



# Dakota Wellness Program

## **AUGUST 2023**

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Join Sanford Health Plan Wellness team member for our monthly 15-minute wellness webinar.

**Click here to register today!**



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# Career Growth and Development

Career well-being has the greatest impact on our overall well-being. Career well-being can be influenced through career development. Career development includes the support an organization provides to employee professional growth as well as steps employees can take regarding their own professional growth. Below are steps to consider regarding your career growth and development.

## 1 Explore where you want to go next in your career

Career development can include changing the type of work you do to developing within your current role to moving into a different and/or advanced role. Think about what you are interested in pursuing or where you are interested in gaining additional knowledge and skills.

## 2 Write your specific development goal and potential steps to meet it

Your goal may be to gain a specific skill, to achieve a certification or to receive a promotion. Write down your goal(s). Note where you are now and where you want to be. List steps to take and relationships to foster to help you achieve your goal(s).

## 3 Create your development plan and define success

Discuss your development plan with your manager or others aligned with your career goal. Topics to discuss may include your goal, required skills, steps to take, expectations, opportunities and support.

## 4 Request feedback and track your progress

Request feedback as you work toward your goal. Be specific when requesting feedback and record the feedback. Look for patterns of strengths and areas of opportunity.

## 5 Schedule regular check-ins

Check-in with your manager or others aligned with your career goal to monitor your progress. The conversations provide an opportunity to review your development plan, make applicable adjustments and identify next steps.



## Book Club

### *Rehumanizing the Workplace: Future-Proofing Your Organization While Restoring Hope, Well-Being, and Performance*

by Rosie Ward and Jon Robison

Our rapidly changing world is becoming increasingly complex and disruptive. And while it brings many opportunities for innovation, it also triggers people to operate from a place of scarcity and self-protection, leading to disconnection and eroding well-being—on both the organizational and individual level. As a result, workplaces have become increasingly dehumanized and are now the fifth leading cause of death in the United States. We have a humanity crisis on our hands!

The good news is that there is a revolution already underway where organizations are breaking the mold and finding success by honoring what it means to be human and putting people first. In fact, research continues to emerge showing that human-centered organizations significantly outperform those operating from a “business-as-usual” approach. And the really good news is that this shift to rehumanize workplaces doesn’t have to start with the C-suite—really! It helps but is not a deal-breaker. Culture ultimately resides at the local team level; and you can transform workplaces by focusing on one team at a time.

This book highlights how successful companies are thriving by putting people first. It details five key principles essential for rehumanizing workplaces; a framework to help restore hope, well-being, and performance; and tangible actions anyone can take to show up as a leader and influence positive change.

### DISCUSSION QUESTIONS

1. Do you feel supported and cared for (professionally and personally) in the workplace?
2. Do you find meaning and purpose in the work that you do?
3. Do you go home at the end of the workday being present and able to care for yourself?

# Ask the Expert

## Question: What is Glucose?

**GLUCOSE**, or blood sugar, provides energy to body cells and comes from foods and drinks we consume. If glucose in the body increases above recommended levels, it may be a sign that the body is not processing it effectively.

There are two main types of diabetes, type 1 and type 2. Type 1 diabetes is less common, caused by an immune reaction, and cannot be prevented. Type 2 diabetes is more common and happens when cells in the body gradually start to resist insulin, a hormone that regulates glucose, over time. Prediabetes is when your blood sugar level is higher than it should be, but not high enough for your doctor to diagnose diabetes. Here's some further information on glucose levels and complications if your levels are too high and what you can do to improve your levels.

### Complications/Diseases:

- Diabetes
- Heart disease
- Stroke
- Kidney disease
- Peripheral vascular disease (reduces blood supply leading to vision, nerve, foot and hand problems)

### Action Items:

- Increase physical activity
- Eat more non-starchy vegetables, lean protein and healthy fats and oils
- Reduce weight by 5-7%
- Monitor glucose if instructed by physician as part of treatment plan

A 5-7% weight reduction, along with 150 minutes a week of moderate physical activity (like brisk walking), may prevent or delay the onset of type 2 diabetes in adults who are overweight.

Click below for Sanford Health Plan's **FREE** diabetes prevention program.

[Diabetes prevention](#)

*Not all insurance plans are eligible, please contact the plan administrator for more information.*

## Take a Hike

The great outdoors offers beautiful views, wildlife sightings and an opportunity to connect with nature and self. Below are items to consider before your next outdoor adventure.

