

DECEMBER
2023

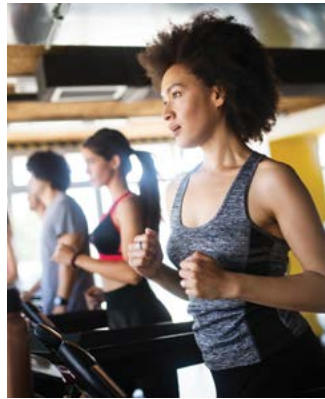
Embrace the holiday spirit

Holiday spirit is something you create by embracing joy, making memories, and taking part in cherished traditions. Try these holiday activities to cultivate a spirit that spreads happiness and warmth to everyone around you:

- Decorate your home with festive lights, ornaments, and meaningful heirlooms.
- Engage your senses by baking cookies or simmering holiday spices like cinnamon, cloves, and allspice.
- Make time for family traditions like watching classic movies, crafting homemade ornaments, or singing carols.
- Reach out to your community by volunteering or organizing a charity drive to spread goodwill.
- Host a holiday gathering with friends and loved ones to share stories and traditions.
- Embrace the spirit of giving by exchanging thoughtful gifts and personalized cards.
- Emphasize gratitude by reflecting on positive memories and expressing appreciation for the people in your life.
- Attend local holiday events or markets to enjoy the festive atmosphere.
- Savor the season by enjoying your favorite holiday foods and drinks (in moderation)!

Caring for Arthritis

Arthritis is a degenerative condition that affects joints and connective tissues. This causes pain, swelling and restricted movement. It is the most common cause of work disability among adults. While there is no cure for arthritis, there are effective ways to treat and manage the symptoms.



BE ACTIVE

Physical activity is one of the best ways to manage arthritis symptoms. A safe exercise program can:

- Reduce joint pain
- Decrease stiffness
- Build strength
- Improve flexibility
- Increase endurance

Talk to your doctor before starting an exercise program. To protect joints, choose low-impact activities such as:

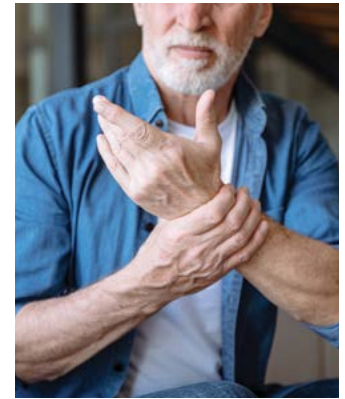
- Swimming
- Cycling
- Brisk walking
- Tai chi or yoga
- Strength training



WEIGHT MANAGEMENT

Maintaining a healthy weight reduces stress on your joints. If you are overweight, losing some weight can decrease pain and stiffness from arthritis. Achieving a healthy weight protects the weight-bearing joints, such as the hips and knees, as well as prevents injuries and improves mobility.

- Aim for at least 150 minutes of moderate to vigorous activity each week. Remember, it should be low-impact.
- Increase your intake of high-fiber, plant-based foods such as fruits, vegetables, whole grains, nuts, seeds, and legumes.
- Decrease your intake of highly processed foods such as cakes, candies, cookies, chips, fries, fast food, and sugary beverages.
- Manage stress by making time for relaxation. Yoga, meditation, exercise, and time in nature are all ways to reduce stress.

