

WELL AWARE

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In This Issue

- Eating For Eye Health
- Increase Your Active Listening Skills – Key Techniques
- DelaWELL News, Upcoming Events And Employee Spotlight
- Did You Know?
- Legal Services – Do You Have A Legal Question?
- Fitness Guru – Keep Exercise Fresh and Fun
- Healthy Recipe – Peanut Butter-Banana Crispy Rice Bars

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1-800-556-6106

EMAIL: Employee.wellness@state.de.us

Alere®

<https://delawell.alerehealth.com>

1-866-674-9103

Contact Statewide Benefits Office

www.ben.omb.delaware.gov

1-800-489-8933 OR (302) 739-8331

Eating For Eye Health

You've probably heard that eating carrots is good for your eyes, but did you know that the beta carotene found in carrots is just part of an eye-healthy diet? Fruits, vegetables, meats and fish that are rich in vitamins, minerals and antioxidants can help protect your eyes from disease and sun damage. Some of the recommended foods include dark, leafy greens like spinach and kale, bell peppers, nuts and fatty fish like salmon. Having a hard time coming up with a meal plan with all of these wonderful, healthy eats? We've got a delicious spinach salad recipe that won't have you slaving over a hot stove. More healthy and easy recipes are a click away at: http://www.whyeyemedresources.com/email_images/member/june2013/PDF-Recipes.pdf.

Eye Spy Spinach Salad

Ingredients

- ½ cup pomegranate juice
- 2 tablespoons white wine vinegar
- 2 tablespoons olive oil
- 2 teaspoons Dijon mustard
- Salt and ground black pepper
- 6 cups baby spinach leaves
- ⅓ cup dried cranberries
- ⅓ cup walnuts, roughly chopped
- ¼ cup feta or goat cheese



Preparation

In a small container with lid, combine pomegranate juice, vinegar, oil, and Dijon. Seal and shake to combine. Season to taste with salt and pepper. Place spinach on a serving platter and top with cranberries and walnuts. Pour vinaigrette over salad, top with crumbled cheese and serve.

To learn more about your vision benefits, please visit www.eyemedvisioncare.com and click the **Members** tab.

Increase Your Active Listening Skills: Key Techniques

Listening well leads to better relationships in the workplace. Research shows that workplace miscommunication has high costs, including lower morale, higher stress and even poor customer service. Most people want to be heard, but rarely make the effort to listen. Active listening takes practice. Try these tips:

- Remove distractions. Turn off radios and other noisy items.
- Be present. Listen to what the other person says and accept their thoughts, even if they're different from yours.
- Show that you're listening. Nod your head, lean forward or focus on the speaker's face.
- Confirm your understanding. Say something like "I want to make sure I understood you. You said..." to convey that you were actively listening and interested.



What's New:

- **A Special Thanks To The Hundreds Of Employees Who Completed The 2013 DelaWELL Program Online Satisfaction Survey**
95% of respondents rated overall program satisfaction as Satisfied, Very Satisfied & Extremely Satisfied. 87% said "Yes" that participation in the DelaWELL program had a positive impact on family lifestyle choices. 91% felt the requirements to earn an incentive were "About right."
- **Don't Miss Out On The "Early Bird Payment"**
Participate in a DelaWELL Health Screening and complete your confidential online Wellness Assessment by **October 15, 2013** and get your Silver Level Reward (\$100) in December 2013! Learn more at www.delawell.delaware.gov.
- **State of Delaware Weight Watchers At-Work Meeting Members Lost Over 3,500 lbs. Last Year**
Join in on the weight loss journey! Interested in joining existing Weight Watchers At-Work Meetings or starting your own at your worksite? Learn more about the Weight Watchers Offerings at <http://www.delawell.delaware.gov/ww.shtml>. The State of Delaware is committed to helping you achieve your weight loss goals and improve your overall health by offering discounted pricing (Meetings with Monthly Pass or Weight Watchers Online) and credit towards the 2013-2014 DelaWELL \$200 Gold Level Reward if you meet certain purchase requirements.
- **August Health Observances**
National Immunization Awareness Month - To learn more about immunizations, or any health concerns, take advantage of the free and confidential Nurse24 line (1-866-674-9103) administered by Alere.
Cataract Awareness Month - Your doctor can find out if you have cataracts by doing a physical exam and by asking questions about your symptoms and past health. Visit the DelaWELL Health Portal (<https://delawell.alerehealth.com>) to learn more about cataracts, including the causes, symptoms, when to call a doctor, prevention steps and treatment options.
National Breastfeeding Month – Breastfeeding has great benefits for the baby and the mother. Learn more about breastfeeding on the DelaWELL Health Portal (<https://delawell.alerehealth.com>). After you log in, click on the Pregnancy link located on the top menu under "Personal & Family Health."