### Assess

- Experience
- Physical fitness
- Environment: temperature, humidity
- Elevation: acclimate to higher altitudes

### Plan

- Pick a trail that everyone can complete
- Create an itinerary, leave it with someone that is not going on the hike
- Develop an emergency plan for injuries or getting lost
- Have a way to communicate that does not rely on cellular service
- Monitor the weather

### Pack

- Water: enough to last for the duration of the hike
- Food: high nutritional value
- Shoes: hiking boots or tennis shoes, based on terrain
- Socks: that wick moisture
- Bug spray
- Weather protection: sun, rain, snow

### Hike smart

- Take breaks
- Drink water, eat snacks
- Watch step
- Stay away from rapid water, slippery slopes
- Spray for mosquitoes, ticks
- Beware of wildlife
- Let the slowest hiker set the pace

## Enjoy the Ride

Bike riding is an activity that can be enjoyed by many for leisure, exercise or transportation. Following a few safety precautions can help prevent injuries. Be safe and enjoy the ride!

### Bike Equipment

- Seat: adjust to proper height and lock in place
- Tires: inflate properly
- Reflectors: locate on the front, back, pedals and spokes
- Visibility: consider using a horn/bell, rear-view mirror and headlight

### Visibility

- Clothing: wear neon, fluorescent or other bright color
- Day Riding: ride during the day, when possible
- Night Riding: wear reflective clothing and use flashing lights

### Helmet

- Worn by: every rider on every ride
- Quality: verify helmet is certified by the [Consumer Product Safety Commission](#)
- Fit: ensure proper fit, position and tightness

### Rules of the Road

- Traffic laws: know and abide-by the same rules as motorists
- Flow: ride single-file in the direction of traffic; ride in designated lanes, when available
- Safety: use hand signals, remain alert, watch for hazards and look in all directions

# Preventive Health

August is National Immunization Awareness Month. We encourage you and your family to talk with your healthcare provider on the importance of getting your recommended vaccinations to ensure that you are protected from serious illness. Why you and your family should get vaccinations:

- Vaccines can prevent serious diseases; but they can also protect against the dangerous complications that a disease could cause.
- The CDC and other experts carefully monitor and review the safety of vaccinations both before they are approved and after. Vaccines could have side effects such as a low-grade fever, tiredness, body aches, redness, swelling and tenderness to the site of the shot.
- Vaccines are the best way to protect you and your loved ones from preventable disease. This includes babies that are not yet protected from certain diseases, people who are unable to get vaccinated due to compromised immune systems and our elderly population.
- Certain careers, schools, work establishments and travel destinations may require you to be vaccinated.

To schedule an appointment, log into your [MyChart](#) account or call your Sanford Clinic.



## Creamy Cucumber-Dill Dip

**Servings per recipe:** 12

### Ingredients:

- 1 cup fat-free, plain yogurt
- 1/2 medium peeled, finely chopped cucumber
- 2 Tbsp fresh, chopped dill (or 1 1/2 teaspoon dried dill)
- 2 teaspoon minced onion

### Instructions:

1. In a small bowl combine all ingredients and stir well. Refrigerate prior to serving.
2. Use this dip for fresh veggie sticks (bell pepper slices, sliced squash, baby carrots, celery sticks, etc.) or as a creamy topping for grilled salmon or chicken.

### Nutrition Facts:

Calories: 13 | Total fat: 0g | Saturated Fat: 0g  
Total Carbohydrate: 2g | Sugar: 2g | Dietary Fiber: 0g  
Total Protein: 1g | Sodium: 16mg

Nutrition information compiled from the [American Heart Association](#)



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The information in this newsletter should not be considered medical advice and is not a substitute for individual patient care and treatment decisions.

## Monthly Observances

**National Breastfeeding Month**

**National Immunization Awareness Month**

**8/1 - 8/7 World Breastfeeding Week**

### QUICK LINKS

[sanfordhealthplan.com/ndpers](http://sanfordhealthplan.com/ndpers)

### SET-UP A

[mySanfordHealthPlan](#)

### ONLINE ACCOUNT

[sanfordhealthplan.com/memberlogin](http://sanfordhealthplan.com/memberlogin)

### CONTACT US

**NDPERSwellness@**  
**sanfordhealthplan.com**  
**(800) 499-3416**



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