

In the Workplace

5210 Employer Toolkit Supplement

Acknowledgements

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Nationally, 5210 is an evidence-based program to combat pediatric obesity (Let's Go, 2011; Jump Up and Go: a Program to Help Kids Get Healthy and Grow Strong, Blue Cross Blue Shield of Massachusetts, 1998). It meets recommendations to promote increased consumption of fruits and vegetables, increased physical activity, reduced screen-time, and limit consumption of sugar sweetened beverages made by Community Guide: Obesity Prevention and Control in 2001, Community Guide: Promoting Physical Activity in 2008, the CDC's Division of Nutrition, Physical Activity, and Obesity in 2011, and Healthy People 2020: Nutrition and Weight Status in 2012. 5210 in Marion County was initiated, further developed for use with families and adults, and is now operated, by the I Love ME (Move Right, Eat Healthier). Efforts include a self-monitoring tool to assist participants with adoption of lifestyle change over an initial period of 30 days. There is good evidence that the addition of "tracking" or self-monitoring as adopted in the 5210 30-Day Challenge substantially increases weight loss success (Journal of American Dietetic Assoc. 2011, Annual Review of Nutrition 2001, Annals of Internal Medicine 2005). This statement is supported by information in the American Dietetic Association Evidence Library which notes there is good evidence supporting self monitoring in adult weight management. Furthermore, there is consensus in the pediatric arena for use of self monitoring as a component of programs treating pediatric overweight and obesity (American Dietetic Assoc. 2003).

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Contact: 5210Challenge@gmail.com; or http://www.mpmedsociety.org/index.php?content=mfmpc_home https://www.facebook.com/pages/5210-in-30-Challenge/180316095361054

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Why implement **5210** in your workplace?

Employers are increasingly aware of the costs of an unhealthy workforce... and concurrently, how a healthy workforce is happier and more productive. 5210 is a simple and powerful platform for your staff to adopt five vital behaviors that contribute to increased health and decreased risk for chronic diseases including diabetes and obesity. The recommendations that are a part of 5210 have been vigorously reviewed by multiple multidisciplinary task forces throughout the nation in a viral effort to improve the health of both adults and children. Employers like you are key to spreading the message and allowing people to make positive changes.

Vital 5210 behaviors include the following:

OR MORE servings of vegetables and fruits
HOURSORI ESS recreational screen time

HOURSOR LESS recreational screen time (including cell phones, computers and TV)

HOUR + of physical activity (including periods of sustained exercise as well as simply moving more throughout the day)

0

SUGAR SWEETENED BEVERAGES (and more water)

With regular practice, 5210 habits can become a part of each participant's long term lifestyle. The 5210 30 Day Challenge is a low-cost way to introduce the 5210 message into the culture of the workplace. It can stand on its own or serve as a foundation for other healthy initiatives should you choose. This toolkit includes both practical tips and tools for implementing the 5210 30 day Challenge and supporting initiatives in your organization.

Why Worksite Wellness?

Every day scientific information is published regarding the benefits of living a healthy lifestyle. Research demonstrates that a healthy diet and regular exercise reduce the risks associated with chronic diseases.

This information is constantly critiqued, and presented to the Americans in a variety of formats. Unfortunately there is a significant gap between what we know in regards to healthy living and what we actually do.

National statistics show that the health status of our nation is less than ideal. According to the American Heart Association 25 percent of healthcare costs incurred by working adults are the result of poor diet and lack of exercise.

Sedentary jobs increased 83 percent since 1950, and Americans work 164 more hours per year than 20 years ago. The repercussions of an unhealthy lifestyle contribute to risk factors that ultimately lead to chronic diseases. Chronic diseases are responsible for 7 out of every 10 deaths in the United States, and are among the most common and costly health problems to treat. But they are also among the most

The health of your employees is your business. You can support their health.

GETTING SUPPORT:

Employers often invest in retirement accounts for their employees' future, and this is done without question. What about investing in their wellness and the quality of their lives right now?

By choosing to invest in the wellness of employees, businesses see benefit not only in reduction of health care costs and decreased insurance premiums; healthier employees are also happier and therefore may be more productive with fewer sick days. (Healthy well nourished employees may also experience greater mental acuity and focus.)

Research demonstrates the average return on investment for employee wellness as 3:1. That is \$3 saved for every \$1 invested.

ASSEMBLING A WELLNESS TEAM

Leadership support is key, but there also needs to be support from a grassroots level for wellness. Incorporating a diverse group of employees allows frontline support to grow wellness initiatives. The role of these employees can be to encourage a culture of health through modeling, leadership, enthusiasm and camaraderie.

These staff can serve as a resource to answer questions, provide information and promote the benefits of the wellness program. Team members can be encouraged to lead by example through their enthusiastic commitment to overall health & well-being.



Not all team members need to be the "perfect picture of health." On the contrary, allowing a variety of employees to serve in this role promotes different perspectives and the development of realistic interventions. One possible branding of this team is that of "Wellness Champions."

When recruiting wellness champions be honest about the expectations and level of commitment that will be required. First, provide information to the employees as to why the team is being assembled and what responsibilities will be assumed. Once employees are educated on the concept of workplace wellness and the concept of wellness champions, allow an for this role, versus them being nominated. For the wellness team to be successful it is important to have members serving who desire to be in the position.

During selection take into consideration the operations of your business. Are there a variety of shifts, different departments or different physical locations that need representation? A diverse

representation of the employee population will allow for better engagement throughout the company.

To bring together the efforts of the leadership team and the wellness champions a wellness coordinator will be necessary. The wellness coordinator will serve as the liaison between wellness champions and the leadership team. The employee in this role should be someone within the company who is well-respected, attentive, has strong communication skills and has a desire to serve.

Collectively, all members of the wellness team-including the coordinator – should be passionate about the efforts at hand. This group should work together as a team to foster a program that will be beneficial to the overall health and wellness of your company.

Wellness is defined as the state of 'enhanced health and wellbeing. Worksite wellness programs can come in all shapes and sizes. Regardless, successful wellness programs will first and foremost focus on the employees. Number-crunching may seem important, but don't become too focused on the metrics and forget about the people. Stay true to your mission to serve and protect your most important asset – the employees.



How can you create success with 5210?

