

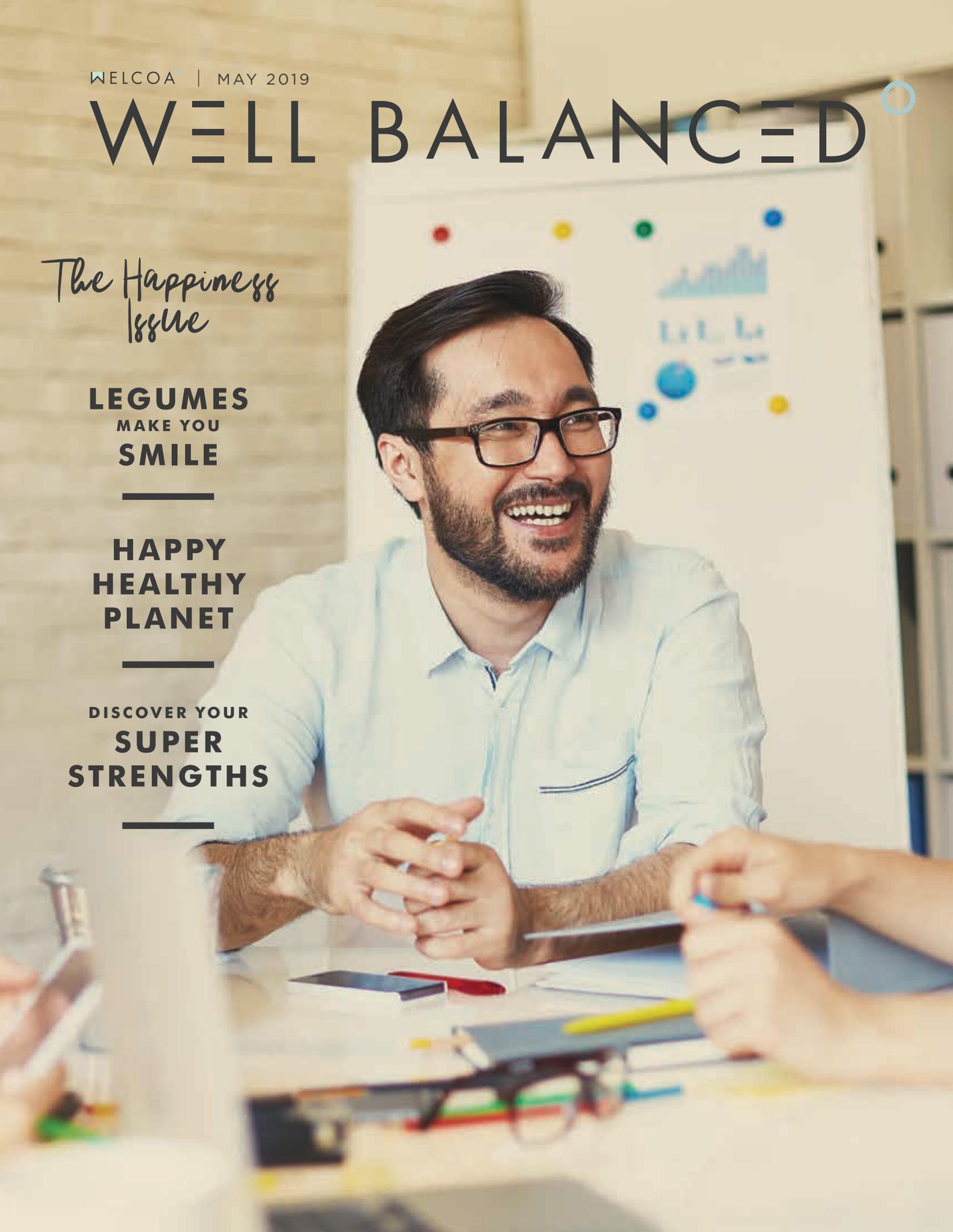
WELL BALANCED^o

*The Happiness
Issue*

**LEGUMES
MAKE YOU
SMILE**

**HAPPY
HEALTHY
PLANET**

**DISCOVER YOUR
SUPER
STRENGTHS**



Spring Pea FALAFEL DIP

Extra virgin olive oil
 1 small yellow onion, diced
 Kosher salt and black pepper
 1 cup fresh or frozen (thawed) peas
 1 (15-ounce) can chickpeas, rinsed and drained
 1 teaspoon ground cumin
 ½ teaspoon ground coriander
 ½ teaspoon garlic powder
 ¼ teaspoon smoked paprika
 Juice of ½ lemon
 1 tablespoon tahini (optional)
 ½ cup mixed tender herbs (such as parsley, dill, mint, chives, cilantro) roughly chopped

DIRECTIONS

Heat 1 tablespoon olive oil over medium heat in a medium skillet. Add diced onion, season with a pinch of kosher salt, and sauté until soft and translucent, about 8-10 minutes. Remove from heat and let cool slightly.

