

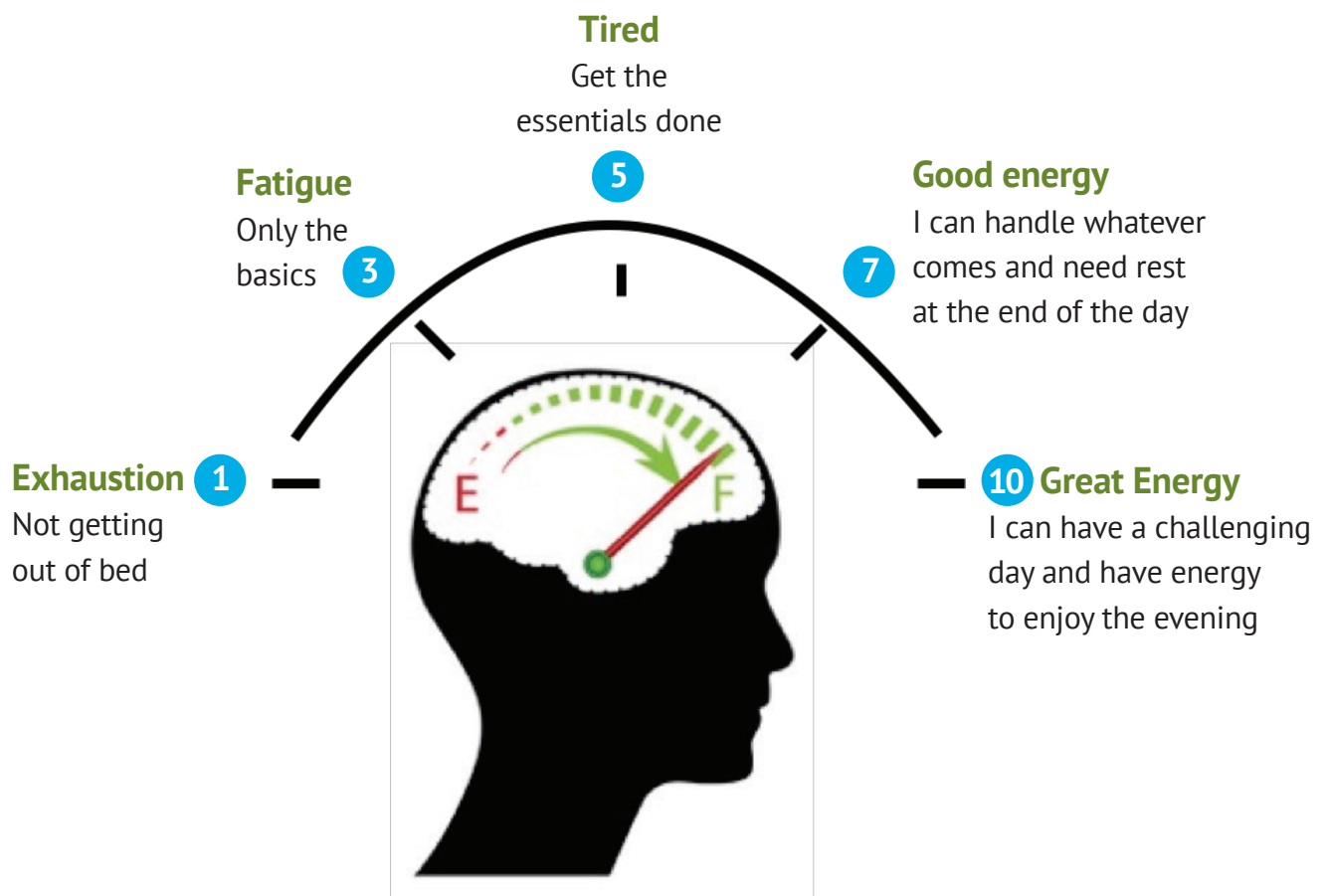
# MONITORING POWER SUPPLY

**NAME:** \_\_\_\_\_

**Power supply of the body is essential for good decision-making.** Making a practice of monitoring your body's energy is like monitoring the gas in the tank of your car you want to check-in occasionally so that you don't get stranded. If you are running low on energy, what can you do to refuel it?

**Exercise:** Monitor your power supply through out the day. Please subtract one point for every serving of product with caffeine. Caffeine can mask fatigue.