5210, like any employee wellness program, has the best chance of success if certain key elements are in place. While not all employers may have the resources to follow all recommendations, simply do as much as you can. Consider taking the following action steps:

- t Get support for and participation in 5210 from key organizational leaders.
- t Appoint an enthusiastic and wellness-minded 5210 project leader.
- t Offerthe 521030-day challenge.
- t Include 5210 messaging in key employee areas such as break rooms, off stage common areas, vending machines, cafeterias, your newsletter or intranet page, emails to staff and public spaces as appropriate.
- t Provide 5210-friendly food and drink options at meetings, in cafeterias and vending machines.
- t Offer 5210-friendly initiatives that support one or more of the vital behaviors, such as those that promote physical activity and healthy eating at work and at home.

Getting support for and participation in **5210** from key organizational leaders

Hopefully you have already experienced the power of strong executive leadership to move an initiative forward within your organization. A message that is modeled by key leaders has a greater chance of being adopted by the rest of the staff. The same is true for 5210. If your organization's leaders both LIVE it and SHARE it with enthusiasm, your staff will, too.

Think about your organization and who needs to know about 5210 both from an approval standpoint and a participation standpoint. Using the basic tools included in this toolkit, meet with these staff to share and ask for their support to go forward. Ask for their participation as well! (One obvious way leaders can participate is by taking the 30 day challenge themselves.) Assure leaders that 5210 doesn't take a lot of time and can be added in to the daily culture of the workplace without taking away from the valuable work that your team does every day. In fact, as both leaders and staff practice 5210 habits, they will find their energy, and perhaps even their creativity soaring! And that is great for business.

Consider also that 5210 can be an important step in creating a culture of wellness within your organization if it does not exist already, or to strengthen it if it does. This is a pervasive state in which the health and wellness of your staff, are taken in to consideration. A state in which an organization goes beyond mandated safety and risk management efforts to engage employees in taking care of themselves by moving more often, eating healthfully, managing their stress and working together in a respectful manner. 5210 is one tool to foster this kind culture.



Appointing an enthusiastic and wellness-minded **5210** project leader

It is not necessary that your 5210 project leader be a health professional to lead the challenge. What is most important is that your 5210 project leader has energy and enthusiasm for wellness and is able to both champion the project within your organization and arrange for vital communication and coordination efforts to occur. Your 5210 project leader should be able to do the following for maximum effectiveness:

- t Take responsibility for implementing 5210 within your organization.
- t Garner administrative approval when needed.
- t Schedule meetings.
- t Communicate with all staff regarding the 5210 30-day challenge, including program logistics and information to inspire and motivate participants. (Educational information can be found elsewhere in this toolkit, so there is no need for your project leader to create it himself/herself.)
- t Coordinate initiatives that support 5210 behaviors, such as those that promote physical activity and healthy eating should you have the resources and desire to do so. **
- t Arrange for confidential and anonymous survey results pre program and at 30 days so that individuals and your organization can track group progress. Low cost services such as those offered by www.surveymonkey.com could meet your tracking and reporting needs.







Here are just a few examples of 5210 friendly healthy initiatives:

- t Pedometer programs
- t Walking challenges
- t Encouraging employees to walk or exercise during their breaks
- t Nutrition policies for the vending machine, cafeteria and meetings, such as those that decrease or remove sugary beverages and increase access to fresh vegetables, fruits and water (some foods may include 5210 labels to create awareness and increase motivation to choose them)
- t Healthy lunch and learn presentations that share information about exercise, nutrition and stress

- management (the latter as a way to address other healthy options for non screen time if it is currently being used as a way to "relax," for example)
- t Material incentives for participation in 5210 or related initiatives such as sporting goods or grocery store gift certificates, water bottles, sunscreen and healthy snacks or meals
- t A recipe exchange that focuses on the use of vegetables and fruits
- t Computer prompts that encourage staff to get up and move every 30 minutes, especially for desk workers **

** A wide and growing body of research shows that prolonged sitting is an independent risk factor for diabetes, heart disease and early mortality. Shockingly, this means that even though a person may exercise vigorously once a day, they are still at greater risk if they sit for much of the rest of the day. The physiological mechanism of prolonged sitting that appears to cause the greatest harm is decreased glucose metabolism. A key regulator of metabolic health, lipoprotein lipase, appears to be inhibited during extended periods of sitting.

A simple recommendation to help your staff avoid the risks of prolonged sitting is to invite them to stand up every 30 minutes. Ideally, staff would also be encouraged to increase their movement throughout the day such as:

- * using a standing or "walking" (treadmill) work station
- * walking meetings
- * parking further away from the workplace
- * delivering files/items rather than sending them via courier
- * using the restroom furthest away from one's desk rather than closest

Use your creativity and think of more ways to engage and support your staff in moving throughout the day.

Offering the **5210** in **30** challenge.

First things first.

Prior to offering the 30 day challenge, your designated 5210 project leader will need to undergo a "train the trainer" session. This 2 hour free session addresses key elements of the Challenge, including the scientific rationale behind the message and how the Challenge works. A task force in Marion County Oregon dedicated to reducing diabetes, I Love ME (Move right. Eat healthier.) offers the trainings and is developing a webinar training for those unable to travel to site based trainings. For more information about the webinar or to arrange for "train the trainer" training within Marion or surrounding Oregon counties, contact the Medical Foundation of Marion & Polk Counties by phone (503) 362-9669, or email at 5210Challenge@gmail.com.

After your 5210 project leader has been trained, he or she take steps to gain staff support and implement the 5210 30 day Challenge and foster a 5210 culture after the Challenge ends. Valuable tools and resources for this to occur are included in this toolkit, as well as the Train the Trainer Toolkit available free of charge at the training.

In summary, your project leader will:

- t Notify all staff of the opportunity to participate in the program
- t Arrange for anonymous baseline surveys to be conducted (by hard copy or online)
- t Arrange and conduct kickoff meetings or opportunities for all staff to receive the basic 5210 message and supporting materials
- t Create supportive messaging throughout the workplace to help participants keep 5210 behaviors in mind
- t Encourage participants to keep a daily record of 5210 habits for 30 or more days
- t Send daily or weekly emails to all participants with encouragement and information
- t Arrange 30 day meetings or opportunities for all participants to record and celebrate progress
- t Arrange for anonymous 30 day surveys to be conducted (by hard copy or online)
- t Perform a basic analysis of survey results to share with staff and leadership **
- t Encourage participants to continue performing behaviors and tracking them after 30 days
- t Create initiatives or activities that support staff in practicing 5210 behaviors as resources allow both during the challenge and afterward

This list is a recommended framework for sharing 5210 with your staff. Please keep in mind that the 5210 logo and other components of this toolkit are authored or trademarked by the I Love ME taskforce and participating partners and that your organization agrees to use them after undergoing 5210 "Train the Trainer" training and signing an agreement on material & program use.

