prioritizing quality family time is essential for nurturing strong and resilient relationships. By engaging in these activities together, you not only create lasting memories but also cultivate an environment where each family member feels valued, supported and connected.

Source: <https://www.wellbeing.place/home/2024/8/22/ideas-for-quality-family-time>



Emotional Well-being

Avoiding the Summer Slump



Do you embrace the laid-back attitude of summer? Do you find you're not as productive? Do you live a little more carelessly? You might be experiencing a "summer slump!" Fortunately, with a few intentions, you can take action throughout warmer months to keep yourself feeling energized and positive all summer long.

Establish a Routine

Humans thrive by being creatures of habit. Spontaneity has its benefits, and the spirit of summer may tempt you to abandon your regular routine, but maintaining structure and sticking to healthy habits helps avoid the summer slump. Set a consistent sleep schedule – both for waking up and going to bed, stick to a nightly dinner time, exercise regularly, and allocate specific times for work, errands, and play. A well-established routine provides a sense of stability and helps you stay on track amidst the distractions of summer.

Embrace the Great Outdoors

However you can, get outside and enjoy the fresh air and vitamin D. Being mindful of your body and the summer heat, take advantage of the longer daylight hours and not overly hot days by engaging in outdoor activities. Even the most basic tasks can be done outside. Take work with you to your porch, eat lunch al fresco, enjoy an after-dinner stroll, or exercise in the park.

Socialize

Connecting with others is an easy and simple way to avoid feeling blue during the summer season. And the warmer weather and summer social events present plenty of opportunities to stimulate your mind in conversation. Chat up your mail carrier, join a walking club in your neighborhood, have dinner with friends, or attend a free concert in the park. Pro-tip: Get outdoors while engaging in social activities, too.

Healthy Eating

Avoid the summer slump and nourish yourself and loved ones with wholesome, nutrient-rich foods. Incorporate plenty of fresh fruits,

vegetables, lean proteins, and whole grains into your summer meals. Check out your local farmers market for in season options and enjoy a summer feast! Minimize the consumption of processed foods and sugary drinks and instead opt for cleaner options and good old H₂O.

Practice Mindfulness

Just as you participate in physical activity, be sure to also exercise your mind. The summer season can awaken your senses and allow you to become more aware of your daily habits and surroundings. Try meditating outside with simple mindful breathing exercises or noticing the sounds of nature. Even just a few minutes can promote relaxation and help you feel less anxious.

Set Goals

It might be tempting to take on a big project during the summer season, but first take the time to reevaluate your goals for the rest of year. Be mindful of setting realistic goals, break larger goals into manageable tasks, and prioritize tasks that align with your priorities. Stay focused and acknowledge progress without feeling overwhelmed by the summer hustle.

Avoiding the summer slump doesn't have to be complicated. It simply means finding balance between productivity and relaxation. Implement strategies into your routine and prevent stressors by taking advantage of new approaches this summer. Embrace the warmth of summer, stay healthy, and keep moving forward with positive energy!

Source: <https://www.wellbeing.place/home/2024/6/28/avoiding-the-summer-slump>

Financial Well-being

Tips for Navigating Volatile Investment Markets



The stock market has undergone some pretty big shocks during the past few decades, and those events had a major impact on investor portfolios. At times, it was hard to imagine how stock prices would ever recover. But they did. For those who were saving and investing for retirement, the temporary drop in account balances was likely unnerving. But those who stayed the course generally saw their accounts bounce back eventually.

Think long term

Building your retirement nest egg is a long-term project. People can spend decades planning, saving, and investing. During that period, markets will swing up and down. Factors such as world events, business trends, and even the weather can affect market performance. Don't let short-term volatility distract you from your long-term plans.

Don't try to time your investing

You may be tempted to shift your assets into more conservative investments following a market downturn and reinvest when markets start to bounce back. But think twice before you engage in this practice, known as "market timing". No one can predict when and how markets will recover. Missing out on just a few periods of strong market performance can lower your overall returns over time.

Keep contributing

When markets drop and bad economic news fills the headlines, some people consider putting their retirement contributions on hold. But continuing to contribute during such periods can actually work to your advantage. A drop in stock prices can mean that your contributions buy more of your chosen investment funds at a lower price, which puts you in a better position for growth when markets recover.

Manage your asset allocation

Remember, you'll probably want to gradually shift your portfolio to a more conservative mix of assets as you approach your retirement date. Why? To help manage the risk of the assets you'll soon be relying on for retirement income. Near-retirees don't have as much time to recover from a downturn as younger investors do, which is why

many shift toward a more conservative asset mix. If you're nearing retirement, take a look at your asset allocation and make any needed adjustments to help manage your risk.¹



While it's a good idea to regularly check your account and adjust your saving and investing strategies, logging in each day can shift your attention to short-term gains and losses rather than long-term performance and goals. Always keep in mind that building your retirement nest egg is more like a marathon than a sprint.

Penn State Health works with a team of professionals at Empower who can meet with you virtually and in person to help guide you to and through retirement. Schedule your complimentary appointment at pennstatehealth.empowermytime.com.