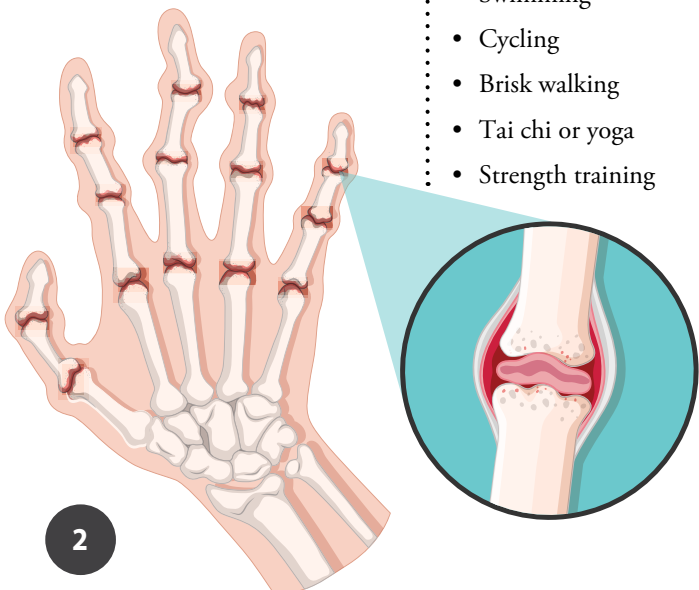


TREATMENT

There are over 100 different types of arthritis. Proper diagnosis by a doctor ensures you receive the best treatment. Early medical treatment of arthritis protects the long-term health of your joints and reduces symptoms.

Treatment your doctor may recommend includes:

- Medication to manage pain and prevent joint damage
- Physical therapy to improve joint function and reduce pain
- Surgery if there is joint damage. This may include repair or replacement of the joint.
- Self-management education programs to teach you how best to manage your arthritis. Ask your doctor about available programs.



Tackle food shaming

No one should be shamed for what they choose to eat. Yet, the current food climate is full of subtle or not-so-subtle messages that promote shame and guilt. How we talk to both ourselves and others about food choices can contribute to food shaming or stop it in its tracks.



WHAT FOOD SHAMING LOOKS LIKE

Food shaming involves criticizing or judging people or ourselves based on food choices, eating habits, or body size. This can come in the form of comments, thoughts, or being influenced in our food choices due to feelings of shame.

Comments

- “I can’t believe you ate that much pizza.”
- “Is that all you’re eating? You’re already too thin.”
- “Those fries have a lot of fat in them. You shouldn’t eat them.”

Thoughts

- “I’ve been really lazy and haven’t gone to the gym, so I should skip breakfast.”
- “I wish I had their metabolism.”
- “If I looked like them, I’d eat whatever I wanted, too.”

Choices

- Choosing to order a salad instead of the entree you want because you worry what others will think.
- Limiting your choices around people who tend to comment on your eating.
- Hiding what you eat so no one will notice.



BREAK THE CYCLE

With a new mindset and approach to eating you can break the cycle of food shaming.

- No food is good or bad. Instead, think about foods as those you should eat more often (fruits, vegetables, lean proteins, whole grains, etc.) and those you enjoy in moderation (cookies, candies, sugary beverages, etc.). All foods have a place!
- Everyone has different body types and nutrient needs, and what works for you might not be right for someone else.
- Avoid commenting on others’ food choices. What sounds like an innocent comment to you could carry a different meaning for someone else.
- Speak up or change the subject if someone makes shaming food comments. If you feel you can calmly address the comment, do so; otherwise, shift the topic to something else.
- Be kind to yourself. Our relationships with food can be complicated. Give yourself grace and focus on the positive ways food nourishes your body and mind every day.



How to ask for a raise

When it's time to ask for a raise, approach the conversation with confidence, preparation, and professionalism. By presenting a well-researched case and demonstrating your value to the company, you increase your chances of getting the raise you deserve.



RESEARCH & PREPARE

Before asking for a raise, research the standards in your industry and the average salary ranges for your role and experience level. Use this information to guide your request.

HIGHLIGHT ACHIEVEMENTS

Prepare a list of projects, accomplishments, and contributions. Give specific examples of how your efforts add value to the organization. Showcase your skills, expertise, and willingness to take on additional responsibilities.

THE RIGHT TIME

A performance review is often an ideal time to ask for a raise or when you've accomplished something significant. Request a private meeting with your supervisor to ensure you have their undivided attention.

BE PROFESSIONAL

Be respectful and polite, regardless of the outcome. Be open to feedback and willing to discuss options other than a salary increase, such as additional benefits or professional development opportunities.

BE CONFIDENT

Approach the conversation with confidence and conviction. Clearly state your request and be specific with the amount you are seeking.

FOLLOW-UP

If you don't get the raise you asked for, it's appropriate to ask why and find out what factors influenced the decision. Learn what specific areas you can improve to merit a raise in the future.