**What are activities that will increase your power supply or decrease your power supply?**



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# MONITORING POWER SUPPLY

**DATE**

<b>TIME OF DAY</b>	<b>ENERGY</b>	<b>NOTES</b>
Wake		
Mid-Day		
Noon		
Mid-Afternoon		
Dinner		
Bedtime		

**DATE**

<b>TIME OF DAY</b>	<b>ENERGY</b>	<b>NOTES</b>
Wake		
Mid-Day		
Noon		
Mid-Afternoon		
Dinner		
Bedtime		

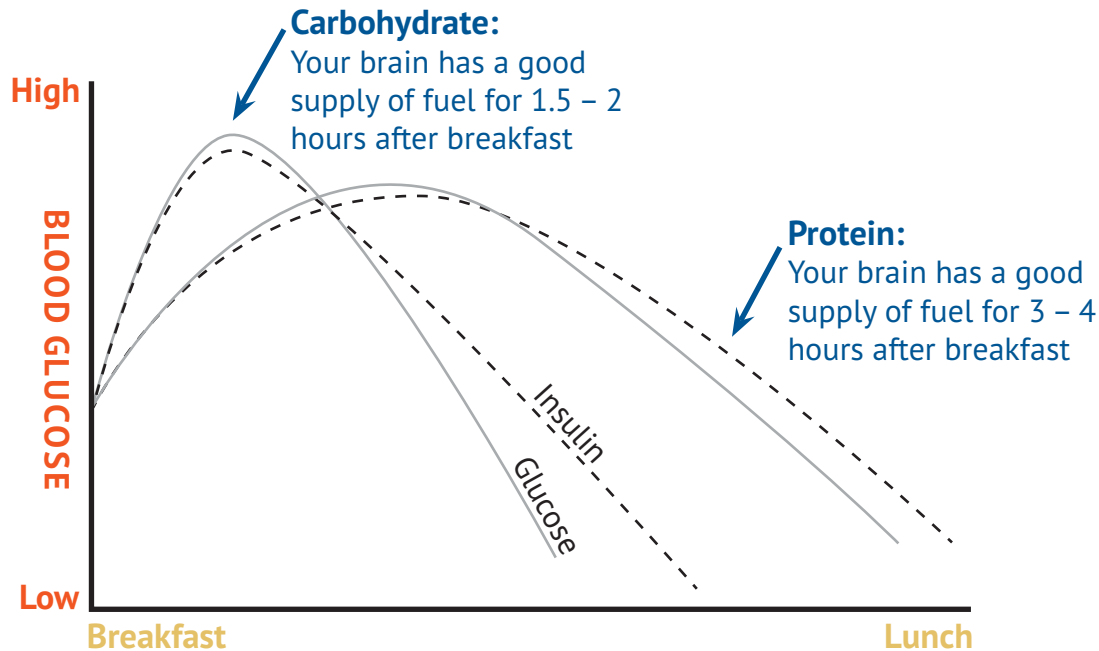
**What is one activity that I will consistently do that will increase my power supply by 10%?**

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# Carbohydrates vs. Protein



## Three-day experiment for more energy and mental clarity: Protein every three hours

- 7 AM** **Breakfast:** (14 grams of protein) within an hour of waking  
Two eggs, 1 piece of toast, one apple or pear
- 10 AM** **Snack:** (6-7 grams of protein)  
1/4 cup of nuts: almonds, peanuts, cashews, and hazelnuts  
Or 1/4 cup of cottage cheese  
Or 2 tbsp of nut butter—peanut, almond, and/or cashew
- 12-1 PM** **Lunch:** (21 grams of protein) meat the size of a deck of cards  
This can be a sandwich, wrap, salad, or soup  
Plus 1 cup of veggies and/or 1 cup of whole, real grain—brown rice, quinoa, bulgar  
Be sure that you consume a little bit of veggie fat—avocado, nut oil, and/or olive oil.
- 3 PM** **Snack:** (6-7 grams of protein)  
1/4 cup of nuts: almonds, peanuts, cashews, and hazelnuts  
Or 1/4 cup of cottage cheese  
Or 2 tbsp of nut butter—peanut, almond, and/or cashew
- 6 PM** **Dinner:** (21 grams of protein) meat the size of a deck of cards  
This can be a sandwich, wrap, salad, or soup  
Plus 1 cup of veggies or 1 cup of whole, real grain—brown rice, quinoa, and/or bulgur  
Be sure that you consume a little bit of veggie fat—avocado, nut oil, and/or olive oil.
- Before Bed** 1-2 slices of turkey meat

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# Optimize Your Brain™

## Protein for mental health

Small frequent meals that contain protein help the brain synthesize dopamine and serotonin, and stabilize blood glucose to help you feel better. It is also important to eat vegetables, fruits, and whole grains.