In a food processor or blender, combine the sautéed onion, peas, chickpeas, cumin, coriander, garlic powder, smoked paprika, lemon juice, tahini (if using), mixed herbs (reserving a few for topping at the end, if desired), ¼ teaspoon cracked black pepper, and ½ teaspoon kosher salt. Pulse until finely chopped. Add in ¼ cup extra virgin olive oil and mix again until well combined and smooth. Taste and adjust flavors as desired. Serve dip at room temperature with thinly sliced raw vegetables and pita bread or chips. Will keep for up to 7 days in an air-tight container in the refrigerator.

For Serving: Thinly sliced raw vegetables (such as radishes, carrots, cucumbers, sugar snap peas), pita bread or chips.

SERVES: 6 (as an appetizer)

NUTRITION INFO

(based on a serving size of 3 Tbsp of dip):

Calories 164g, Fat 9g, Carbs 17g, Protein 4g, Sodium 180mg

This dip is packed with all the classic flavors and spices of falafel (Mediterranean chickpea patties) but skips the deep fry! Serve it up with lots of crunchy crudité's and if you end up with any leftover, use it as a spread on sandwiches, wraps, or toast for the week.



Powerful Peas

Both peas and chickpeas, also known as garbanzo beans, are members of the legume family. Legumes include many varieties of beans, some nuts such as peanuts, and lentils. All legumes provide plant-based protein, in addition to a hefty amount of fiber and other micronutrients.



From the Kitchen of **MALLORY UBBELOHDE, MPH, RDN, CD** // Based in Salt Lake City, Utah, Mallory Ubbelohde is a registered dietitian nutritionist, nutrition communicator, recipe developer, food photographer, and home-cooked meal advocate. You can connect with Mallory on Instagram (@Mallory.RDN) where she shares daily meal inspiration.

HEALTHY HABITS FOR A HAPPY HABITAT

by KAITLYN PAULY, MS, RD, LMNT



Today's food systems are drastically different than those of our ancestors. Agricultural advancements, food science, economy, and trade have all led to our ability to mass produce and conveniently deliver a variety of palatable food to consumers, and it has come at a drastic cost to human and environmental health.

Not only has the purpose and definition of food taken on a whole new meaning, much of our connection with food and our knowledge of its powerful healing properties has been lost over the years. Instead, people are throwing their attention—and money—to the deluge of dieting messages that promise to deliver nearly impossible and short-term results. As it turns out, the most powerful cure to our modern day ills—and our expanding waistlines—lies not in a fancy nutritional product, pill or supplement, it lies in the foods we eat.

According to a recent Lancet EAT Commission Summary Report, "Food is the strongest lever to optimize human health and environmental sustainability on Earth." However, tables turned, food is also the biggest threat to human and planetary health. Drastic dietary shifts will be required to reroute our current trends. "Global consumption of fruits, vegetables, nuts and legumes will have to double, and consumption of foods

such as red meat and sugar will have to be reduced by more than 50%," to reach health goals the report states.¹

Despite what you might think, a few changes in your daily eating routine can have a huge impact overall. Assuming people have a general idea of how to reduce their consumption of meat and sugar, the question often shifts to, how do I fit in more nutrient-dense plants? Especially for those who center their meals on meat and animal foods, shifting toward plant-based eating can be intimidating to say the least.

Here are a few practical tips that can help you fit in more plants and increase your health-span, and that of the planet's while you're at it.

Think More: Shift from a restrictive mindset to a curious mindset. There are over 20,000 species of edible plants in the world and yet fewer than 20 species now provide 90% of our food intake.² Think of all of the delicious plants you might add to your current eating routine.

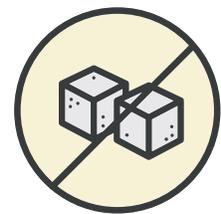
Use a Blueprint: Plant-based combinations or "blueprints" such as combining "greens, grains, and beans" can make coming up with a plant-based meal simple and interesting. This nutrient-dense blueprint allows for the

inclusion of many different cuisines and the combination of these items ensures that meatless meals are filling.