Source: [Empower](#)

1: Asset allocation, diversification, dollar-cost averaging, or rebalancing does not ensure a profit or protect against loss.

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Environmental Well-being

How Your Environment Impacts Your Health



The environment that you surround yourself with can be the difference in achieving a desired health status. It goes well beyond the air you breathe and where you live. There are a lot of determining factors that may influence your behaviors in a positive or negative way.

If you are looking to change your behaviors, you may want to change the environment around you to make it a more positive one. Here are a couple of things to be mindful of:



What type of people do you surround yourself with?

If you want to achieve a goal, it helps to be around individuals that have similar ones. You can gain a lot of knowledge from people who are on the same path, and they provide a support system where you can share the obstacles you are experiencing. On the other hand, if you are around people that reinforce the habits you want to break, it will be that much harder to achieve.

How do you feel when you are at home?

When you go home, it should provide an environment for relaxation. This can be affected by cleanliness, organization,



and anything else that could potentially stress you out. Of course, this will never be perfect, but try to not let it get out of control where it seems like an insurmountable task.

What are your habits at work?

We spend most of our waking hours at work, so it is important to have or make an environment that is conducive to being healthy. Here are some things to think about:

- Is your desk clean and organized?
- Are the people you socialize with positive or negative?
- If your work doesn't have healthy food options, do you bring in a healthy lunch or snacks?

No environment will be perfect, but if you can make some adjustments, it will make your journey toward health that much easier and enjoyable!

Source: <https://www.wellbeing.place/home/2018/1/29/how-your-environment-impacts-your-health>

Physical Well-being

How To Maintain Healthy Habits While on Vacation



Escape from the mundane, meals al fresco, the excitement of exploring new destinations, and unwinding from the daily routine... it's all part of the summer vacation fun! And while vacations go hand in hand with relaxation and renewal, they shouldn't mean forgetting your healthy habits. Instead, they present an opportunity to embrace wellness in new and refreshing ways.

Whether you booked an exotic once-in-a-lifetime adventure, are vacationing with family, or enjoying local day trips, here are seven ways to maintain balance while enjoying your well-deserved getaway.



Plan ahead

It's OK to indulge in some special treats; just don't make it a ritual for every meal. Research your destination or restaurants you'd like to try for local cuisines and dining options offering fresh ingredients and healthier menu alternatives. Planning your meals in advance can help you make nutritious choices while still savoring the flavors of your destination.

Snack smart

If you are able, pack healthier snack options with you – especially on long travel or sightseeing days. Doing so will help combat cravings and the temptations to reach for unhealthy options in a pinch just to ward off hunger. Choosing healthier snack options like nut mixes or whole fruits might even allow you to feel more confident when it comes to meals, too.

Stay active

Incorporating physical activity into your vacation routine helps to offset unhealthy tendencies. Whether it's hiking through scenic trails (even those in your own neighborhood!), taking a morning workout class offered by your resort, or simply walking to/from your dinner reservations, find activities that resonate with you and make movement an integral part of your vacation experience.

Focus on hydration

Staying hydrated is essential for maintaining energy levels

and supporting digestion while vacationing. Carry a reusable water bottle with you (it might even save you a few bucks!) or order bottled water over a sugary beverage at meals. Aim to drink plenty of water throughout the day, especially in warmer climates.

Prioritize rest

Vacations are chock full of fun, but they are also meant to help you recharge and reset. One of the best ways to do that is to prioritize rest! Amid fun and adventure, carve out enough time for adequate sleep, aiming to maintain a consistent sleep schedule even while on vacation. Sleep may not come easy. It can be tempting to forgo sleep for fun instead, but stick to a relaxing bedtime routine, minimize screen time before bed, and set up your accommodations for a comfortable sleep environment.

Self-care

Use your vacation as an opportunity to prioritize self-care and nourish your body, mind, and soul. This could be setting aside time for meditation, finding moments to pamper yourself, reading a new book, or enjoying hobbies and interests known to the area.

Protection from the elements

Remember, even if you packed the sunscreen this summer, odds are the sun's rays are still stronger than you realize! Protect your skin with high SPF and wear appropriate, lightweight clothing, such as long sleeves and wide-brimmed hats.

As you bask in the joys of summer vacation, be sure to find a balance between healthy habits and fun in the sun. Rest assured, you'll be able to enjoy your vacation even more by incorporating healthy tips into your travel plans. Wherever your travels take you, you can nurture your wellbeing and return from your vacation feeling refreshed!

Source: <https://www.wellbeing.place/home/2024/6/20/how-to-maintain-healthy-habits-while-on-vacation>

Recipes



Grilled Chicken with Corn Salsa

Grilled chicken stays juicy and tender with a sweet marinade. Topped with a tasty corn, tomato and avocado salsa, this healthy chicken recipe is perfect for the whole family..