Upcoming Events:

- **DelaWELL Health Screenings - Offered Now Through November 15, 2013 AND January 6, 2014 Through April 30, 2014** After you log in, click on the links on the left menu of the DelaWELL Health Portal (<https://delawell.alerehealth.com>) for more information, including a screening calendar, health screening frequently asked questions (FAQs) and to register for an appointment.
- **September Health Observances**
National Cholesterol Education Month, Healthy Aging Month, Fruit & Veggies More Matters Month, etc.
- **DelaWELL University Onsite Health Seminars**
October 2013: *Fall Into Fitness: 'Get Your Workout On'*
January 2014: *A New Year To Stress Less: It Starts With YOU*
April 2014: *Dump The Junk: Take Control Of Your Weight, Nutrition and Health*
Register today for a time and location convenient for you at www.delawell.delaware.gov!



MOTIVATION STATION: EMPLOYEE SPOTLIGHT

Linda Maxwell, MEd

Special Education Pre-K Teacher, John M. Clayton Elementary School
Indian River School District



"When I actually started doing yoga after school (not well, but I try) my family was beyond shocked! Granted, I am still not the thinnest or most physically fit staff member, but I feel much better. With a weight loss of 15 lbs., a pair of jeans hanging in my closet that are five sizes smaller and a new weight on my license, I might just keep it up!"

To read Linda's complete story and other participant health testimonies, visit www.delawell.delaware.gov and click on the "Motivation Station" link. Has the DelaWELL program impacted your overall health? Do you have a success story that will encourage your co-workers along their path to wellness? If so, we would like to hear from you! Send us an e-mail at Employee.Wellness@state.de.us for possible posting in an upcoming edition of WellAWARE and on the DelaWELL website.



Did You Know?

The State Employee Benefits Committee (SEBC) is authorized by Delaware Code to establish rules governing State of Delaware employee health care plans. The rules are called the “Group Health Insurance Program (GHIP) Eligibility and Enrollment Rules” and they govern eligibility and enrollment in **all** health, dental, and vision care plans sponsored by the State of Delaware. A complete set of the GHIP Eligibility and Enrollment Rules and applicable policies can be viewed in the “Documentation” section of the Statewide Benefits Office website at <http://www.ben.omb.delaware.gov/>.

State of Delaware employees and pensioners are encouraged to review the rules to learn more about when they and their dependents are: 1) eligible to enroll; 2) able to make changes in coverage; 3) subject to termination of coverage; and, 4) eligible for reinstatement of coverage.

Legal Services – Do You Have A Legal Question?

Wondering how to create a simple will? What is estate planning? Should I file bankruptcy? How do I set up a trust for my minor children? These are just some of the legal questions that you can get answered through Ceridian’s Legal Services Program. This program is available to benefits eligible active employees, retirees, their spouses and dependents covered under Minnesota Life Insurance Company’s Group Universal Life (GUL) insurance program. No additional premium or enrollment is required. Just access these services as you need them.

Key services include:

- **Consult with an attorney.** You are entitled to a free 30 minute initial consultation, in person or over the phone, with an attorney in your state of residence. You may use the time to discuss pre-existing or future legal matters, or to have documents reviewed. To be matched with an attorney in your state of residence, visit www.lifeworks.com or call 1-877-849-6034.
- **Create wills, financial power-of-attorney, living will or final arrangements.** You have the ability to create a valid will and other legal documents by logging onto www.lifeworks.com.
- **Receive referrals to local attorneys and mediators.** Ceridian LifeWorks’ has a network of over 22,000 attorneys nationwide participating in this program. You may visit www.lifeworks.com or call 1-877-849-6034 to request a referral to an attorney in your area.
- **Download legal forms.** You may download legal forms, such as affidavits, real estate forms, etc., online from www.lifeworks.com. These forms are not legally valid and are intended to be “for your information” only. We encourage you to use your initial attorney consultation to discuss your personal situation and receive advice appropriate for your specific situation.
- **Get your legal questions answered.** If you have a general legal question or want to learn more about legal matters that interest you, log onto www.lifeworks.com to view Ceridian LifeWorks’ vast library of legal information and resources.
- **Retain an attorney at a 25 percent discount.** After your initial consultation, you may retain your network attorney and receive a 25 percent discount from the participating attorney’s normal hourly rate. You are not obligated to retain the attorney. Also, if you are uncomfortable with the attorney with whom you were originally matched, you may request a referral to another attorney in your area.