** In this era of cost containment for many organizations, leaders are more interested than ever in the cost benefit analyses of programs. Even a program with minimal cost, like 5210, requires investment of staff time and energy so it is no different. Using the simple surveys that have already been created by I Love Me taskforce members as a foundation found in the Train the Trainer Tool Kit, it is easy to create and administer pre surveys and 30 day surveys. Low cost online survey tools like www.surveymonkey.com can automatically create graphs that analyze and group data once directed to do so by your 5210 project leader. This information can be presented to leaders and staff so that they can take note of positive progress and shifts in group behavior.

Please keep in mind that when gathering data it is also important to gather anecdotal information to give a more complete sense of the program's success. For example, in a given company surveys staff BMIs they may not shift greatly in 30 days, but the group's 5210 behavior may improve dramatically. Do not overlook the spirit of your people and the positive behaviors you see and feel around you in an effort to focus solely on "hard data." After all, ingrained habits take more than 30 days to fully take root and improve health parameters.



Communicating with staff about 5210

Good communication is an important part of 5210. Getting your staff to receive messages in the most effective way can be challenging and it is best to think about your staff and what works best for them. For example, Silverton Health is a small hospital system in which many staff such as floor nurses have little time to be at the computer so email is not always the most effective method. Staff huddles and printed materials are often more effective. How will you ensure that your staff learns about 5210 and has access to information that can help inspire them on the path? Will you make posters? Send emails? Address the program in staff meetings? Hang banners in the cafeteria? Label drinks and foods with the 5210 message? Or are there other ways your employees are more likely to receive the message as intended?

For most employers, email is at least one tool that can be relied upon to communicate essential messages. Here is an example of an email that could be modified to notify your staff of the program and pre-survey. Note that it is important to survey staff before they hear the complete 5210 message to allow for the most accurate responses.

SAMPLE 5210 30 DAY CHALLENGE INTRODUCTORY EMAIL

Introductory Email



Are you looking for ways to be healthier through simple lifestyle changes? To help you, we are offering a simple and effective program called the 5210 in 30 challenge. It's free, its fun and it will help motivate you to make positive changes.

Prior to participating you are required to complete a brief survey. We, your employer, will not have access to your individual answers and all information will be kept strictly confidential according to HIPAA guidelines. You will be asked to fill out a similar survey at the end of 30 days.

To participate in this free program please complete the following steps by no later than (insert date and time prior to the kick-off meeting(s) here).

- 1. First, check and record your current weight and height.
- 2. Refer to the BMI chart attached to this email ** and determine your number. (Note that a consistent commitment to 5210 behaviors over time will help you lower your risk factors and improve your BMI.)
- 3. Click on this link: (insert your active survey link here) to complete a brief (5 minute) survey by (insert date and time here).

Upon completion of all three of these steps, you are invited to attend a kickoff meeting where you will learn about the program and receive supporting materials. It will occur on: (Meeting date, time, location)

Please let me know if you have any questions and get ready to both live it and share it! 5210. (insert your contact information here)

Body Mass Index (BMI) Table (Adult Men & Women)

	Underweight			Normal						Overweight				Obese						
BMI1	61	71	81	92	02	12	22	32	42	52	62	72	82	93	03	13	23	33	43	5
Height	Body Weight (pounds)																			
4'10"	77	82	86	91	96	100	105	110	115	119	124	129	134	138	143	148	153	158	162	167
4'11"	79	84	89	94	99	104	109	114	119	124	128	133	138	143	148	153	158	163	168	173
5'	82	87	92	97	102	107	112	118	123	128	133	138	143	148	153	158	163	168	174	179
5'1"	85	90	96	100	106	111	116	122	127	132	137	143	148	153	158	164	169	174	180	185
5'2"	88	93	99	104	109	115	120	126	131	136	142	147	153	158	164	169	175	180	186	191
5'3"	91	96	102	107	113	118	124	130	135	141	146	152	158	163	169	175	180	186	191	197
5'4"	93	99	105	110	116	122	128	134	140	145	151	157	163	169	174	180	186	192	197	204
5'5"	96	102	108	114	120	126	132	138	144	150	156	162	168	174	180	186	192	198	204	210
5'6"	99	106	112	118	124	130	136	142	148	155	161	167	173	179	186	192	198	204	210	216
5'7"	102	109	115	121	127	134	140	146	153	159	166	172	178	185	191	198	204	211	217	223
5'8"	105	112	119	125	131	138	144	151	158	164	171	177	184	190	197	203	210	216	223	230
5'9"	109	115	122	128	135	142	149	155	162	169	176	182	189	196	203	209	216	223	230	236
5'10"	112	119	126	132	139	146	153	160	167	174	181	188	195	202	209	216	222	229	236	243
5'11"	115	122	129	136	143	150	157	165	172	179	186	193	200	208	215	222	229	236	243	250
6'	118	125	133	140	147	154	162	169	177	184	191	199	206	213	221	228	235	242	250	258
6'1"	121	129	137	144	151	159	166	174	182	189	197	204	212	219	227	235	242	250	257	265
6'2"	125	133	140	148	155	163	171	179	186	194	202	210	218	225	233	241	249	256	264	272
6'3"	128	136	144	152	160	168	176	184	192	200	208	216	224	232	240	248	256	264	272	279

Source: Adapted from Clinical Guidelines on the Identification, Evaluation, and Treatment of Overweight and Obesity in Adults, 1998.

After Gaining Support it's time for the 5 2 1 0 in 30 Challenge Kick Off

The Live Presentation

Introduce yourself and ask coworkers to raise a hand and keep it up if they can say yes to the following questions:

- Do you know a family member or friend who has been diagnosed with diabetes?
- Do you know a family member diagnosed with heart disease, high blood pressure, or high cholesterol (allow hands to go up)?
- Do you know a family member or friend who has been diagnosed with cancer (at which point, most likely most of the room is raising their hands)?

Begin the power point with the **I Love ME** slide included in the Train the Trainer Tool Kit CD. Explain that chronic diseases are preventable. Although we are born with genetic risks for these diseases, there is much we can do to prevent them by choosing each day to make health a habit. 5210 simple message on four behaviors individuals can do to reduce their risk for disease like diabetes.