Serves: 4 | Time: 30 minutes
Diabetic, Gluten Free, Heart Healthy

INGREDIENTS:

- 1 large shallot, minced
- 1 tsp honey
- 2 tsp white wine vinegar
- 1 Tbsp orange juice
- 1 Tbsp olive oil
- 1/8 tsp salt
- Black pepper to taste
- 4 boneless, skinless chicken breasts (4 oz each)
- 2 cups cooked corn
- 1/2 avocado, diced
- 1 large tomato, diced
- 1/4 cup minced cilantro



Recipe Source: [Click Here](#)

- Preheat grill to high.
- In a small bowl, combine shallot, honey, vinegar and orange juice. Whisk in olive oil in a steady stream until well combined. Season with salt and pepper.
- In a medium bowl, toss chicken in half of the dressing to coat. Set aside to marinate for at least 15 minutes.
- In another bowl, combine corn, avocado, tomato, cilantro and remaining half of dressing. Set aside.
- Grill chicken for 4 to 6 minutes per side, or until cooked through. Slice chicken and arrange on plates. Top with corn salsa.

NUTRITION:

Serving size: 4 oz chicken; 3/4 cup corn salsa Calories: 282 Fat: 8g	Saturated Fat: 2g Cholesterol: 65mg Sodium: 157mg	Carbohydrates: 21g Fiber: 2g Protein: 28g
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Fruit Salsa with Cinnamon Chips

For a healthy snack, try this delicious fruit salsa recipe with crispy cinnamon chips. This delicious fruit salsa can be served as an appetizer, snack or healthy dessert.

Serves: 4 | Time: 20 minutes
Diabetic, Heart Healthy



Recipe Source: [Click Here](#)

INGREDIENTS:

- 1 Tbsp brown sugar
- 1/4 tsp ground cinnamon
- 4 fat-free tortillas (6-inch diameter)
- 1 cup raspberries
- 2 peaches, peeled and chopped
- 2 kiwifruits peeled, sliced and quartered
- 1 tsp lime zest
- 2 tsp lime juice
- 1 tsp granulated sugar

PREPARATION:

- Preheat oven to 350°.
- In a small bowl, combine brown sugar and cinnamon. Spray tortillas lightly with water, then sprinkle with cinnamon-sugar mixture. Using a pizza cutter, cut each tortilla into 8 wedges.
- Place in a single layer on a baking sheet. Bake for 8 to 10 minutes, or until lightly brown and crisp. Transfer to a wire rack and cool completely.
- In a bowl, combine all salsa ingredients and mix gently. Serve with tortilla chips.

NUTRITION:

Serving size: 1.2 cup salsa, 8 chips Calories: 176 Fat: 3g	Saturated Fat: 1g Cholesterol: 0mg Sodium: 210mg	Carbohydrates: 35g Fiber: 6g Protein: 4g
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Go to [WW.com/PennStateHealth](https://www.weightwatchers.com/PennStateHealth) to sign up or learn more!

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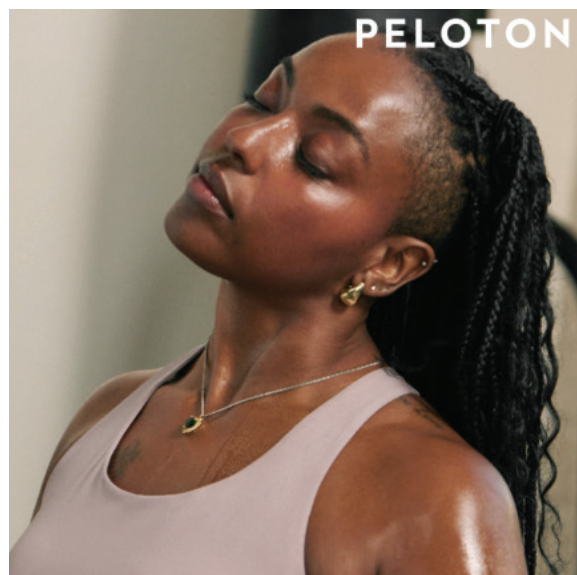
*Pricing reflects the cost of an eligible WW membership plan through your organization. If your membership includes a monthly payment, it is required in advance. You'll be automatically charged each month, if applicable, in accordance with company pricing until you cancel. Pricing may adjust to the standard monthly rate if your relationship with your organization changes or terminates, or the agreement between your organization and WW terminates.

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Peloton



Move, Sweat, and Celebrate With Peloton!

Whether you're traveling, relaxing, or chasing new goals this summer, Peloton is here to help you stay active and inspired. From fitness to mindfulness, our live and on-demand classes help you stay consistent and motivated no matter where life takes you.

Celebrate Pride Month with Us!

June is Pride Month, and we're honoring the LGBTQIA+ community with special class collections that bring joy, connection, and a touch of magic to every workout. From high-energy rides to feel-good flows like our [20-minute Pump the Beat](#) yoga flow, there's something for everyone to enjoy.

No matter where you are in your fitness journey, now is the perfect time to move, celebrate, and grow with Peloton. [Click here](#) to get started and to claim your Peloton benefit!

