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BRING IT ON...LIFE BALANCE TIPS AND COMMUNICATION STRATEGIES FOR A POSITIVE WORKPLACE



WINNIPEG REGIONAL HEALTH AUTHORITY FIRST LINE MANAGER'S DAY

Presentation by Meg Soper

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FOUR KEY INGREDIENTS TO BE OUTSTANDING IN YOUR ROLE

- BE GOOD AT WHAT YOU DO...ALWAYS LOOK FOR WAYS TO DO IT BETTER
- COMMUNICATE EFFECTIVELY
- LIVE IN BALANCE...TAKING CARE OF OTHERS BEGINS WITH TAKING CARE OF OURSELVES
- HUMOUR AND PERSPECTIVE...TO BE ABLE TO SEE THE LIGHT SIDE

Live in Balance

- LEAVE TIME BETWEEN COMMITMENTS
- SHARE THE LOAD
- TAKE 30 MINUTES A DAY TO LOOK AFTER YOURSELF...TREAT IT LIKE ANY OTHER APPOINTMENT
- ASK YOURSELF THE QUESTION... “DID I LEAVE ENOUGH TIME FOR WHAT’S REALLY IMPORTANT?”

We can learn to figure out what makes us happy

“Joy cannot be found outside ourselves...it’s not what we have that makes us happy. It’s how what we have makes us feel

Nutrition and Exercise

Eating well and moving your body are two of the best anti depressants that exist.

It takes 21 days to form a habit. If you do want to make a change...do it for 21 days consecutively...it will then feel like a new habit.

Applying ONE good habit such as WALKING regularly can cut disease risk and improve our health.

Research indicates after the age of 40 our metabolism rate slows down and we lose ½ pound of muscle a year.

We get stuck doing the same thing. Be bold and make a change...we can always do it better...

January 2013 I wrapped my head around taking on this Challenge. At first I thought it would only be possible if I was asleep. But then I decided I had nothing to lose taking it on. The first few days were very challenging. It took about 3 days to come off sugar. The sugar cravings decreased around the 3rd day. Then I started to feel the difference and noticed a number of positive changes. I had more energy, had minimal bloating and slept more soundly. As a result of those positive changes ... I have instituted many of these guidelines. I encourage you to take this Challenge on and see if you feel any different as a result.

You may find that you will want to change your eating habits once you see how good you feel eliminating or reducing some of the foods that are listed in the Challenge.

The Eating Challenge (follows the Paleo “Caveman Diet”)

- 1. No Dairy.** Humans are the only species to continue to drink milk after infancy. After the age of two we lose the digestive enzyme RENIN which is responsible for allowing us to digest milk. Dairy is an immune system stressor and everyone is allergic to cow dairy to some extent. This includes milk, butter, cream, yogurt, ice cream, and cheese.
- 2. No Starches.** No corn products, no white potatoes, no rice, no breads. Try cauliflower (process it and spice it up).
- 3. No Processed Foods.** If it comes in the freezer section or in a box...don't eat it. Whenever a food is refined or processed ... the natural fiber is taken out of it. Fiber is the part of any plant including sugar cane. Fiber is what balances our blood sugar.
Avoid all nitrates ... especially in bacon and sausage. Grass fed and without nitrates is best.
- 4. No Grains.** Not even corn. Wheat has gluten and all grains have a very high glycemic index – which means that these foods carry sugar too rapidly into the bloodstream, causing a spike and a crash.
- 5. No Alcohol.** Avoid booze completely during the challenge. When you are complete you may opt for organic red wine or aim to only have alcohol once or twice a week.
- 6. Eat Meat.** Try to focus on moderate to high animal protein. Eat a variety of poultry, seafood, red meats and eggs...grass fed if possible.
- 7. Eat Vegetables.** Eat as many and as much fresh or frozen vegetables you want. Go organic if you can.
- 8. Eat Fruit and Fruit Juices.** If you are trying to lose weight...limit your intake. Go for organic juices. Non blends with no added sugars. It's better if you juice it yourself.
- 9. Cook with high quality oils.** Good oils are coconut and organic olive oil. Avoid corn, cottonseed, peanut, soybean, rice bran, and wheat germ oils. Avoid any foods made with these oils...chips and mayo.
- 10. Sea Salt.** Do not use iodized salt. Go for unrefined sea salt. A good sea salt should be coarse and grey in color.