Continue through the slide show (or Challenge Booklet) and highlight each number to explain what it represents. Read the role model stories to the audience. As you show each number explain the following:

- 5- Beyond antioxidants and compounds that prevent disease, fruits and vegetables slow down digestion and absorption so you stay full longer. By including a vegetable or fruit with each meal or snack, you will be able to focus better. When you are hungry your brain is in a stressed state and cannot think as creatively or problem solve as well. Compare an apple, apple sauce, and apple juice and explain while each offer the same nutrients, their ability to keep you full is not equal. Have the audience guess which keeps you full the longest. Conclude by explaining a serving in the 5210 in 30 Challenge is 1 cup raw, ½ cup cooked or ¼ cup dried. Juice does not count as a fruit serving in the 5210 in 30 Challenge because it is absorbed quickly, like sugar, and does not keep you as full as whole fruits and veggies.
- 2- Ask the audience what they think the 2 means? Answer the question if they do not say it, "To limit leisure screen time to 2 hours or less a day outside of work." During the work day, explain it is important to get up and move or change position every 20-30 minutes. Studies show that working a sedentary job and getting an hour of activity a day is not enough to protect your health. Explain that television time interferes with being physically active and is a source of "environmental" cuing that reminds us to eat food. Ask, "What do types of food do you see on television?" Then ask, "When was the last time you saw an advertisement for a fruit or vegetable?" What we are reminded to do, we do more often. By reducing television viewing time, we reduce our family's exposure to cues of foods we are trying to consume less often.
- 1- Emphasize the goal is an hour of physical activity a day, but it does not have to be overwhelming. Depending on your fitness level, you can begin with a 15 minute walk and gradually work up. Like most activities, your individual goal depends on your health. Check with your doctor to make sure a one hour goal is appropriate for you. In the 5210 in 30 Challenge, the goal is an hour a day but it can be completed in four 15 minutes walks, two 30 minute walks or an hour at once. The most important point being, "something is better than nothing." Small steps, done consistently over time, change your health for the better. Read the role model's statement if using the PowerPoint presentation.
- **0**-Hold up the water bottle and explain our drink of choice can make a difference over a lifetime. It is estimated that 30% of the calories consumed by American children is from sweetened beverages. This contributes to excess calorie intake as well as nutrient deficiencies of calcium and vitamin D. Sugar will always be preferred by our brain when we are hungry. Sugar can make us feel good quickly by impacting our brain chemistry. But, the feeling does not last. Reaching for sweetened drinks on a regular basis when we are tired, down, or hungry can become a hard habit to break. By moving reusable water bottles into the home, water is the easy option. By moving sweetened beverages out of the home you can break this habit.

Conclude the presentation by explaining the **5210** in 30 Challenge requires <u>tracking your habits in the four areas</u> on a daily basis for 30 days using the goal tracker. During the **5210** in 30 Challenge you will receive weekly tips and encouragement. Additional support resources include the **5210** in 30 Challenge <u>Facebook page</u>, and <u>www.statesmanjournal.com/iloveme</u>. Remember to be positive and to thank your coworkers for their time. Encourage them it isn't about being perfect, but improving one step at a time over the month.

Weekly Contact over the 5210 in 30 Challenge:

Most likely the organization will have e-mail access, if not, please call the coordinator each week to see how they are doing and if they have questions. Create a distribution list of the 5210 in 30 Challenge participants so you can send a group e-mail once a week (refer to the appendix for a sample of each week's tip). At week 1 include a goal tracker pdf file as a link Goal Tracker PDF (English) or Goal Tracker PDF (Spanish) so participants have this in case they lose their tracking sheet or booklet.

Tell them their weekly goal tracker data can be submitted online so the 5210 Task Force can monitor their progress. We will not share their contact information or individual results with others. It is easiest for them to refer to their paper record when filling this out. You can paste this link into their email: 5210 Weekly Goal Tracker.

Remember week 4 is the final countdown to the 5210 in 30 Challenge conclusion. Remember to set up a prize or incentive employees will be eligible at the conclusion of the Challenge. This encourages participation, and adds to the fun. Encourage them to collect their trackers, to print and complete the post survey form in print or online.

5210	REMEMBER THE CODE	LOWER YOUR RISK
5	5 servings of Vegetables or Fruit increases fiber and antioxidant intake.	Lowers your LDLs, helps maintain blood glucose, promotes a healthy weight
2	2 hours of leisure screen time allows more time for activity.	Increased activity promotes a healthy weight and increases HDL levels.
1	1 hour of daily activity maintains muscle mass.	Burns 250-500 extra calories a day, decreases insulin resistance, increases HDLs.
Ō	0 sweetened beverages can lower calorie intake.	Promotes a healthy weight and can lower triglycerides



Congratulations on completing week 1 of the 5210 in 30 Challenge!

Below are some pointers to overcome obstacles you may be facing.

Be sure to let us know if you have questions on any of the information below or in your kickoff packet, or if you would like some individual assistance.

We want to help!

1. I forgot to track my progress this week

Pick-up where you left off and move forward with week two! Lifestyle changes take time and commitment and it is normal to forget to track your progress. Consider placing your tracker in an easy to see and access location, or using prompts like iPhone reminders or sticky notes. You might also ask your spouse or trusted friend to remind you to track your behaviors and do them, too.

2. I'm struggling with meeting all four parts of the challenge

There are several ways to handle this challenge. You could focus on one or two of the behaviors rather than all four if you feel overwhelmed, or you could set a revised goal in one or more of the areas that is more realistic and achievable for you based on what you are really ready and willing to do now. Be honest with yourself and do what you can. Even small positive steps matter!

3. I'm comparing myself to my coworker and feeling discouraged

For some people, competition is motivating. For others, it can be discouraging! If you stay focused on what is realistic and achievable for you regardless of how you compare to another, you will be more successful in the long term. Be sure to notice the progress you are making and celebrate it too, no matter how small you perceive that it may be.

Checkout the 5210 Facebook page for more advice and activities!

Keep up the good work! You are well on your way to living a healthier lifestyle and preventing the development of chronic diseases!

If you need any advice or help in reaching your goals please contact me at: (insert your 5210 project leader's contact information here).



Congratulations! You are Half-Way Through the 5210 in 30 Challenge! Below are some pointers for keeping up the great work!

