



# Dakota Wellness Program

## **JUNE 2022**

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Learn more about staying cool  
when things get heated during our  
15-minute wellness webinar.

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PUBLIC EMPLOYEES  
RETIREMENT SYSTEM

**SANFORD**  
HEALTH PLAN

# Recognizing burnout

The last two years have been a test of career well-being. From those working on the front lines as essential workers to leaders trying to provide direction and strength at a collective time of great uncertainty. The combination of many workplace and home changes have created the perfect storm for burnout.

**Psychology Today defines burnout as a state of emotional, mental, and often physical exhaustion brought on by prolonged or repeated stress.**

## Signs of burnout include

Sleeplessness or oversleeping

Irritability or a short fuse

Inability to wind down after work

Disinterest in work or hobbies

[Take this quiz](#) to see if you are suffering from burnout.

## Overcoming burnout

### Sleep

Practice your favorite relaxation activity, add blackout curtains to your room, keep tech devices out of the bedroom, and avoid caffeine and stimulants after 2pm to improve your sleep.

### Mindset

Evaluate your mindset around work: What is going well? What is not so well? Who will you discuss your work with to make changes? One remedy may be to be open and honest with your manager about your feelings toward work. Engaging in career coaching to find that spark for your job or pursuing another career opportunity may reinvigorate you.

### Positive communication

Engaging in guided meditation, yoga, and breathing exercises may help you manage your responses to those around you and improve communication.

### Ask for help

Self-reflection and stress coping strategies are a first step, but talking to health care professionals like your doctor or a counselor may also be an important piece to improve your well-being for good.



## Book Club

### *Can't Even: How Millennials Became the Burnout Generation*

by Anne Helen Petersen

Do you feel like your life is an endless to-do list? Do you find yourself mindlessly scrolling through Instagram because you're too exhausted to pick up a book? Welcome to burnout culture. While burnout may seem like the default setting for the modern era, in *Can't Even*, BuzzFeed culture writer and former academic, Anne Helen Petersen, argues that burnout is a definitional condition for the millennial generation.

Learn how millennials have arrived at this point of burnout and examine the phenomenon through a variety of lenses—including how burnout affects the way we work, parent, and socialize. This is a must read for both millennials, their parents and employers trying to understand them.

## DISCUSSION QUESTIONS

1. How do you prevent burnout in your work? How do you prevent burnout in your personal life?
2. What are some ways to work together with others to support one another and create systems to make work more rewarding and less draining?
3. Do you feel that productivity = success? Why or why not?
4. What is your definition of "success" in work and life?

# Ask the Expert

Certified Health and Wellness Coach

## Question: How can I relieve and reduce stress?

### Say No more often

If you tend to say yes to a lot of things and feel overly busy, you may be too busy to do any one thing well.

### Protect your downtime

Put your phone in a drawer for two hours when you get home from work to connect more fully with those around you. This also makes it less tempting to respond to a work email, text, or get lost in a social media rabbit hole.

### Ask for help

It may be difficult at first, but asking your children, partner, or friends to help with an errand or task may allow you to feel less overwhelmed.

### Sleep

Protect your sleep schedule as best you can to rest and reset each night to allow you to rise to meet the challenge of a new day.

### Try something new

The novelty of attending a new type of fitness class, a cooking class, or visiting a town or restaurant you've never been to before may energize you in ways you may have been missing.



## Men's health

It is important to maintain a healthy diet and movement to prevent chronic disease and improve quality of life. What should men focus on specifically?

Men have a higher risk for heart disease, so following a heart healthy diet can reduce your risk throughout the lifespan. This includes a diet high in fruits, vegetables, lean protein, mostly unsaturated fat, and whole grains. Diets high in saturated fat and salt can increase blood pressure as well as the risk for heart disease. Try cooking with more herbs or spices and removing salt from the dinner table. Or try limiting red meat consumption to once per week and cooking with olive oil rather than butter to decrease saturated fat intake.

Additionally, men have a higher skeletal muscle mass on average, so it is important to ensure that enough protein is consumed to repair and maintain muscle. The higher muscle mass also requires a higher caloric intake. Visit with a Registered Dietitian to discuss specific calorie and protein needs to best fit your lifestyle, activity level, and wellness goals.



## Financial well-being

Stress surrounding finances is on the rise for many. Creating a foundation of financial well-being can help you to worry less and make the most of your money.

Check out the [MyMoney Five](#) pillars from the Financial Literacy and Education Commission.

- **Earn:** Understanding your pay, taxes and benefits
- **Save and invest:** Saving for your future goals even if it is in a small amount
- **Protect:** Taking precautions for your financial situation
- **Spend:** How to shop and get the most value for your money
- **Borrow:** Understanding debt, interest and loans

To improve your financial well-being, choose one of the five pillars to focus on instead of them all to make it easier and less overwhelming. Ask yourself – What can I accomplish this week? This month? Or this year? Do the recommended activities in your chosen pillar to find inspiration and help to get started.

# Preventive Health

## 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

- Clothing: wear neon, fluorescent or other bright color
- Day Riding: consider a horn/bell, rear-view mirror
- Night Riding: wear reflective clothing and use flashing lights or headlight

### 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



## Monthly Observances

**Great outdoors**

**Migraine and headache**

**Post-traumatic stress disorder**

**Safety**

**5—Cancer survivor**

**11—Family health and fitness**

**13-19—Men's health**

## Lunch herb and bean salad

Serves: 4

Total Time: 15 minutes | Prep time: 15 min

### Ingredients:

3 ½ cup precooked whole grains like brown rice or quinoa or cook 1 cup from scratch	1 can of chickpeas or garbanzo beans rinsed and drained
1 medium English or regular cucumber, chopped	Juice of one lemon
½ cup cup fresh parsley, chopped	¼ olive oil
¼ cup fresh mint, chopped	½ cup pistachios
¼ cup fresh basil, chopped	½ cup feta cheese
	Pepper to taste

### Directions:

Open package of precooked whole grains and break apart or cook 1 cup whole grains from scratch – let cool if cooking recently. Chop cucumber and herbs, place in large bowl with grains. Drain and rinse canned beans and add to bowl with cucumber, herbs and grains. Squeeze the juice of one lemon and add olive oil. Toss ingredients together. Top with nuts, cheese and pepper to taste.

### Nutrition Facts:

Calories: 433 | Total fat: 24g | Total Carbohydrate: 43g  
Dietary Fiber: 8g | Total Protein: 13g | Sodium: 525mg

Nutrition information compiled using [MyNetDiary.com](http://MyNetDiary.com)

## QUICK LINKS

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

## SET-UP A

[mySanfordHealthPlan](http://mySanfordHealthPlan)

## ONLINE ACCOUNT

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

## CONTACT US

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