## Benefits of eating enough protein

- Less fatigue, particularly in the afternoons
- Better sleep
- **More** energy
- Hungry **less** often
- **Better**, more stable moods
- **Higher** metabolism from having a higher muscle mass

YOUR WEIGHT (lbs)	TARGET (g protein)	ACCEPTABLE RANGE (g protein)
100	40	36-45
120	48	43-54
140	56	50-63
160	64	57-72
180	72	64-81
200	80	71-90

## “Lizard Brain” treat™

- 1/4 cup of fruit juice or a ‘tot box’ of juice
- 1/4 cup of nuts (almonds, cashews, hazelnuts)

## Use the Lizard Brain Treat when you are:

- Anxious, irritated, and/or agitated.
- Anticipating something that makes you anxious, irritated and/or agitated.
- Not hungry after waking in the morning. (Try keeping nuts and juice on your bed stand and consuming the treat prior to getting out of bed)
- Hungry, having gone too long (more than 4 hours) without eating.
- Having 3 AM “committee meetings”: waking at 3 AM and being sure that sleep won’t come for 2 hours.



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## HEALTHY PROTEIN SOURCES:

Legumes			Nuts		
Firm Tofu	1/2 cup	20 g	Nuts	1/4 cup	8 g
Tofu	1/2 cup	10 g	Seeds	2 tbsp	3 g
Tempeh	1/2 cup	16 g	Nut butter	2 tbsp	8 g
Lentils	1/2 cup	9 g	Seed butter	2 tbsp	5 g
Refried beans	1/2 cup	8 g	<b>Milk Products</b>		
Whole beans	1/2 cup	7 g	Cottage cheese (LF)	1/2 cup	12 g
Gardenburger	1 patty	11 g	High Protein Yogurt	1/2 cup	8-9 g
<b>Seed Grains</b>			(Not milk or cheese)		
Quinoa	1/2 cup	11 g	<b>Eggs</b>		
Barley	1/2 cup	10 g	Egg, whole	1 egg	7 g
Dark rye flour	1/2 cup	9 g	Note: Egg yolks contain nutrients that are excellent for the brain. Clinically, I have not seen milk or cheese serve as a protein source in adults.		
Millet	1/2 cup	4 g	<b>Other</b>		
Oats	1/2 cup	3 g	Protein powder	1 tbsp	9-15 g
Brown rice	1/2 cup	3 g	Yogurt (LF)	1 cup	8-14 g
White rice	1/2 cup	3 g	Wild fish	3 oz	21 g
<b>Dairy Substitutes</b>			Chicken, Turkey, Beef, Pork	3 oz	21 g
Soy milk	1 cup	6 g			
Soy cheese	1 oz	4-7 g			
Soy yogurt	1 cup	6 g			

## PORTION CONTROL:

Here are some visual clues to help you keep servings to the proper size:

- **3 oz of any meat** = a deck of playing cards
- **1/2 cup cooked grain** = a small fist
- **1 oz cheese** = a thumb
- **1 oz nuts** = a golf ball
- **1 tbsp nut butter or nuts** = a silver dollar or a walnut

*Please consult with your doctor before changing your diet.*

# IDEAS FOR INCREASING PROTEIN

## Do the experiment — did three days of increased protein help your energy and mental clarity?

Here are some meal ideas to encourage the thought, “Oh, I could try that.” The idea is for busy professionals to make improvements. Remember that breakfast, lunch and dinner can be interchangeable. The concept is to do little experiments to see if you feel better.

### BREAKFAST

**Goals: 14 grams of protein, veggie or fruit, something with fiber, a little fat**

- Ready-to-drink protein shake (Odwalla Protein Shake or Orgain protein shake) and an apple or 1/2 a banana with 4 Tbsp of nut or seed butter (almond, cashew or tahini)
- Protein bar: Cliff, Zing, or Stinger, high protein Kind bars
- High protein Greek yogurt (Fage, Chobani) with walnuts, almonds or cashews and raisins, an apple or 1/2 a banana
- Apple, carrot and/or celery with 4 Tbsp of nut or seed butter (almond, cashew or tahini)
- Whole eggs: 1-2 scrambled/boiled/fried with a handful of veggies and toast or sweet potato
- Breakfast burrito with scrambled eggs, veggie sausage or refried beans, handful of veggies, and cheese
- Make own protein shake with whey or rice protein powder, dark berries, chocolate powder, coconut milk and water

