

# Dakota Wellness Program

## **AUGUST 2024**

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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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PUBLIC EMPLOYEES  
RETIREMENT SYSTEM

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# Enhancing Career Well-being: A Pathway to Employee Engagement

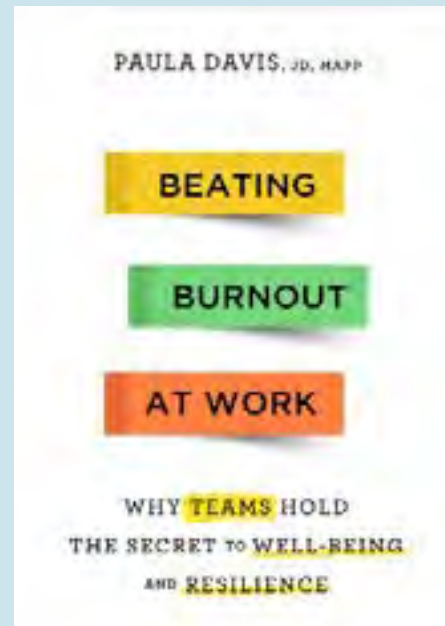
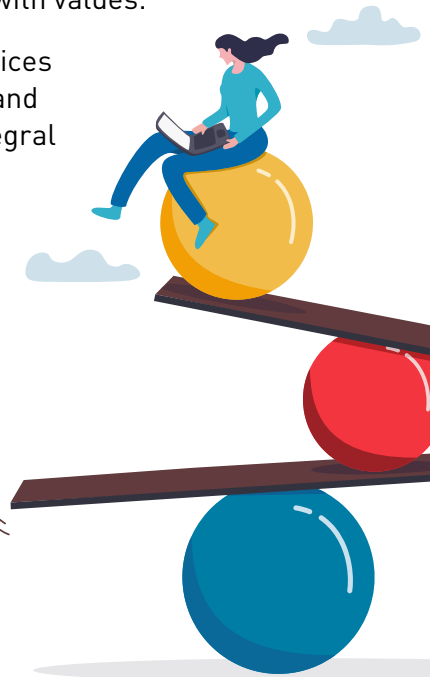
Career wellness entails aligning work with personal values and achieving balance across life domains. Meaningful work goes beyond financial rewards, resonating with core values and offering profound fulfillment. Balancing work, family, relationships, health, and personal interests ensures overall well-being and satisfaction.

Recognizing and addressing burnout signs is crucial for maintaining career wellness, safeguarding mental, emotional, and physical health. Assessment and reflection enable individuals to discern strengths, values, and aspirations, guiding informed career decisions.

Developing a growth mindset fosters resilience and optimism, empowering individuals to navigate challenges and transitions. Setting boundaries preserves work-life balance, prioritizing self-care and delineating professional and personal spheres.

Exploring hobbies and personal development outside of work nurtures creativity and growth, contributing to overall well-being. Embracing uncertainty involves openness to change, calculated risks and seizing opportunities aligned with values.

Making intentional choices that align with values and long-term goals is integral to career wellness. Continuous growth involves ongoing self-discovery, adaptation, and balance, ensuring sustained well-being and fulfillment. By focusing on these aspects, individuals cultivate fulfilling careers that enhance their quality of life.



## Book Club

### ***Beating Burnout at Work: Why Teams Hold the Secret to Well-Being and Resilience*** by Paula Davis

“Beating Burnout at Work” by Paula Davis emphasizes the importance of teams in combating workplace burnout. Davis argues that fostering a supportive team environment is crucial for promoting well-being and resilience among employees. By prioritizing connection, communication, and collaboration within teams, organizations can create a culture that protects against burnout and fosters a sense of belonging and purpose. The book provides practical strategies and insights for both employees and employers to cultivate healthier work environments and prevent burnout.

### Discussion questions

1. How do you think the concept of team dynamics influences individual experiences of burnout in the workplace? Can certain team structures or communication styles exacerbate or alleviate burnout?
2. Davis suggests that fostering a culture of support and connection within teams is essential for combating burnout. What specific strategies or practices can teams implement to cultivate this type of environment?
3. In what ways can organizational leaders and managers proactively address burnout within their teams? How can they balance productivity goals with prioritizing employee well-being and resilience?

*Ask the Expert:*  
**I'm trying to optimize my fitness routine, and I've heard a lot about the importance of healthy snacking. What are some ideal snacks for fueling workouts and aiding recovery? How can I ensure I'm making mindful choices that support my fitness goals?**

Healthy snacking is vital for fitness, offering lasting energy and supporting well-being. Ideal snacks for fitness include a mix of protein, healthy fats, and complex carbs, like Greek yogurt with berries or nuts. These options fuel muscles, stabilize blood sugar, and aid recovery. Portion control is crucial for weight management. Stay hydrated with water to aid digestion. With mindful choices, snacking becomes a strategic tool for performance and wellness.