- 1. Prep your meals, pack your lunch the simple act of planning and prepping for meals helps people be successful with eating the right things. If you haven't done it already, consider dedicating a few minutes this week to writing a healthy grocery list, then set aside time to shop. (Adhering to a shopping list helps people spend and waste less.) Aim to eat at least 3 servings of fruit and vegetables throughout the work day this week. The remaining 2 or more servings can be eaten with breakfast or dinner.
- Set a timer sometimes we lose track of how long we've been watching TV or
 working on the computer. Consider setting a timer to help you limit your screen time
 to 2 hours or less.
- 3. Focus on moving find creative ways to move more often. Walk your dog, dance to your favorite music, park further away from work, ride your bike with a family member and have a talk; walk, bike or run during some of your errands (like the library or post office) instead of driving it all counts!
- **4.** Use a water bottle people who keep a full water bottle with them throughout the day are more likely to drink water and consume fewer sugary beverages.

Keep up the good work! You are well on your way to living a healthier lifestyle and preventing the development of chronic diseases!

Checkout our Facebook page for more advice and activities!

If you need any advice or help in reaching your goals please contact me at: (insert your 5210 project leader's contact information here)



Only 1 Week to go in the 5210 30-Day Challenge! Below are some pointers for keeping up the great work!

- 1. Focus on fruits and vegetables this week, challenge yourself to take at least one small step outside of your normal fruit and vegetable routine. Consider trying at least one new fruit or vegetable or put your fruit on the counter so it is more enticing. Perhaps you can create a new vegetable filled soup or salad. Invite a sense of creativity to infuse your meals this week.
- 2. Screen-free day consider implementing a "screen-free" day(s) into your week. On this day all television, computers, and video games remain off during your free time. Prepare for your screen freedom by planning some alternative activities ahead of time with your family or friends. You may be surprised at how much you get done and how much fun you have!
- 3. Take every opportunity to move Use your breaks at work to take a walk, take the stairs instead of the elevator, or stand up each time the phone rings. A good question to ask for all errands is: "Can I walk, run or bike there?"
- 4. Consider removing sweetened beverages from your house it is much easier to avoid sugar sweetened beverages if they are not available. This week, consider removing any soda or sweetened beverages from your house.

Keep up the good work! You are well on your way to living a healthier lifestyle and preventing the development of chronic diseases!

Checkout our Facebook page for more advice and activities!

If you need any advice or help in reaching your goals please contact us at (insert your project leader's contact information here)



YOU ARE COMPLETING THE 5210 IN 30 CHALLENGE!

1. How do you feel – 30 days ago you committed to living a healthier lifestyle by following the 5210

code. Now that you're completing the challenge, how do you feel? Do you have new habits that you believe are sustainable in the long term? What are you doing (or not doing) for your health now that you weren't doing before? It is important to recognize that small changes can have a BIG impact on your life and health over time.

- 2. What were your greatest challenges For most people, some parts of the challenge are easier than others. Pause for a moment to consider the challenge(s) that was/were most difficult. Why were those behaviors challenging for you? If you take time to understand your blocks, you will be more likely to overcome them as you move forward in living more healthfully. We'll help you brainstorm strategies for overcoming your blocks at our 30 day follow up meeting.
- 3. What were your successes Take time to celebrate your success! Whether you improved in one or all four areas of 5210, you still made changes that lead to a healthier life. Give yourself the time to pause, reflect and acknowledge your success, no matter how small you may perceive it to be.
- 4. Keep up the good work The 30 day challenge is coming to an end, but that doesn't mean your 5210 habits have to end. We encourage you to focus on the behaviors that were the most difficult for you, and to experiment with new strategies for success. We encourage you to continue tracking your behaviors if you found it to be helpful, and to consider other ways that you can continue to make positive changes. You are capable of being successful and you deserve to live a healthy life.

Congratulations from the 5210 Team!

Please watch your email for a link to a short (and confidential) post survey, coming in the next few days.

As always, don't hesitate to let me know if you have any questions or would like some individual assistance: (insert your 5210 project leader's contact information here).

30 Day follow up and 5210 in 30 Challenge Conclusion

Materials:

- A white board or flip chart with pens
- Raffle or incentives for those who completed the Challenge

Follow up Meeting & Staff Celebration:

Encourage staff to complete the post survey and attend the raffle even if they have not completed a full 30 days of tracking. Remind participants it is a challenge, and that each day they did something healthy is a reason for reward and celebation.

At the follow-up meeting congratulate them on choosing to take the 5210 in 30 Challenge. Ask them to raise their hands if it was tough or if they had trouble doing the four behaviors each day. On a white board or flip chart list the types of barriers that got in the way of doing the 5210. Explain that managing health is tough, especially in today's environment where we do not have to move much to meet basic needs and can be entertained without much effort.

Use the I Love ME Champions application (located in the Train the Trainer tool kit) to assess which wellness activities your place of employment has in place. By offering the Challenge and displaying 5210 materials, you have already met two requirements. Your team can chose one more to work on during the next month so employees know they've their hard work moved your business to qualify as I Love ME Champion.

Preventing chronic disease demands that we continue our efforts each day to set goals, identify obstacles, brainstorm solutions to barriers, and choose solutions to try. For a few of the barriers or stumbling blocks, ask participants for ideas that would make the 5210 habits easier to reach. By helping each other healthy lifestyle change is so much easier than going it alone. With support of coworkers you can keep healthy habits going.

Encourage participants to support one another in their efforts at healthy living and 5210 behaviors. Remember, to manage our health it is critical to set daily goals. Using a goal tracker, journal, or food record are excellent ways to stay focused and experience the results that come when practicing healthy living.

Collect the post surveys from participants or pass out the survey to complete. Some may have already submitted their survey online. Ask each participant to put their name in the drawing for the raffle prize donated by the organization. Call individuals up to draw the winners. Take photos (if approved) of the winners and the group. Encourage them to post their efforts and tips for others on the 5210 in 30 Challenge Facebook page or a staff bulletin board.

Thank them again for taking the 5210 in 30 Challenge. Remind them of community resources available to further support their efforts to live healthy and prevent chronic disease.