The other change I made in my diet was to eliminate diet pop and artificial sweeteners. After consulting a professional nutritionist and looking into the research done on the subject...I knew it was time to eliminate them from my diet.

Artificial Sweeteners

Aspartame (NutraSweet) breaks down into Methanol – Wood Alcohol.

Methanol quickly converts to formaldehyde in the body. Studies show this can eventually lead to irreparable damage to major organs and tissues.

Splenda – (Sucralose) isn't as nasty as Aspartame but has shown potential for long term toxicity. Years or decades of use may contribute to health issues.

Alternatives for Sweeteners

Agave and Stevia.



Alkaline versus Acidic

The body tries to maintain a healthy blood pH between 7.35 – 7.45. Stress, toxins and diet can affect that. An acidic pH can occur from an acid forming diet, emotional stress, toxic overload, and/or immune reactions or any process that deprives the cells of oxygen and other nutrients.

Cancer thrives in an acidic environment. We are far more susceptible to fatigue and illness in an acidic environment.

To maintain health, the diet should consist of 60-70% alkaline forming foods and 30-40% acid forming foods. To restore health, the diet should consist of 80% alkaline forming foods and 20% acid forming foods.

An example of Foods that are Alkaline:

Vegetables
Most Fruits
Some legumes – peas, beans, lentils
Herbs and Seasoning
Almonds
Sunflower Sees
Organic Yogurt (with live bacterial enzymes – probiotics)
Most Herbal Tea

An example of Foods that are Acidic:

Red Meat
Fish
Eggs
Poultry
Wheat and Grains
Milk – Dairy
Processed Foods
Black Tea
Coffee
Alcohol

Studies show that it takes 3 servings of vegetables and fruit to neutralize one serving of animal food.

CALCIUM

If you are concerned about cutting back on dairy...Here are some sources of calcium other than Dairy...

Almond Milk
Almond Butter
Almonds
Sesame Butter (Tahini)
Tofu
Sardines
Green Leafy Vegetables
Sunflower Seeds
Flax Seed
Orange Juice with calcium
Salmon – canned with bones

BOOST YOUR IMMUNE SYSTEM

Try this fabulous drink daily to give your immune system a kick start...hot or cold. This helps you fight against illness particularly during Flu season.

Water 6 – 8 oz
Lemon (1/4 – 1/2 squeezed)
Ginger (1 – 2 tbsp)
Cayenne (sprinkle)
Agave or Honey (1 tsp)

*Two things that increase metabolism more than any food combined...**resistance training and cardiovascular exercise**. Combine these two activities with the metabolism boosting foods and your body will thank you for it.*

13 SUPER FOODS TO HELP BOOST YOUR METABOLISM

- 1. Beans** – The more beans you eat...the more your body will build up good bacteria to digest them. They keep you feeling full longer. Beans are high in resistant starch so fewer of their calories can actually be absorbed.
- 2. Pine Nuts** – They have been shown to have the highest protein content of many of the nuts. They help suppress hunger. They alert the brain the stomach is full. One shot glass full every day is a good plan. They are fabulous sprinkled on salads. Store in the freezer.
- 3. Crimini Mushrooms** – They are like mini Portobello mushrooms. They have a meaty flavour ... work great with ground turkey or hamburger meat. You can cut half the fat by using them instead of just meat and you don't lose any of the taste.
- 4. Apples** – Great as a pre dinner snack or any time during the day when you feel hungry. Apples have soluble fiber (pectin). Apple pectin prevents spikes in blood sugar that lead to increased fat storage.
- 5. Avocados** – Monounsaturated fat. “MUFAS” These are like a “Fat Burner”. They are a healthy source of energy to keep you going. Other examples of MUFAS are Nuts, Olive Oil, and Seeds.
- 6. Chili Peppers** – They curb your appetite while you eat with their magic ingredient capcaisin. They work by raising your body temperature which may boost your metabolism. Chili sauce can work too.
- 7. Vinegar** – Slows absorption of carbohydrates and prevents sudden surges in the blood sugar. This will help to slow the passage of food through the stomach which helps keep you feeling fuller...longer. For example you could try sundried tomato vinegar as a dressing for salads or pasta.
- 8. Cinnamon** – Has been known to slow the passage of food through the stomach. It helps to lower blood sugar level by stimulating glucose metabolism. You can sprinkle it on oatmeal or add it to a cookie recipe.
- 9. Chia Seeds** – Very high in soluble fiber...which helps fill you up. Add chia seeds, slice of lemon, dash of agave with water for a Hydrating Metabolism Boosting Beverage.
- 10. Green Tea** – Can help prevent the storage of excess fat. Will improve appetite regulating hormones and change how the body handles cravings and metabolizes food. This helps you feel full between meals.