### SNACK

**Goal: 6 grams of protein 1. between meals, 2. before going home 3. before big emotional challenges**

- 1/2 ready-to-drink protein shake (Odwalla Protein Shake or Orgain protein shake) and an apple or banana
- An apple or a banana with 4 Tbps of nut or seed butter (almond, cashew or tahini)
- 1/2 cup high protein Greek yogurt (Fage, Chobani)
- 1/2 cup cottage cheese
- Protein bar: Cliff, Zing, or Stinger, high-protein Kind bars
- One handful (1/4 cup) of walnuts, almonds or cashews with raisins or cranberries

### LUNCH

**Goal: 20 grams of protein, 1-2 cups veggies, carbohydrate (bread, pasta, rice, sweets the same size as the protein), a little fat**

- Eating out or going to grocery store deli: 3 oz pack of cards-sized portion meat on a salad, burrito, wrap sandwich, or over rice or pasta
- From home: Pre-cook 4-8 links of chicken sausage. Eat one link of sausage with pre-washed salad, favorite salad dressing, 1/2 sweet potato or piece of fruit

### LUNCH (cont'd)

- High-protein Greek yogurt (Fage, Chobani) with walnuts, almonds or cashews or blueberries as well as an apple or 1/2 a banana with 4 Tbsp of nut or seed butter (almond, cashew or tahini)
- Egg salad on toast with a bed of salad greens
- Three-bean or lentil salad with quinoa

### SNACK

**Goal: 6 grams of protein 1. between meals, 2. before going home 3. before big emotional challenges**

Same as previous snacks

### TREATS

Dark chocolate eaten at the same time of day to decrease sugar binges

### DINNER

**Goal: 20 grams of protein, 1-2 cups veggies, carbohydrate (bread, pasta, rice, sweets the same portion size as the protein), a little fat**

- Eating out or going to a grocery store deli: 3 oz pack of cards-sized portion meat on a salad, burrito, wrap sandwich, or over rice or pasta
- A can of soup with a deli chicken or sausage as well as a quick salad of artichokes with salad dressing.
- Quinoa pasta with sausage, red sauce and veggies as well as a salad
- Meat-based or vegetarian chili with beans on quinoa with microwave frozen broccoli with 1 Tbsp of butter
- Tofu, tempeh or meat stir-fry with veggies on quinoa or brown rice
- Quesadilla with pack of cards-sized portion meat, spinach or sauteed mushrooms, onions and cheddar cheese
- Eat out and bring leftovers for lunch: Indian food with meat or chickpeas or lentils, Thai food with meat or tofu, Mexican food with meat or beans.

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## Helpful Tips

- **Pre-cook meats:** chicken, turkey and pork sausages are about 3 oz each and can be added to salad, a can of soup, a burrito, stir-fry, prepared veggies picked up at a deli and leftovers.
- **Slow cookers are great for yummy meats.** It is easy to find recipes on the Internet. “Pulled” chicken and pork are awesome on everything!
- **Slow cookers are great for veggies.** Try squash, sweet potatoes, beets, carrots, onions, garlic. I just put them in on low and walk away for 6-8 hours. Sometimes they are perfect; sometimes they need a little more cooking. Even if occasionally overcooked, they are edible. The big advantage is that it’s *easy!*
- **Eat veggies with salad dressing.** It is more important to eat veggies than to avoid whatever stopped us from using salad dressing in the first place.
- Most **people who hate veggies** have a few that they do like. The one people consistently say they like is canned artichokes. Canned artichokes are great — they don’t go bad, they transport easily and many have a pull-off lid
- **Things to have at the office** in the desk drawer: a jar of nut butter; peanut butter is fine as long as it is unsweetened. Also, Trader Joe’s bags of nuts and dark chocolate bars are convenient to store at work
- **Things to have work buy** at Costco: yogurt, apples, oranges, nuts, cottage cheese, string cheese, dark chocolate and dried fruit.



## USEFUL WEBSITES

**World’s Healthiest Foods:**  
whfoods.com

**Office workouts:** Look on YouTube for “Denise Austin office workout.” I have followed her for years. She is safe and practical. (I turn off the audio after I have heard it once).



## USEFUL BOOKS

*Eat, Drink, and Be Healthy: The Harvard Medical School Guide to Healthy Eating* by Walter C. Willett, M.D.