Questions about your Group Universal Life insurance?

Call Minnesota Life’s customer service center at 1-877-215-1489, Monday through Friday between the hours of 8:00 a.m. and 7:00 p.m. (EST), or email Minnesota Life at lifebenefits@securian.com. Also, please feel free to contact the Statewide Benefits Office at 1-302-739-8331 or by email at benefits@state.de.us.

Access the program!

Online: www.lifeworks.com

Username: will

Password: preparation

Call: 1-877-849-6034

Services provided by Ceridian LifeWorks are their sole responsibility. The services are not affiliated with Minnesota Life, Securian Life or their group contracts and may be discontinued at any time.

Products are offered under policy form series 00-30252. Please refer to your certificate for details regarding your plan.



Healthy Recipe

peanut butter-banana crispy rice bars

Takes 30-60 minutes

Makes 24 bars

INGREDIENTS:

- No-stick cooking spray
- 1 ½ cups (6 1/2 oz/200 g) all-purpose flour
- 1 cup (5 oz/150 g) whole-wheat flour
- 1/8 teaspoon salt
- 1 cup (1 1/4 oz/45 g) crispy brown rice cereal
- 2 very ripe bananas, mashed
- 1/2 cup (3 1/2 oz/105 g) granulated sugar
- 1/2 cup (3 1/2 oz/105 g) packed brown sugar
- 1/4 cup (2 oz/60 g) natural peanut butter
- 1/4 cup (60 ml) safflower or other vegetable oil
- 1 large egg
- 2 teaspoons pure vanilla extract
- 3/4 cup (4 1/2 oz/135 g) semi-sweet chocolate chips

PREPARATION:

1. Preheat the oven to 350°F (175°C). Spray a 9x13-inch (23x32-cm) baking pan with cooking spray.
2. In a mixing bowl, whisk together all-purpose flour, whole-wheat flour and salt. Stir in cereal.
3. In a food processor, combine bananas, granulated sugar, brown sugar, peanut butter, oil, egg and vanilla. Pour this mixture over the dry ingredients and stir just to blend. Stir in chocolate chips.
4. Spread the batter in the prepared pan. Bake until set and a toothpick inserted in the center comes out clean, about 25 minutes.

NUTRITIONAL INFO

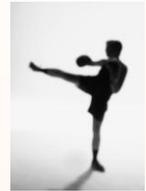
PER SERVING

151 Calories
5.1g Fat
1.2g Saturated fat
3.0g Protein
25g Carbohydrate
1.5g Fiber
19mg Sodium

For more great healthy recipes, visit the
DelaWELL Health Portal at
<https://delawell.alerehealth.com>.



The Fitness Guru Says...



Health Tip: Beat Boredom – Keep Exercise Fresh And Fun

Dear Reader,

Are you having trouble getting out of bed for your morning walk around the neighborhood? Do you find yourself creating excuses to avoid the gym on the way home from work? Even the most devoted exerciser's sometimes get bored with their routines. Diminishing motivation, cutting workouts short and not having your old passion all are signs of a stale exercise routine.

The American Council on Exercise suggests how to keep your workout fun and exciting:

- Make a quick, easy change to your routine, such as kickboxing instead of step aerobics, free weights instead of machines, or running, biking or hiking instead of working out indoors.
- Start an entirely new activity or sport.
- Join a team sport (i.e., Volleyball, basketball, doubles tennis) or find a workout buddy.
- Begin a cross-training regimen that switches between cardiovascular, flexibility and weight-training exercises.
- Indulge in a new workout gadget (i.e., Pedometer, iPod, heart-rate monitor).
- Treat yourself to a bit of time off from your usual routine and substitute other activities.

Source: [DelaWELL Health Portal](#), HealthDay

There's an old saying - "If you do what you've always done, you'll have what you've always had." This true statement can be applied to more than just a person's health. Keep it fresh and fun! Doing the same old, same old creates boredom and we know boredom is a form of negative stress. Change has the capacity to bring forth opportunities for personal growth and happiness. Don't allow the fear of "I've never done this before" hold you back. Surprise and challenge yourself to do something you never thought you could do. In the process of doing this, you can learn about yourself and regain your motivation!

Best of Health!

F.G. (a.k.a. Fitness Guru)