11. Pepitas – Spanish word for Pumpkin or Squash Seeds. High in Omega 3 fatty acids. They decrease the body's ability to store fat. High in protein and magnesium which help curb cravings and strengthen muscles. Roast them or sprinkle on meals.

12. Watermelon – Contains the antioxidant Glutathione “Mother of all antioxidants” which is known to strengthen the immune system. Contains vitamin A and C. Water rich foods keep you feeling fuller...longer.

13. Grapefruit – Loaded with vitamin C and fiber...which keeps you feeling full. Also contains chemicals that decrease insulin which means lower blood sugar spikes and results in more fat loss.

Examples of ANTIOXIDANT FOODS – Slow down cellular aging...try to work them into your diet

- **Green Tea**
- **Blueberries**
- **Cranberries**
- **Broccoli**
- **Almonds**
- **Walnuts**
- **Kale**
- **Tomatoes**
- **Garlic**
- **Fish**

After taking on the 21 Day Challenge...I changed many of my eating habits and incorporated a greater variety of vegetables like kale into my diet. Some things I could not give up on a permanent basis were good cheese, chocolate and wine...life didn't seem as much fun without them.

For those people who purchased my book...please make note in regards to the recipe on page 72.

Cosmic Cookies...After experimenting I found some alternative ingredients to avoid gluten and sugar. Instead of 2 ¼ cups quick cooking / large flake oats ... I now use just **2 Cups Flaxseed Meal**

Instead of 2 cups Spelt Flour ... I now use **1 Cup Almond Flour and 1/3 Cup Coconut Flour**
(Coconut Flour absorbs a lot of liquid so less is needed)

Instead of 1 Cup Granulated Cane Sugar... I now use **10 drops of Stevia liquid extract**
(Add the drops of Stevia to the liquid mixture)

The Chocolate Chips still have sugar of course...but life without chocolate doesn't seem to feel right.

Bake for approximately **17 minutes** in 350 degree oven.
The Method and all other ingredients remain the same.

Life is like a marathon. Pace yourself. Save some steam for the end. We are going to cross the finish line with our chest out...chin up and a kick in our step.

PEOPLE ARE UNIQUE AND WANT TO BE TREATED THAT WAY

Understanding the different Generations helps us understand the dynamics of a team and know what motivates people. We all view the world through a different lens.

We cannot change people's behaviour but when we understand them it helps us create an atmosphere where we can communicate more effectively.

Traditionalist (67+) Great Depression World War II Hiroshima	Baby Boomer (48-66) Vietnam War Woodstock Moon Landing
Gen X (33-47) Fall of Berlin Wall Downsizing Dot-Com Boom	Gen Y (<33) Columbine 9/11 Mobile Technology

Traditionalist (67+) Loyal Practical Prefer structure	Baby Boomer (48-66) Idealistic Respect Authority Resist change
Gen X (33-47) Skeptical Independent Adaptable	Gen Y (<33) Optimistic Team builders Value diversity

Traditionalist (67+) Hard Worker Follow the Rules Tradition	Baby Boomer (48-66) Live to Work People Skills Structure
Gen X (33-47) Life Comes First Project Focused Balance	Gen Y (<33) Work so can Live Tech Savvy Fun

Traditionalist (67+) LP Record Radio Peyton Place	Baby Boomer (48-66) 8-Track/Cassette Television Ed Sullivan Show
Gen X (33-47) CD Personal Computer Late Night Talk Shows	Gen Y (<33) iPod apps Download Reality TV

Traditionalist (67+) Walk to stay fit Parents – Passed on? Marriage – Long term	Baby Boomer (48-66) Jog Parents - Aging Marriage – 1 st or 2 nd ...
Gen X (33-47) Run to stay fit Parents - Babysitters Marriage - Kids	Gen Y (<33) Run for Charity Parents – Still at home Marriage – Why?