*Why We Get Fat: And What to Do About It* by Gary Taubes

## DO THE EXPERIMENT

Use this chart to track the positive and negative poles for energy, mood, sugar cravings and sleep.

Mark the chart before the experiment and **after three days of the experiment**

 ENERGY

 MOOD

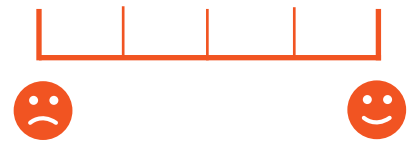
 SUGAR

 SLEEP

BEFORE  
THE  
EXPERIMENT



AFTER  
THE  
EXPERIMENT



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 Dynamic Brains



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# INCREASING PROTEIN IN VEGETARIAN & VEGAN DIETS

Increasing your dietary protein intake helps stabilize blood glucose which in turn enhances & sustains your energy levels & mental clarity. See if this holds true for you by eating more protein than you typically would for 3 days. If you notice improvement in your energy & mental clarity, maintain a daily protein intake of about 65 grams by eating 20-25 grams per meal & 6-8 grams per snack. Try these interchangeable options (e.g. lunch can be swapped for dinner) & feel better fast!

## BREAKFAST

**Goals: 14-20 grams of protein, 1 veggie or fruit, something with fiber, & a little fat**

- Ready-to-drink protein shake (e.g. Odwalla or Orgain) & 1 piece of fruit (e.g. apple or banana) with 4 Tbsp of nut or seed butter (e.g. almond or tahini) OR homemade protein shake with whey, rice, or Vega-brand protein powder, berries, cocoa, coconut milk, & water
- Protein bar: Clif Builder's, Zing, or Stinger
- High-protein Greek yogurt (e.g. Fagé or Chobani) with nuts or seeds (e.g. walnuts or almonds or sunflower or sesame seeds) & 1 piece of fruit
- Apple, carrot &/or celery with 4 Tbsp of nut or seed butter
- Whole eggs or firm tofu: 1-2 eggs or ¼ block firm tofu scrambled/fried/boiled (eggs) with a handful of veggies & 1 piece of toast or 1 sweet potato
- 1 burrito or 3 tacos with scrambled eggs, beans (e.g. whole or refried pinto or black beans), firm tofu, or mock meat (e.g. veggie sausage), a handful of veggies, & dairy or vegan cheese

## SNACK

**Goals: 6-8 grams of protein 1. between meals, 2. before going home, & 3. before big emotional challenges**

- ½ a ready-to-drink protein shake & 1 piece of fruit
- 1 piece of fruit with 4 Tbsp of nut or seed butter
- ½ a cup of high-protein Greek yogurt or ½ a cup of cottage cheese
- Protein bar: Clif Builder's, Zing, or Stinger
- 1 handful (¼ cup) of nuts or seeds with unsweetened dried fruit (e.g. raisins or cranberries)

## LUNCH

**Goal: 20 grams of protein, 1-2 cups veggies, carbohydrate (bread, pasta, rice, sweets the same size as the protein), a little fat**

- Goals: 20-25 grams of protein, 1-2 cups of veggies, ½ a cup of whole grains (e.g. brown rice or quinoa) or 1 wrap/tortilla, & a little fat

## LUNCH (cont'd)

- Restaurant or grocery store-prepared foods: 1 cup of beans, hummus, or tempeh OR 1/2 block of firm tofu in a salad, burrito, wrap sandwich or over brown rice or quinoa
- From home: Pre-cook 4-8 veggie sausages. Eat 1 veggie sausage with salad greens, your favorite salad dressing, & ½ a sweet potato or 1 piece of fruit
- High-protein Greek yogurt with nuts or seeds & berries along with 1 piece of fruit with 4 Tbsp of nut or seed butter
- Egg salad or cottage cheese on a bed of salad greens with sliced tomato
- Three-bean or lentil salad on brown rice or quinoa

## DINNER

**Goals: 20-25 grams of protein, 1-2 cups of veggies, ½ a cup of whole grains (e.g. brown rice or quinoa) or 1 wrap/tortilla, & a little fat**