The next 30 days

Although the popular press often references 21 days or 30 days as being some sort of magical window for permanent behavior change, scholarly research suggests that behavior change is highly individual and that it varies widely from person to person. Although one month's time can be significant in the life of an employee, it is best to strategize ways to keep 5210 alive in the minds and actions of your staff after the challenge is over. Here are just a few ways to keep the challenge alive after 30 days:

- t Celebration of the 30 day mark for all participants with healthy food, a guided discussion on what worked and didn't (while encouraging participants to take notes on ideas they hear from others that resonate), a raffle for a grocery store gift certificate or other healthy item(s), and an invitation to share the program with friends and family
- t Encouragement to continue to track behaviors for another 30 days (including tracking materials to do so)
- t Encouragement to focus on the behavior(s) that is most challenging for each individual with new strategies for success
- t A5210 columniny our newsletter or intranet page
- t A 5210 "tip of the day" or "tip of the week"
- t Healthy lunch and learns with guest wellness presenters
- t Food or activity policies tailored to your environment and staff
- t New foods in the cafeteria or vending machines
- t Formation of a walking or running club
- t Fitness or yoga classes taught onsite by a local fitness or yoga professional
- t Partnership with a local fitness facility for reduced membership rates for your staff
- t Guided daily 10 minute stretch breaks

Your 5210 project leader and staff may also have additional ideas for how to keep the challenge alive – just ask them!

Additional tools and resources

You may choose to reinforce the 5210 message with additional posters or handouts. These handouts could be attachments to weekly 5210 challenge emails or be distributed in other ways. Again, think about your staff and what might work best for them. Use your creativity! Perhaps you could offer a weekly conference call on each behavior and use a handout as a tool to illustrate key ideas. Perhaps you could create a kickoff meeting packet with these handouts inside... or perhaps you would choose to highlight a new behavior each week during the challenge and share individual handouts at lunchtime meetings. Following are a few for your consideration.

OTHER RESOURCES

http://www.pcrm.org/good-medicine/2005/summer/tips-from-the-cancer-project-the-nutrition-rainbow http://www.heart.org/HEARTORG/www.welcoa.org/freeresources



OR MORE servings of vegetables and fruits





HOURS OR LESS

recreational screen time (including cell phones, computers and TV)

HOUR + of physical activity (including periods of sustained exercise as well as simply moving more throughout the day)

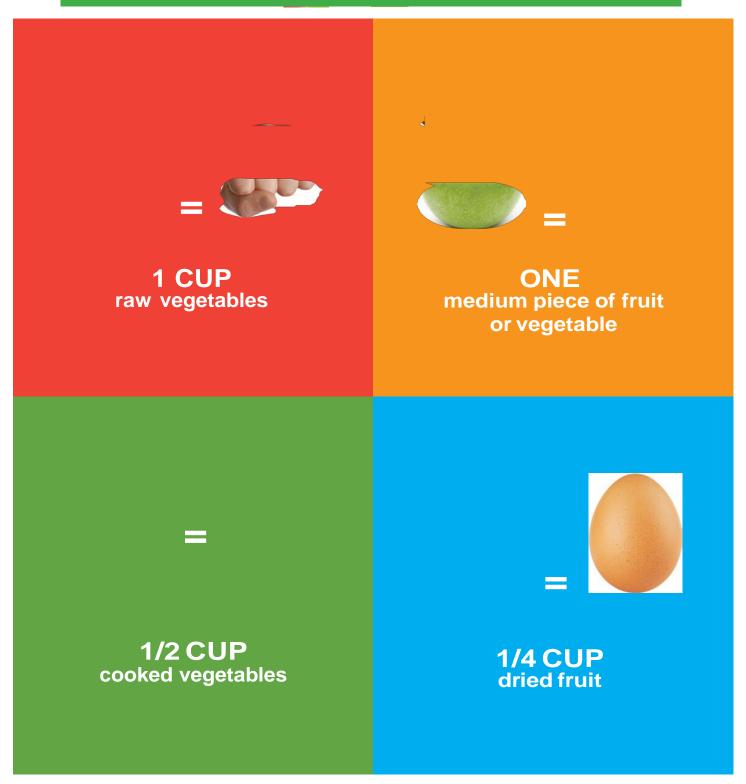




SUGAR SWEETENED BEVERAGES (and more water)



PORTION REFERENCE GUIDE





RETHINK YOUR DRINK

What we drink contributes to the size of our waistline and our overall health. Read below to find out which drinks to choose most of the time vs those to enjoy occassionally.

Make the choice Know the calories **Check ingredients** DRINK PLENTY Many zero calorie drinks Water provides 0 calories have preservatives or chemicals - Water everything the body per container Skim and 1% milk* in them such as aspartame, an needs to restore fluids. GREEN · Unsweetenedtea *Low-fat milk has 90 artificial sweetener. Though It's the perfect calories per serving. It fits they have few or no calories, it beverage to re-hydrate in the Green category as is good to avoid them when it is a great source for your system. calcium and vitamin D, possible. Zero calorie drinks are a 0-50 calories Contain more than **OCCASIONALLY** five ingredients. better choice than their per container sugar-sweetened Beverages which contain Energy drinksSport drinks100% juice counterparts because more than five ingredients they are lower in calories. typically are highly However, they may processed and are contribute to weigh gain artificially sweetened. and should be enjoyed as an occasional treat. **DRINK RARELY** Sugar-sweetened 50 calories or Usually contain more than IF AT ALL beverages add extra five ingredients. These more per container - Soft drinks calories to our diets which beverages are usually Fruit drinks can contribute to weight sweetened with sugar, Lemonades & gain. The average high-fructose corn syrup, or other 'ades' American consumes over other high-calorie sweeteners and have little if any 300 calories each day from what they drink. nutritional value. They can also contribute to dental decay.



MOVE FOR 60

The "1" in 5210

The benefits of consistent moderate to vigorous sustained exercise are well documented and accepted. They include:

- t Lower health risks including:
 - t Decreased blood pressure
 - t Decreased cholesterol
 - t Decreased risk for diabetes
 - t Decreased risk for heart disease
 - t Decreased risk for certain types of cancer
 - t Arthritis management
 - t Falls prevention
 - t Depression management
 - t Weight management
- t Improved mood
- t Increased strength and improved posture
- t Increased ease with activities of daily living
- t Increased energy
- t Improved sleep
- t Enhanced intimacy
- t Increased confidence



Examples of the kinds of exercise that can stimulate these kinds of changes include:

- t Walking
- t Running
- t Hiking
- t Swimming
- t Resistance training
- t Cycling
- t Dance
- t Sports

The general recommendation is to get 30 minutes of moderate to vigorous exercise most days of the week or 150 minutes a week.