Get Saucy: Some complain that plant-based meals are dry or lacking in flavor. Finding a few staple sauce or dressing recipes (especially those with healthy fats) can make a difference when it comes to nutrient absorption, flavor, and texture. Make a homemade, citrus-garlic vinaigrette, a nut-based ranch, or a fresh guacamole.

1. Rockström, Johan, Gunhild Anker Stordalen, and Richard Horton. "Acting in the Anthropocene: the EAT–Lancet Commission." *The Lancet* 387, no. 10036 (2016): 2364-2365.

2. *Edible. Plants for a Future*. 1996-2012. Accessed at <https://pfa.org/user/edibleuses.aspx>



SWAP OUT SUGAR

According to the CDC, sugar-sweetened beverages—including, but not limited to soda, fruit drinks, sport drinks, energy drinks, sweetened waters, coffees, and teas—are the leading sources of added sugars in the American diet. The average American consumes approximately 44 gallons of soda annually.



KAITLYN PAULY, MS, RD, LMNT // Kaitlyn Pauly brings her experience as a Registered Dietitian Nutritionist to her role as the Associate Director of Membership and Education at the American College of Lifestyle Medicine (ACLM). She combines her clinical background in weight management and integrated nutrition, with her non-clinical experiences as a college Nutrition Instructor, a freelance writer, a food service dietitian and with WELCOA to bring a diverse perspective to the field of Lifestyle Medicine.

MENTAL HEALTH AT WORK

by MEGHNA MAJMUDAR



When we're scrolling through our Instagram, Facebook, or Twitter feeds, we often come across posts we find relatable. Such as, "Do you even work full-time if you don't have a favorite bathroom stall to cry in?" or "Yeah we're gonna be short staffed today, so if you could just go ahead and do the work of three that would be great."

When I was starting my career many years ago, I thought there was something wrong with me. I used to think, "Am I not cut out for this role or this company?" At the time I thought I just had to work faster, harder, or put in more hours. Fast forward through business school and more stressful work situations to finally getting the right coaching, mentoring, and support—at the right time—I began to realize that work doesn't have to feel that difficult. But if "crying at work" has become a meme we all accept, then it seems like it's time to start a different conversation about our mental health.

Changing the Landscape of Mental Health at Work

It was not long ago when mental health at work hardly received any attention.

But, rising rates of chronic stress, disengagement, and turnover are putting pressure on workplaces to take meaningful action. Just as companies have sponsored physical fitness and nutrition programs over the last 1-2 decades to address the tide of chronic illness, it's time to look at what can be done to combat depression, anxiety, and other mental health concerns that come up during work hours.

More recently, some organizations have begun to integrate mindfulness practices, yoga, and other complementary modalities to help address stress and create space for balancing one's mental state. Unfortunately, these programs are likely not solving the root cause of these issues. This can lead to imbalance and even more stress.

Work, regardless of role or seniority, is stressful! With constant access to technology, high demands, and fewer resources—there is little time to reflect, process, digest, or even inquire about more difficult emotions or thoughts. Over time, this buildup of emotions can get heavy, and create a sense of dread

that can make any less-than-perfect work situation seem like a crisis.



THE GENERATIONAL GAP

Deloitte's recent Millennial Survey 2018 highlights that Millennials and Gen Z-ers feel especially ill-equipped when it comes to building confidence and the social skills needed to succeed in the new work landscape. Without support from work, fewer and fewer employees will gather the courage to seek help from colleagues or family members—much less seek therapeutic help in more severe cases.

Personal Practices to Support Your Mental Health

I'm not proud to admit, but I burned out last year! Once I got back to work after recovery time, it took a lot longer than expected to get back to "normal". Looking back on the experience, I think a few simple practices may have kept it from getting so bad or helped me recover much faster. Here are a few tips you can use to combat burnout and stress at work.

» **Create time to process emotions, without looking for a solution.** I've kept a journal of some sort since I was 13 because it's a safe space for me to admit the things I don't want to admit. No one sees the writing, and once it's out, it's out. However, for the 3-4 months leading up to the burnout, I wasn't writing. I didn't really understand why I felt so negative and anxious, I just did. Journaling is my go-to solution. Others use meditation, exercise, or talking to a loved one or a therapist. You'll know what works for you.