- Restaurant or grocery store-prepared foods: ½-1 cup of beans, ½ a cup of hummus, 1 cup of tempeh, or ¼ block of firm tofu in a salad, burrito, wrap sandwich or over brown rice or quinoa
- 1 can of soup with ½-1 can of beans or mock meat & canned artichokes with salad dressing
- Brown rice or quinoa with mock meat, red sauce, & veggies along with a green salad
- Veggie chili or stir-fry with beans, tempeh, or firm tofu on brown rice or quinoa & microwaved frozen veggies (e.g. broccoli or spinach) with 1 Tbsp of butter or olive oil
- Quesadilla with beans or tempeh, spinach, mushrooms, onions, & dairy or vegan cheese
- Eat out & bring leftovers to lunch: Indian, Thai, or Mexican food with beans, firm tofu, or eggs

## TREATS

Eat dark chocolate at the same time each day to decrease sugar cravings/binges

*cont'd*

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## TIPS

- Pre-cook mock meats: Veggie sausages are each about 3 oz & can be added to salads, stir-fries, soups, burritos, & prepared veggies (from grocery stores).
- Slow cookers are great for tender beans & veggies: Try beans & spices with onions, garlic, hearty greens (e.g. kale or collards), & sweet potatoes. I combine all ingredients in the cooker, set it on "low," & leave for 6-8 hours until food is tender.
- Eat veggies with salad dressing. It is more important to eat veggies than to avoid whatever stopped us from using salad dressing in the first place.
- Even veggie-haters often have 1 veggie they do like. For example, most people like canned artichokes which don't spoil quickly, do transport easily, & often have pull-off lids.
- Convenient foods for your office desk or kitchen cupboard: nut butter (any kind so long as it's unsweetened) & Trader Joe's mini bags of nuts & dark chocolate bars
- Request that your workplace stock the following Costco foods: nuts, high-protein Greek yogurt, cottage or string cheese, apples, oranges, unsweetened dried fruit, & dark chocolate

## NOTES

- It is important not to eat more than 1 soy-based meal per day because eating too much soy can easily cause nutrient malabsorption. Many other veggie protein sources are included in this handout.
- Also, eating foods with vitamin C (e.g. tomatoes & green veggies) along with vegetarian sources of iron (namely including beans) helps ensure ample iron absorption & energy levels.
- Furthermore, especially if you are vegan, it is very important to supplement consistently with vitamin B-12 & vitamin D3. Research shows that vegans cannot dietarily source enough of vitamins B-12 & D3 to ensure neurological well-being & apt calcium absorption, so supplementation is key.
- Jarrow Formulas Methyl B-12 1000 mcg is a reliable supplementary source of B-12 & Country Life Certified Vegan D3 5000 I.U. reliably supplies supplementary D3. But note that not only vegans need D3 supplementation; sufficiently sourcing D3 through food alone is challenging for everyone.

**Happy Experimentation!**



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# Steps to Evaluating Food Labels

## STEP 1: Amount of Protein

How much protein is in a serving?

## STEP 2: Amount of Calories

How many calories per serving?

## STEP 3: Serving Size

How much counts as one serving? When you eat it, do you eat more or less than the listed amount? For example, a bottle of soda often has '2.5 servings' even though most consumers drink the entire bottle in one sitting. The nutrition facts provided are for the specified serving size and may need to be adjusted up or down.

## STEP 4: Calculating Carbohydrates

Use this equation to calculate carbohydrates:

- A. Total Carbs (g)
  - B. Dietary Fiber (g)
  - C. Insoluble Fiber (g)
- A - B - C = Carbs**

## STEP 5: Carbohydrate to Protein Ratio

Use the carb count from Step 4 to find the carb to protein ratio. E.g. **10g carbs:5g protein** is a **2:1** ratio.

Different people feel better eating different ratios. **For most people ratios of 1:1, 2:1, 3:1, and 4:1 are meals ratios. 5:1 ratio and above are dessert.**

Do experiments to see what ratio keeps you from being hungry 2, 3, and 4 hours later.

## Do you know what you are eating?

## Do you believe the food industry knows about your individual health?

Nutrition Facts	
Serving Size	1 Bar (35g)
Amount Per Serving	
Calories 120	Calories from Fat 15
% Daily Value*	
Total Fat 2g	3%
Saturated Fat 0.5g	3%
Trans Fat 0g	
Polyunsaturated Fat 0g	
Monounsaturated Fat 0.5g	
Cholesterol 0mg	0%
Sodium 65mg	3%
Total Carbohydrate 24g	8%
Dietary Fiber 4g	15%
Soluble Fiber 1g	
Insoluble Fiber 3g	
Sugars 8g	
Protein 5g	
Vitamin A 0%	Vitamin C 0%
Calcium 0%	Iron 6%