In addition to sustained moderate to vigorously intense exercise, the 5210 program encourages an increase of other kinds of daily activities. Additionally, moving throughout the day, even in short spurts, has been shown to decrease risks for cardiovascular disease and early mortality. Conversely, sustained periods of sitting increase risks for CD and early mortality even if a person exercises vigorously once a day!

Here are some creative ways to move more often throughout the day:

- t Stand up every 30 minutes if you've been sitting
- t Use the restroom farthest away from your desk rather than closest
- t Walk over to a coworker to have a conversation rather than placing a phone call
- t Have walking meetings
- t Walk during work breaks
- t Stand up each time your phone rings to say "hello"
- t Walk, run or bike on errands rather than driving
- t Combine family time with play time such as time in the park to play games, family walks or bike rides
- t Walk or play with your dog or pet
- t Turn on your favorite song and dance!
- t Take the stairs, not the elevator or escalator
- t Meet a friend for a walk rather than a cocktail or meal
- t Parkfurther away from your office or errand location
- t Think of housework as physical activity and look for ways to make it fun

Combining moderate to vigorous sustained activity with increased movement throughout the day will help you get your hour of activity each day. Start where you are and celebrate what you can do. Remember that even short periods of exercise or physical activity will help you increase your health and lower your risks.



OFF SCREEN AND ON WITH LIFE!

The "2" in 5210

Some research suggests that the average American child spends 22-28 hours per week viewing television, more than any other activity except sleeping. By the age of 70, many of us will have spent 7-10 years watching TV! *

We tend to move less when we are watching TV, which contributes to weight gain and heart health risks. TV also exposes us to persuasive messaging for unhealthy foods, and many people find that they eat more when they are watching TV than doing other activities. Increased TV viewing has also been correlated with lower reading scores and attention problems in children.

Although TV viewing is a frequent contributor to "screen time," it is not the only kind. Screen time includes the use of personal computers, video or electronic games and personal phones with texting and internet capabilities.

The good news is that decreasing screen time INCREASES opportunities to do other things that are healthy and life enhancing such as:

- t Exercising
- t Healthy meal preparation
- t Creating art
- t Meditation or prayer
- t Journaling
- t Project completion

- t Talking with family or friends
- t Doing activities with family or friends
- t Reading
- t Visiting a park, museum or favorite location
- t Walking the dog or playing with a pet
- t Your favorite hobby

Consider these recommendations when thinking of ways to limit your family's screen time:

- t Remove TVs and computers from bedrooms
- t Set goals such as no TV/screen time until homework or chores are completed
- t Noscreen time during meals
- t Set a timer for screen time and abide by it
- t Create a list of family rewards for observing screen time limits such as dinner out or a visit to a favorite place

As with any new habit, decreasing screen time and replacing it with other activities may take some practice and repetition before they become a part of your new lifestyle. Don't be afraid to experiment with strategies until you find the formula that works for you.

* Harrison Medical Society and the Kaiser Family Foundation





WHERE THERE IS WATER, THERE IS LIFE!

Water is your body's main chemical component, making up 60 percent of your body weight. Every system in your body depends on water. Water is essential for major functions of the body such as digestion, absorption and excretion of waste. Water not only moves toxic waste products from the body, it also carries vital nutrients to the body's cells. Water is also used to regulate body temperature and keep tissues and skin moist.

Lack of water can lead to dehydration, a condition that occurs when you don't have enough water in your body to carry out normal functions. As we get older, our bodies are less sensitive to the need for water.

Common Signs of Dehydration

t Fatigue t Headaches t Cravings t Joint & back pain t Cramps t Constipation

Tips for Good Hydration

- t Never let yourself get thirsty! Thirst is a sign of dehydration. So if you feel thirsty, your water levels are already too low.
- t Drink eight to ten 8 oz. glasses of water a day (approximately 1.9 liters). If activity levels are higher than normal or if it is extremely hot or dry, you may want to bump that up to 10 glasses or more.
- t Drink enough water so that your urine is colorless or slightly yellow. This is usually a sign that you are getting enough water.
- t Stay hydrated one meal at a time. Fruits and vegetables are full of water and help to provide the body with much needed fluid. Choose meals like soups and stews for increased fluid intake.
- t Carry water with you. Drink water throughout the day.
- t Focus on water and calorie-free beverages. Limit high calorie, high sugar, and caffeinated beverages.

Hydrate to rejuvenate!

References

Source: http://www.mayoclinic.com/health/water/ NU00283/NSECTIONGROUP=2





tips Nutrition Education Series

add more vegetables to your day



10 tips to help you eat more vegetables

It's easy to eat more vegetables! Eating vegetables is important because they provide vitamins and minerals and most are low in calories. To fit more vegetables in your meals, follow these simple tips. It is easier than you may think.

discover fast ways to cook
Cook fresh or frozen vegetables in the microwave
for a quick-and-easy dish to add to any meal. Steam
green beans, carrots, or broccoli in a bowl with a small
am unt of water in the microwave for a quick side dish.

be ahead of the game

Cut up a batch of bell peppers, carrots, or broccoli. Pre-package them to use when time is limited. You can enjoy them on a salad, with hummus, or in a veggie wrap.



Tomatoes

Choose vegetables rich in color

Brighten your plate with vegetables that are red, orange, or dark green. They are full of vitamins and minerals. Try acorn squash, cherry tomatoes, sweet potatoes, or collard greens. They not only taste great but also are good for you, too.

check the freezer aisle
Frozen vegetables are quick and easy to use and are just as nutritious as fresh veggies. Try adding frozen corn, peas, green beans, spinach, or sugar snap peas to some of your favorite dishes or eat as a side dish.

stock up on veggies
Canned vegetables are a great addition to any meal, so keep on hand canned tomatoes,

kidney beans, garbanzo beans, mushrooms, and beets. Select those labeled as "reduced sodium," "low sodium," or "no salt added."



Heat it and eat it. Try tomato, butternut squash, or garden vegetable soup. Look for reduced- or low-sodium soups.

while you're out

If dinner is away from home, no need to worry. When ordering, ask for an extra side of vegetables or side salad instead of the typical fried side dish.

Savor the favor of seasonal vegetables
Buy vegetables that are in season for maximum
favor at a lower cost. Check
your local supermarket specials
for the best-in-season buys. Or
visit your local farmer's market.

try something new
You never know what you may like. Choose a
new vegetable—add it to your recipe or look up
how to fix it online.