Baby Boomers can give up a little of the “back in my day” mentality and look to bring out the strengths in Generation X and Generation Y. The younger Generation will return that loyalty in spades. We can work well in a fun and relaxed work environment where our successes are celebrated along the way.



Communicating effectively with others depends on 2 things...

1. Being able to identify the behaviour
2. Responding appropriately to it

Being able to identify the different behavioural types will help us to communicate better, motivate more appropriately, and understand the people in our lives. This will save us time, lower our stress levels, and help us respond to everyday situations in a better way.

What is YOUR dominant behaviour type?

Are you OPEN (PEOPLE) or SELF CONTAINED (TASK) orientated?

People Orientated

More influenced by the opinion of others
Less fact based. More sensitive
Make decisions based on feelings
Focus on people as the priority
Initiating and accepting of physical contact
Tend to enjoy the company of others

Task Orientated

Less influenced by others
Logic based
Make decisions based on evidence
Focus on the task
Minimizes physical contact
Prefer to work independently

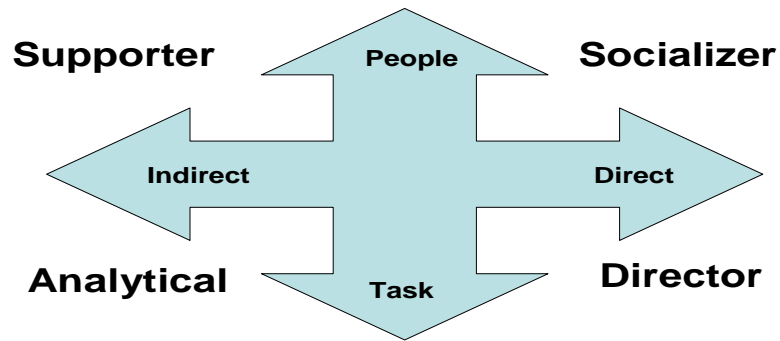
Are you INDIRECT or are you DIRECT?

Reserved / Methodical

More patient and cooperative
Reserves expression of opinion
Follow rules and policy
More reserved body language
Approach risk cautiously
Operate behind the scenes

Outgoing / Fast Paced

Less patient. More competitive
Expresses opinion readily
More likely to bend rules and policy
Expressive body language
Risk taker
Likes to be in charge



SUPPORTER Supportive Stable Steady	SOCIALIZER Inspiring Influencing Interactive
ANALYTICAL Cautious Conscientious Calculating	DIRECTOR Direct Decisive Determined

SUPPORTER Support their: Feelings	SOCIALIZER Support their: Ideas
ANALYTICAL Support their: Procedures	DIRECTOR Support their: Goals

SUPPORTER Pain: Change and Chaos	SOCIALIZER Pain: Loss of attention
ANALYTICAL Pain: To be wrong	DIRECTOR Pain: Loss of Respect

4 BEHAVIOURAL TYPES – How they interact

SUPPORTER: “Get Along”

Priority = Stability and Cooperation Pain = Change and Chaos
Performs best in a stable environment
Be prepared to answer WHY questions
Avoids conflict and change
Use the term WE
Compliment them on being a team player

SOCIALIZER: “Get Attention”

Priority = Recognition and Approval Pain = Lack of Attention
Focus on developing a relationship
Be prepared to answer WHO questions
Keep things entertaining and fast moving
Work to minimize their direct involvement with details

DIRECTOR: “Get it Done”

Priority = Power and Control Pain = Loss of Control / Respect
Support their need to be in control
Be prepared to answer WHAT questions
Be businesslike and factual
Argue facts not feelings
Don't waste their time

ANALYTICAL: “Get it Right”

Priority = Accuracy Pain = To be Wrong / Criticized
Be systematic, thorough and precise
Be prepared to answer HOW questions
Provide facts and evidence
Don't get too personal
Do not rush unnecessarily
Compliment precision and accuracy of work

Each personality type has different needs, values, motivators and levels of assertiveness and responsiveness. The more prepared we are for these differences...the better prepared we are to communicate.

People are not necessarily difficult...just different. We have the opportunity to inspire and empower the people we work with and live with every day.

It is up to us to create that positive environment...at work...at home and within ourselves.