**OUR TASTY INGREDIENTS:** ROLLED WHOLE GRAIN BLEND (HARD RED WHEAT, OATS, RYE, TRITICALE, BARLEY), BROWN RICE SYRUP, CHERRIES (CHERRIES, APPLE JUICE CONCENTRATE, RED TART CHERRY JUICE CONCENTRATE), SEMISWEET CHOCOLATE (EVAPORATED CANE JUICE, CHOCOLATE LIQUOR, COCOA BUTTER, SOY LECITHIN, VANILLA), SOY PROTEIN ISOLATE, SOY GRITS, EVAPORATED CANE JUICE CRYSTALS, CHICORY ROOT FIBER, EVAPORATED CANE JUICE SYRUP, HONEY, CORN FLOUR, EXPELLER PRESSED CANOLA OIL, RICE STARCH, VEGETABLE GLYCERIN, OAT FIBER, EVAPORATED SALT.

**INGREDIENTS (WHOLE):** HARD RED WHEAT, OATS, RYE, BARLEY, TRITICALE, BROWN RICE, BUCKWHEAT, SESAME SEEDS, NATURAL FLAVORS, MOLASSES, SOY LECITHIN, WHEY PROTEIN ISOLATE, ALMOND FLOUR, PEANUT FLOUR. **CONTAINS CHERRIES AND MAY CONTAIN CHERRY PITS. CONTAINS WHEAT, SOY, MILK, ALMOND AND PEANUT INGREDIENTS. MAY CONTAIN OTHER TREE NUTS.**

## STEP 6: Types & Amounts of Fats

Does the package say "No Trans Fats"? Check the ingredients for hydrogenated or partially-hydrogenated oils. Products without these are better choices. Note the industry is able to say zero when it is really 0.5 mg.

## STEP 7: Ingredients Evaluation

Can you easily read all of the ingredients names? Do you know what they are? In general, the more ingredients you recognize as natural, the better. Some strange sounding ingredients (like riboflavin, or vitamin B2) are simply official names for naturally occurring vitamins. Be especially cautious of foods with high fructose corn syrup.

## STEP 8: Place in Your Diet

This may be the most important part of reading labels: What purpose does this food serve in your diet? Is it a snack? Is it a meal? Is it a condiment? Is it entertainment (i.e. popcorn)? For example, it seems unreasonable to eat a 400 calorie nutrition bar as a snack but that same bar might be a good choice if it is a meal replacement.

## STEP 9: Do you like the taste.

Does this satisfy you? Don't eat things you really don't like, but not everything has to be delicious. Let yourself experiment with new or different foods with the goal of making small improvements.

MEAL: 1:1 to 3:1  
Carb to Protein Ratio

DESSERT: 4:1 to 6:1  
Carb to Protein Ratio

SUGAR CRACK: more than  
6:1 Carb to Protein Ratio



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Please consult your primary care provider before making any changes.

## 30 DAYS TO MORE ENERGY AND MENTAL CLARITY

Burnout is when the Body does not have fuel to power the Brain and the lizard – or survival – brain takes over. We become reactionary; the rational brain rides in the backseat and, typically, no amount of backseat-driving ensures that it will be heard up front. Under these conditions, we often experience fight, flight or freeze.

Write your “tell signs” that you are sliding into lizard brain or short- or long-term burnout into:

As little as 10 minutes can improve the power supply to your brain.


### *What are you willing to commit to doing over the next 30 days to increase your energy and mental clarity?*

Here’s a list of ideas to get you going:

- 3-Days of Protein, and then sustaining sufficient protein intake for the rest of the 30 day challenge
- Daily 10 minute walks – *it takes 20 days to notice an effect*
- Moving your body (in any way) for 10 minutes a day – *it takes 20 days to notice an effect*
- Going to bed at the same time every night and waking up at the same time every morning – *it takes 7 days to notice an effect*
- Getting 7-8 hours of sleep on a regular basis – *it takes 7 days to notice an effect*
- Turning off all electronics (phone, TV, tablets, etc.) 1 hour before bedtime – *it takes 7 days to notice an effect*
- Reducing alcohol consumption to less than 5 servings/week – *when dealing with high levels of stress, eliminate alcohol altogether*
- 10 minutes of mindfulness (breathing, body scan, naming colors, etc.) – *you’ll effects immediately*
- Write down 3 things you are grateful for each day – *it takes 7 days to notice an effect*

Check off a few that you can commit to doing, then keep track of how you feel on the back side of this page.