**Positivity:**  
**The Key to Wellness and Fulfillment**

Embracing positivity fuels overall wellness by bolstering emotional resilience, curbing stress, and fostering mental well-being. Cultivating an optimistic mindset empowers individuals to confront life's challenges with grace, while also reaping physical benefits like a stronger immune system and better cardiovascular health. Positivity extends its reach to interpersonal dynamics, nurturing harmony and support within communities. By prioritizing gratitude and mindfulness, individuals can cultivate positivity, enhancing motivation, productivity, and purpose in life, ultimately leading to a more fulfilling and balanced existence.



**Preventing Type 2 Diabetes**

As a Sanford Health Plan member, you have a FREE diabetes prevention program offering to help you make small lifestyle changes that can lead to big health improvements. Change Your Weigh is an evidence-based program offered in partnership with the CDC's National Diabetes Prevention Program. This yearlong group-coaching program focuses on simple strategies to help you lose weight, increase physical activity and decrease your risk for developing type 2 diabetes.

**The group virtual program includes:**

- Weekly meetings for the first four months
- Monthly meetings for the last eight months
- Support from a trained lifestyle coach and class peers

**REGISTRATION IS NOW OPEN** for fall program start dates by scanning or visiting below.



**Learn more**

◀ Scan the QR Code or visit

[sanfordhealthplan.com/diabetes-prevention.](https://sanfordhealthplan.com/diabetes-prevention)

# Preventive Health

August is national eye exam month. Getting regular eye exams by your optometrist or ophthalmologist is an important part of your overall health. Regular exams should occur regularly even if you think your eyes are healthy. Many diseases of the eye don't have any warning signs or symptoms. Dilated eye exams are important to detect early stages of eye disease when easier to treat. The risks of certain eye diseases and conditions increase with age. Other risk factors include having a family history of eye disease, being diabetic, having high blood pressure and being overweight. Talk with your doctor if you have any questions or concerns.

Taking good care of your overall health will protect your eyes and vision. Eating a well-balanced diet, exercising and quitting smoking are important for healthy eyes. Other daily steps to prevent eyes from harm can include wearing sunglasses to prevent sun damage; wearing protective eye wear during certain activities like sports or yard work; and giving your eyes a rest from screens every twenty minutes.

## Monthly Observances

**National breastfeeding month**

**National immunization awareness month**

**August 1-7 World breastfeeding week**

## Reminders and Announcements

Experience the many benefits of a good night's sleep with the Seize the Zzzz Sleep Challenge.

- Registration opens on Aug. 7
- Challenge runs Aug. 21 through Sept. 17

The Challenge: Take steps to improve sleep habits and record sleep quality for at least 21 out of 28 days.

- Participants are eligible to earn rewards if they get a good night's sleep for at least 14 days.
- Ready to go print and digital communication materials help to promote the challenge from beginning to end.
- Sleep tips and advice for how to get a restful night's sleep are included in communications.

### 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

[NDPERSwellness@sanfordhealth.org](mailto:NDPERSwellness@sanfordhealth.org)  
(800) 499-3416 (TTY: 711)

### Tomato Spinach Chicken Spaghetti

**Prep Time 10 minutes**  
**Cook Time 20 minutes**

**Total Time 30minutes**  
**Servings 4 servings**

#### Ingredients

¼ cup sun-dried tomatoes chopped, drained of oil  
2 tablespoons olive oil drained from sun-dried tomatoes  
½ lb. chicken boneless and skinless (preferably, boneless skinless thighs), chopped  
¼ teaspoon salt

¼ teaspoon red pepper flakes  
4 Roma tomatoes chopped  
¼ cup fresh basil leaves chopped  
8 oz spinach fresh  
3 garlic cloves chopped  
8 oz spaghetti pasta  
3 tablespoons olive oil (use high quality olive oil or oil from the sun-dried tomatoes jar)

#### Instructions

1. Add chopped sun-dried tomatoes and 2 tablespoons of olive oil (drained from sun-dried tomatoes) to a large skillet, on medium-low heat.
2. Add chopped chicken. I used boneless skinless chicken thighs and prefer to use them, but you can use chopped chicken breast, as well.
3. Add red pepper flakes, and salt over all of the ingredients in the skillet.
4. Cook on medium heat until the chicken is cooked through and no longer pink, about 5 minutes.
5. Add chopped tomatoes, chopped fresh basil leaves, fresh spinach, and chopped garlic to the skillet with chicken. Cook on medium heat for about 3- 5 minutes until spinach wilts just a little, and tomatoes release some of their juices. Remove from heat.
6. Taste, and add more salt to taste, if needed. Cover with lid and keep off heat.
7. Cook pasta according to package instructions, until al dente.
8. Drain. Add cooked and drained pasta to the skillet with the chicken and vegetables.
9. Reheat on low heat, mix everything well, add more seasonings (salt and pepper), if desired. Remove from heat.
10. At this point, when the pasta and vegetables are off heat, you can add more high-quality olive oil. It's optional but really tasty! Or you can add more olive oil from the jar of sun-dried tomatoes.

#### Nutrition

Calories: 532kcal | Carbohydrates: 51g | Protein: 21g | Fat: 27g | Saturated Fat: 5g | Cholesterol: 42mg | Sodium: 401mg | Potassium: 941mg | Fiber: 4g | Sugar: 6g | Vitamin A: 6090IU | Vitamin C: 29mg | Calcium: 95mg | Iron: 3.7mg



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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.



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