



Mental WELLNESS

Take charge of your health to put yourself on the path to wellness.



Health and wellness means living life fully with vitality and meaning. Wellness looks different for each individual and evolves as our lifestyles change.

The month of May is recognized as Mental Health Month. Sometimes the stress of work and life can become overwhelming. Health isn't just physical. No matter where you are on your personal journey, mental health may be the most important in encompassing "whole-body health."

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Eight ways to create a mentally healthy workplace



When employees feel valued, supported and respected a culture of health is created. A healthy workplace isn't just one that delivers fresh food and has an on-site gym. A healthy workplace identifies the needs of the employee as a whole. Check out these eight tips for creating a mentally healthy workplace:

- **Productive Atmosphere.** An office that emphasizes clean, well-lit and functional spaces. Staff are appreciated and rewarded accordingly. There is no judgement, bullying or humiliating, and all ideas are taken with appreciation.
- **Health & Wellness Programs.** A workplace that offers a wellness program and comprehensive benefits package. Programs may include smoking cessation, substance abuse, financial planning tools and emotional support resources.
- **Open Communication.** Communication between individuals and their supervisors should be transparent. An environment where all ideas are taken into consideration contributes to a more productive atmosphere and a more energetic team.
- **Livable and Competitive Wage.** Providing a wage that is competitive and livable allows employees to feel encouraged and valued. Employees tend to stay committed to a job longer if they are happy with their compensation.
- **Employee Accountability.** Employees can't be expected to be handed everything. An employee with a positive, "can-do" attitude creates a healthy atmosphere.

• **Supervisor Accountability.** Open lines of communication with supervisors is important when creating a healthy workplace. Supervisors must also stay accountable for what they agree to and ensure they are providing their employees all of the necessary tools to get the job done well.

• **Work/Life Balance.** A workplace should understand that weekends and vacation time allows its employees to disconnect from work and reconnect with their family. Providing employees with flex-time is also a great option as technology allows us to stay connected from anywhere.

• **Positive Values.** The workplace should be transparent in their core mission and values. When an individual is interviewing for a job, they should review these values and make sure they align with their own.



Depression is one of the most costly ranked health conditions losing 27 days per year in decreased productivity.

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JOIN US FOR OUR WELLNESS AtoZ DAY CELEBRATION ON MAY 20TH! DETAILS ON OUR WEBSITE.

www.WellnessAtoZ.org/playwell

Staying active can benefit your overall health, both physically and mentally. It is widely advertised that exercise is good for keeping your outer appearance healthy as well as your internal organs, but it is rare to talk about the mental health benefits of exercise.

- **Just one hour of exercise per week** supports lower levels of mood, anxiety and substance use disorders.
- Among people in the U.S., those who make exercise a part of their routine are **less likely to suffer from depression, panic disorder and phobias.**
- When we exercise, **dopamine**, a naturally occurring chemical substance in our brain, is increased. Low dopamine levels are linked with mental health conditions such as depression and psychosis.
- **Endorphins** (a chemical neurotransmitter) are released when we experience stress or pain to reduce negative effects and increase pleasure. When we exercise, endorphins are increased allowing more to be released when appropriate.



You've heard the phrase "you are what you eat" and this month, we'll show you exactly what that means! What you eat (your diet) is linked to your hippocampus, the portion of your brain that's responsible for memory, learning and yes, overall mental health. If your diet consists mainly of healthy foods such as vegetables, fruits, whole grains and healthy fats, the hippocampal volume of your brain is actually larger than those who eat mainly processed, saturated and sodium-rich foods. What's more, eating healthy can be an effective treatment strategy to combat depression!

Please enjoy this easy smoothie recipe after a great workout! You'll see it's loaded with Omega-3 fatty acids, vitamins and antioxidants, and protein all of which help reduce inflammation, increase immune response and boost your mood.



RED RASPBERRY SMOOTHIE

Recipe adapted from the book, Eat Fat, Get Thin, by Mark Hyman, MD

INGREDIENTS

- 1 ¼ cups unsweetened almond milk (or cashew milk)
- ½ cup frozen unsweetened raspberries*
- 2 tablespoons ground flaxseed
- 2 tablespoons almond butter
- 1 tablespoon chia seeds
- 1 tablespoon pomegranate powder (or substitute 3 strawberries)

**Using frozen fruit allows you to eliminate ice. If you use fresh fruit, add 3-4 ice cubes.*

DIRECTIONS:

1. Place all the ingredients in a blender, starting on low speed.
2. Blend until creamy and smooth.

NUTRITION INFORMATION PER SERVING:

SERVINGS: 2

Total calories: 215	Fiber: 7.5g
Protein: 7.5g	Total Fat: 15g
Carbs: 15g	Sodium: 160mg



What Does Wellness Mean To You?

Wellness means my overall health and well-being, physically, emotionally and spiritually. You need balance between all aspects of wellness, and understanding what those needs are and responding to them is important to overall well-being and happiness. Wellness is a journey, with lots of diversions and excursions, and the planned destination may be subject to change either by choice or other influences. **Keep an open mind, be respectful to advice from others, and offer encouragement and support when appropriate.** Wellness enables me to appreciate, enjoy and do the fun things in life, and gives me the strength for the bumps along the way.

How long have you been at Fry's Food Stores?

Over 17 years. I was a chemist for seven years and made the decision to change careers and go back to school. I joined Fry's as a pharmacy intern and have been with them ever since! It's a great company to work for!

Do you have a wellness goal?

My own wellness goals are to improve my fitness, lose a few pounds, make better choices when it comes to food and **help encourage my family to be healthy.** I took up cycling in 2015, and a measurable goal is to improve my personal best for timed events and rides.

Which challenges do you face in achieving your goal?

Work-life balance, spending time driving in my car and an ever changing schedule. When I'm sat down, or driving in my car, I'm not being physically active. When work gets hectic, and I'm hurrying from one location to another, lunch can be the nearest drive through or fast food. Long days can mean arriving home

tired, and attacking the snacks in the fridge and then going to bed. Not very conducive to my overall wellness and personal goals. **I manage this by making a conscious effort to watch what I'm eating, go to the gym and get on my bike!** It's still a constant challenge, but gets better with planning.

How has your workplace helped you in achieving your goal?

Fry's offers yearly incentives for meeting certain goals that encourage health and wellness, together with activities during the year. Fry's encouraged me to start improving my health and wellness in 2013 by offering a walking challenge, and a weight loss challenge in 2014. I had a desire to improve my numbers for cholesterol and lose weight.

The challenges were the catalyst for change. They gave me a goal and offered an incentive to reach it, and I was lucky enough to be a grand prize winner for the 2014 challenge. In March 2015, I was asked to represent Fry's and be the team captain for our company in the Tour de Cure. I have had the privilege of leading and organizing our Fry's team for four consecutive years. This has been a great experience, and one of the best things is getting to see our Fry's people cross the finish line, and hit their own personal mile stones.



Lee Ellershaw
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Fry's Food Stores

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Jen Springman, Public Affairs Coordinator at GPCC post-race at the Dbacks Race Against Cancer 5k

Arizona is the perfect place to run—beautiful scenery everywhere you look, the temperatures during race time aren't too extreme and there are plenty of delicious places to brunch post-race! Even better, there are many races you can find to run or walk that benefit our community. Find a race and a cause you're passionate about and sign up, build those endorphins and help build our community!

<http://arizonaroadracers.com/>