	<p>Rate your energy level before and after the experiment. How do you feel?</p>	<p><b>BEFORE THE EXPERIMENT</b></p> <p>1   _____   10 Empty Full</p>	<p><b>AFTER THE EXPERIMENT</b></p> <p>1   _____   10 Empty Full</p>
---	---	--	---

**What are you committing to do to support your energy and mental clarity?**

<i>Start date</i>	<i>Committed Activity</i>	<b>Energy Level (1-10)</b>	<b>How is more energy and mental clarity showing up in your life?</b>
Day 1			
Day 2			
Day 3			
Day 4			
Day 5			
Day 6			
Day 7			
Day 8			
Day 9			
Day 10			
Day 11			
Day 12			
Day 13			
Day 14			
Day 15			
Day 16			
Day 17			
Day 18			
Day 19			
Day 20			
Day 21			
Day 22			
Day 23			
Day 24			
Day 25			
Day 26			
Day 27			
Day 28			
Day 29			
Day 30			



# Supporting Employee Safety and Wellbeing During COVID-19

Recognizing that your employees basic needs (food, security, love and interpersonal connections) are being challenged. Employment often supports many of these basic needs. Planning for the wellbeing of your company requires planning for the wellbeing of your employees, this includes supporting COVID-19 safety, physical wellbeing and stress management. This handout will help you brain storm specifically around physical wellbeing and stress management; for support on COVID-19 safety, look for guidelines from your state health department and the CDC.

Use the table below to brainstorm at least three activities that you can do to support your employees success. We provide a list of suggestions on the back of this page to get you started.

COVID-19 Safety	Physical Wellbeing	Stress Management
1.	1.	1.
2.	2.	2.
3.	3.	3.

*“It seems to me that our three basic needs, for food and security and love, are so mixed and mingled and entwined that we cannot straightly think of one without the others.” M.F. K. Fisher, The Art of Eating (1937)*



## **Creating Wellness Norms:**

- ✓ Ask key employees what kind of support they need to continue to be effective during this time; be clear about what you're willing to hear and what you're willing to do. Keep asking, as the situation changes and progresses.
- ✓ Provide information about the importance of physical and emotional wellbeing on productivity, and acknowledge that everyone is dealing with a new and rapidly changing situation, at work, at home, and in their communities.
- ✓ CEO and top leadership need to participate in programs to role model wellness norms
- ✓ Any online meetings/work sessions longer than 90-minutes need to build in 15 minute breaks (1 break every 90 minutes)
- ✓ Establish remote work-day hours (to support balanced work-family-personal care time at home)
- ✓ Be clear that good employees engage in all aspects of their lives; acknowledge that employees may be dealing with competing activities during the workday (e.g., children participating in on-line schooling, sharing "work" space with other family members, etc.)

## **Online Education to Support Physical Wellbeing**

- ✓ Movement Classes: YMCA, Yoga, Zoomba, Jazzercise, CrossFit, Stretching
- ✓ Movement Membership services like [ClassPass.com](https://www.classpass.com/) (starting at \$45/month)
- ✓ Food and Nutrition education and/or cooking classes

## **Online Education to Support Stress Reduction**

- ✓ Stress reduction classes
- ✓ Meditation or MBSR (Mindfulness-based Stress Reduction) classes
- ✓ Parenting classes

## **Tools that Support Stress Reduction**

- ✓ Deep breathing apps on fitness watches (e.g., Fitness Tracker, FitBit, Apple Watch)
- ✓ Point system to encourage employee participation that earns healthy snacks, meals, Fitness Tracker, gift cards, etc.

## **For Employees with Children**

- ✓ For key employees, ask about their situation and learn what they need to optimize. working from home (working different hours, flexibility in scheduling online meetings)
- ✓ Acknowledge whether or not it's ok for kids to "show up" in some online work; find a child psychologist to give guidelines to parent on how to manage kids and work effectively in the same space.
- ✓ Help identify online activities for kids, particularly during really important meetings; consider organizing by age group.

## **On-Site Employees**

- ✓ Provide easy access to healthy food (Clif, Skout, or other protein bars with at least 9 grams of protein; yogurt, peel-able fruits (oranges, bananas,...); crackers and PB packs; cheese sticks; protein shakes; packages of nuts, with or without dried fruit).
- ✓ Create time for employees to check in at home, if needed.
- ✓ Provide time for structured wellness breaks, if needed