10 tips Nutrition Education Series

focus on fruits

10 tips to help you eat more fruits



Eating fruit provides health beneits. People who eat more vegetables and fruits as part of an overall healthy diet are likely to have a reduced risk of some chronic diseases. Fruits provide nutrients vital for health, such as potassium, dietary fiber, vitamin C, and folate (folic acid). Most fruits are naturally low in fat, sodium, and calories. None have cholesterol. Any fruit or 100% fruit juice counts as a part of the Fruit Group. Fruits may be fresh, canned, frozen, or dried, and may be whole, cut-up, or pureed.

keep visible reminders
Keep a bowl of whole fruit on
the table, counter, or in the
refrigerator.

think about taste

Buy fresh fruits in season when they may be less expensive and at their peak lavor. Add fruits to sweeten a recipe.

think about variety
Buy fruits that are dried, frozen, and canned (in water or 100% juice) as well as fresh, so that you always have a supply on hand.

don't forget the fiber

Make most of your choices whole or cut-up fruit, rather than juice, for the benefits that dietary fiber provides.

be a good role model
Set a good example for children by eating fruit every day with meals or as snacks.

At breakfast, top your cereal with bananas, peaches, or strawberries; add blueberries to pancakes; drink 100% orange or grapefruit juice. Or, try a fruit mixed with fat-free or low-fat yogurt.



try fruit at lunch
At lunch, pack a tangerine, banana, or grapes to eat, or choose fruits from a salad bar. Individual containers of fruits like peaches or applesauce are easy and convenient.

experiment with fruit at dinner, too
At dinner, add crushed pineapple to coleslaw, or include orange sections, dried cranberries, or grapes in a tossed salad.

snack on fruits
Drie
The

Dried fruits make great snacks.

They are easy to carry and store well.

keep fruits safe
Rinse fruits before preparing
or eating them. Under clean,
running water, rub fruits briskly to remove
dirt and surface microorganisms. After
rinsing, dry with a clean towel.





tips **Fducation Series**

liven up your meals with vegetables and fruits

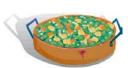


10 tips to improve your meals with vegetables and fruits

Discover the many beneits of adding vegetables and fruits to your meals. They are low in fat and calories, while providing fiber and other key nutrients. Most Americans should eat more than 3 cups—and for some. up to 6 cups-of vegetables and fruits each day. Vegetables and fruits don't just add nutrition to meals. They can also add color, lavor, and texture. Explore these creative ways to bring healthy foods to your table.

fire up the arill Use the grill to cook vegetables and fruits. Try grilling mushrooms, carrots, peppers, or potatoes on a kabob skewer. Brush with oil to keep them from drying out. Grilled fruits like peaches, pineapple, or mangos add great lavor to a cookout.

expand the lavor of your casseroles Mix vegetables such as sauteed onions, peas, pinto beans, or tomatoes into your favorite dish for that extra lavor.



planning something Italian? Add extra vegetables to your pasta dish. Slip some peppers, spinach, red beans, onions, or cherry tomatoes into your traditional tomato sauce. Vegetables provide texture and low-calorie bulk that satisfies.

get creative with your salad Toss in shredded carrots, strawberries, spinach, watercress, orange segments, or sweet peas for a lavorful, fun salad.

salad bars aren't just for salads Try eating sliced fruit from the salad bar as your dessert when dining out. This will help you avoid any baked desserts that are high in calories.

get in on the stir-frying fun Try something new! Stir-fry your veggies-like broccoli, carrots, sugar snap peas, mushrooms, or green

beans—for a quick-and-easy addition to any meal.

add them to your sandwiches Whether it is a sandwich or wrap, vegetables make great additions to both. Try sliced tomatoes, romaine lettuce, or avocado on your everday sandwich or wrap for extra lavor.

be creative with your baked goods Add apples, bananas, blueberries, or pears to your favorite muffin recipe for a treat.

make a tasty fruit smoothie For dessert, blend strawberries, blueberries, or raspberries with frozen bananas and 100% fruit juice for a delicious frozen fruit smoothie.



liven up an omelet Boost the color and lavor of your morning omelet with vegetables. Simply chop, saute, and add them to the egg as it cooks. Try combining different vegetables, such as mushrooms, spinach, onions, or bell peppers.





kid-friendly veggies and fruits



10 tips for making healthy foods more fun for children

Encourage children to eat vegetables and fruits by making it fun. Provide healthy ingredients and let kids help with preparation, based on their age and skills. Kids may try foods they avoided in the past if they helped make them.

smoothie creations
Blend fat-free or low-fat yogurt or milk with fruit pieces and crushed ice. Use fresh, frozen, canned, and even overripe fruits. Try bananas, berries, peaches, and/or pineapple. If you freeze the fruit first, you can even skip the ice!

delicious dippers

Kids love to dip their foods. Whip up a quick dip
for veggies with yogurt and seasonings such as
herbs or garlic. Serve with raw vegetables like broccoli,
carrots, or caulilower. Fruit chunks go great with
a yogurt and cinnamon or vanilla dip.

Caterpillar kabobs

Assemble chunks of melon, apple, orange, and pear on skewers for a fruity kabob. For a raw veggie version, use vegetables like zucchini, cucumber, squash, sweet peppers, or tomatoes.

personalized pizzas
Set up a pizza-making station in the kitchen. Use whole-wheat English muffins, bagels, or pita bread as the crust. Have tomato sauce, low-fat cheese, and cut-up vegetables or fruits for toppings. Let kids choose their own favorites. Then pop the pizzas into the oven to warm.

Start with carrot sticks or celery for the body. Attach wings made of thinly sliced apples with peanut butter and decorate with halved grapes or dried fruit.

Frozen treats are bound to be popular in the warm months. Just put fresh fruits such as melon chunks in the freezer (rinse first). Make "popsicles" by inserting sticks into peeled bananas and freezing.

bugs on a log
Use celery, cucumber, or carrot sticks as the log and add peanut butter. Top with dried fruit such as raisins, cranberries, or cherries, depending on what bugs you want!

homemade trail mix

Skip the pre-made trail mix and make your own. Use your favorite nuts and dried fruits, such as unsalted peanuts, cashews, walnuts, or sunlower seeds mixed with dried apples, pineapple, cherries, apricots, or raisins. Add whole-grain cereals to the mix, too.

potato person
Decorate half a baked potato. Use sliced cherry
tomatoes, peas, and low-fat cheese on the potato
to make a funny face.

put kids in charge
Ask your child to name new veggie or fruit creations.
Let them arrange raw veggies or fruits into a fun
shape or design.