» **After your emotions, name the fear.**

At the root of it, I was afraid that I was not in the right role anymore. I wanted my boss to make the situation better — but there was nothing he or I could do that would work because I wasn't being honest about my fear. Sure, naming the fear to myself meant big changes in another way, but that's easier to say now. Hindsight is 20/20 they say.

» **Cut yourself some slack.** Try to operate from the assumption that everybody is always doing the best they can. So, if it's not looking good, just know they are trying and probably up against something really difficult. Same with you. Once you know better, you'll do better—but in the meantime, just know you are always doing the best you can.

**These suggestions are not intended to be a substitute for professional medical advice. Always seek the advice of your family physician or medical professional if experiencing a serious issue.*



About MEGHNA MAJMUDAR | Strategy Leader and Executive Coach

Formerly the Head of Marketing and Communications at Wisdom Labs, Meghna has over 20 years of experience as a strategist and leader consulting at organizations including Booz & Co. and Deloitte in the healthcare, technology, financial services, consumer goods, and automotive industries. Meghna graduated magna cum laude in Anthropology from Harvard. She has a Master's degree in Public Health from the

University of Cape Town and an MBA from UC Berkeley—as well as formal training in Neuro-Linguistic Programming (NLP). Learn more about Meghna at the-permission.com.

Ask the Expert...

Q How can I support the mental health of my colleagues?

A Creating a foundation for mental health and overall high performance begins with an open work culture. Start by asking questions. Keep an open mind and seek out common trends related to stress, engagement, and satisfaction in your life. Once the conversation is started, it's likely to build momentum on its own.

WELL BALANCED™ has an impeccable reputation for providing trustworthy information to improve your well-being and create healthier work cultures. Our network of physicians, dietitians, wellness professionals, and more are here to answer your crucial health questions.

Have a question? Ask our experts by going to welcoa.org/expert.

If your question is selected we will contact you directly with your answer and it will be featured in an upcoming issue.

All questions are handled in confidence and will not, without prior consent, be disclosed or used by WELL BALANCED™ or its contributors.

REMEMBER

Talk with your doctor if you have any concerns about your health.





STAY SAFE IN THE Sun

Expert Advice from ENRIGHT MELANOMA FOUNDATION

Spring is finally here and our thoughts are turning to warmer weather, short sleeves, and outside activities. But there's something important everyone should learn about so that they can truly enjoy the sunny weather in a healthy way.

Skin cancer is the most common form of cancer in the U.S. with 5.4 million people treated each year. Every 8 minutes someone is diagnosed with melanoma, the deadliest of skin cancers. Melanoma is the second most common form of cancer for adolescents and young adults ages 15-29. On average, a person's risk for melanoma doubles if he or she has had a blistering sunburn before the age of 18. Anyone can get skin cancer. Although those with lighter skin are at higher risk of getting skin cancer, people with darker skin may often be diagnosed with skin cancer at a later stage, making it difficult to treat.

The good news is that melanoma is almost always curable when it's found in its earliest stages. Therefore it is vital to follow and share good sun safety behaviors.



SUN SAFETY TIPS

- » Seek shade when the sun is most intense, usually between 11:00 a.m. and 2:00 p.m.
- » There's no such thing as a healthy tan. Tanned skin is damaged skin.
- » Do not use indoor tanning booths.
- » Apply sunscreen with an SPF between 30-50, and remember to reapply every 2 hours.
- » Cover up with UV protective clothing.
- » Check your skin every month and visit a dermatologist at least once a year.

Getting educated about the dangers of overexposure to the sun and ultraviolet radiation is a step in the right direction for early detection of skin cancer. With these learned tips you can protect yourself from deadly cancers like melanoma. Share these tips with your friends and family and then get outside and enjoy yourself!



WHAT IS ACE?

APPLY. Apply sunscreen whenever you will be exposed to sun.

COVER. Wear clothing, hats, and sunglasses that protect the skin.

ENJOY! The sun doesn't have to be scary. Following these sun safety tips will allow you to enjoy the many benefits the sun has to offer while being protected.



About ENRIGHT MELANOMA FOUNDATION

The Enright Melanoma Foundation, a doctor-led prevention-focused nonprofit organization, is transforming the way people learn about sun safety. With a mission to raise sun safety awareness and to help prevent melanoma through education and early detection, their skin cancer professionals have developed free, online sun safety education programs. To learn more visit EnrightMelanomaFoundation.org.

HABITS OF HIGHLY HAPPY PEOPLE

by SEAN FOY, MA

Positive psychology and science of happiness researchers have found that people living in the happiest countries in the world focus on specific happy habits. As a result, these folks live longer, have a lower risk of heart disease, are less stressed, sleep better, have stronger relationships, and overall greater emotional wellbeing. Practice these specific happy habits on a daily basis to improve your overall happiness.

DAILY HAPPY MOVES

Nurture Your Relationships

Researchers have uncovered that it's not the number of relationships that matters most, rather the quality and level of connectedness you experience in your relationships. Be intentional and select one individual you care deeply about and once a day compliment or say "thank you" for something you appreciate about them. This simple *happy habit* will increase your connection with those you care about.

Cultivate Kindness

Caring for someone other than ourselves creates a happier and more positive environment. Write down the names of the people you turn to when you are hurting or in distress and a few positive qualities you admire in these individuals. Think about how these individuals comforted or showed kindness and see how you might be able to apply those actions in your relationships.

Let it Flow

Ever found yourself losing track of time? If we are deeply involved in trying to accomplish a goal or an activity that is engaging, fun, or challenging we experience a pleasurable and joyful state called *flow*. Try engaging in a hobby, task, project, or cause that challenges and inspires you.

Schedule Sacred Moments

Many studies indicate a close link between happiness and a spiritual or religious practice. Various societies around the world engage in practices that elevate your faith,

hope, and sense of purpose in life. All of which have been shown to increase your happiness. Focus on practicing a sacred *moment* during your day. Take a few minutes to pray, meditate, journal, or read.

Focus on Strengths and Virtues

According to Gallup, people who focus on their innate talents, strengths, and virtues are six times more likely to be engaged in their work and are happier overall. For years, strengthening our weaknesses was the way to improve our lives. Current research overwhelmingly demonstrates the opposite. Begin focusing on your strengths and virtues to improve your happiness.

Look on the Bright Side

Optimistic and grateful people have been shown to demonstrate more positive attitudes, a greater sense of belonging, greater ability to handle stressful situations, and a significantly higher level of happiness. Pick three things you are thankful for and write them on sticky notes to place on your mirror or computer as daily reminders.



Find Your Super Strengths

Answer these five questions to determine your strengths and virtues.

1. What activities make me feel strong?
2. What do I enjoy and feel competent doing?
3. What strengths do I like in others and in myself?
4. What makes me feel energized?
5. What do others close to me say are my greatest strengths?



About SEAN FOY, MA | President & Founder • Personal Wellness Corporation

Sean Foy is an internationally renowned authority on fitness, weight management and healthy living. As an author, exercise physiologist, personal trainer, behavioral coach and motivational speaker, Sean has earned the reputation as "America's Fast Fitness Expert". Sean is a husband, father of two, and President & Founder of Personal Wellness Corporation.



EMPLOYEE HEALTH & WELLNESS PROGRAM

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This is what WELL BALANCED™ looks like to me...



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Share your well balanced moments by tagging us on social @WELCOA using #wellbalanced with a chance to be featured in an upcoming issue of WELL BALANCED™.



PRACTICE GRATITUDE

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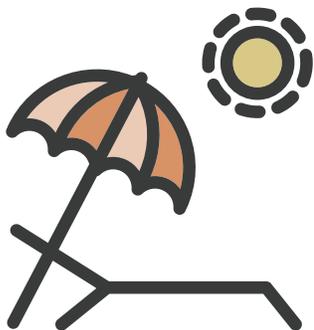
20,000

There are over 20,000 species of edible plants in the world.



SACRED MOMENTS

Focus on practicing a sacred moment during your day. Take a few minutes to pray, meditate, journal, or read.

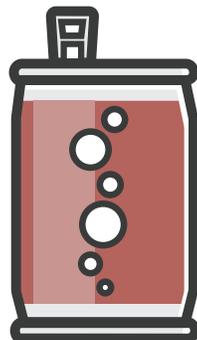


TANNED SKIN IS DAMAGED SKIN

There is no such thing as a healthy tan.

44 GALLONS

The average American consumes approximately 44 gallons of soda annually.



HAPPIEST COUNTRIES IN THE WORLD

According to the World Happiness Report, which measures wellbeing in countries around the world, the top five happiest countries are Finland, Norway, Denmark, Iceland, and Switzerland.

