

MAY
2023

Start a walking group

Walking is hands down one of the best forms of exercise. Walking with a group is a great strategy to keep you motivated. And what better way to get involved in a walking group than to start one yourself!

1. **Identify target members.** Do you want to invite the general public, only close friends, or people in your neighborhood? Know who you want to join.
2. **Choose a time.** Based on who you plan to invite, pick a regular time slot and schedule about 60-75 minutes.
3. **Plan a route (and a backup).** A good walking route is free, safe, well-maintained, and near your home or work. Also, select a backup indoor location, such as a mall or walking track, for when the weather is poor.
4. **Spread the word.** Reach out to your target members with flyers, social media, phone calls, or emails. Aim for between 5 and 15 members.

Source: American Heart Association

Ditch the sugary drinks

All that extra sugar in sweetened beverages adds up to a high risk of chronic disease. Switching from sugary beverages to sugar-free options can have a big, immediate impact on improving health.

WHAT ARE SUGAR-SWEETENED BEVERAGES?

A sugar-sweetened beverage is any drink that has been sweetened with added sugar. The sugar can come from many sources, including:

- Corn syrup
- Brown sugar
- Fructose
- High-fructose corn syrup
- Sucrose
- Cane sugar
- Honey
- Lactose
- Malt syrup
- Raw sugar

SWEETENED DRINKS & YOUR HEALTH

Drinking sugar-sweetened beverages adds a lot of extra sugar and calories to your diet. For example, a regular soda may contain upwards of 10 teaspoons of added sugar and 150 calories. Drinking one a day would mean consuming almost one and a half cups of extra sugar each week! People who regularly consume these types of drinks are at increased risk for:

- Weight gain
- Heart disease
- Obesity
- Cavities
- Type 2 diabetes
- Gout arthritis

DITCH SUGARY DRINKS

There are many healthier options available to replace sugar-sweetened drinks. Water remains the best choice, but there are lots of other ways to break the sugary drink habit. If plain water doesn't appeal to you, try these drinks instead:

- Zero-calorie flavored fizzy water
- Create your own flavored water by adding lime, lemon, orange, berries, mint, cucumber, or ginger
- Mineral water
- Water with a small splash of 100% fruit juice or coconut water

THE DEAL WITH DIET SODA

If you are someone who really loves soda, switching to diet soda may be a good first step in reducing your sugar intake and protecting your health. But, over time, removing all soda is the healthiest choice. The American Heart Association advises choosing water or flavored water as your beverage of choice and skipping diet soda.



Non-alcoholic fatty liver disease

Nonalcoholic fatty liver disease (NAFLD) is currently the most common type of liver disease in the US. The buildup of fat in the liver is a warning that diet and lifestyle changes to protect your liver may be needed.

WHAT IS NAFLD?

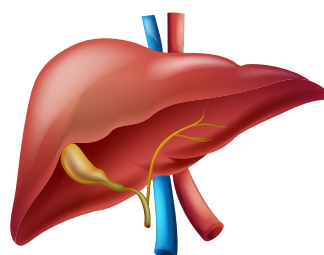
NAFLD occurs when there is a buildup of fat in the liver. It's normal for the liver to contain some fat, but those with more than 5-10% fat in their liver may be diagnosed with NAFLD. There are two types:

- Nonalcoholic fatty liver (NAFL), in which there is a buildup of fat but no inflammation or liver damage. This is the most common form of NAFLD.
- Nonalcoholic steatohepatitis (NASH), in which there is inflammation and liver damage and the potential for scarring. This type is less common.



WHO IS AT RISK?

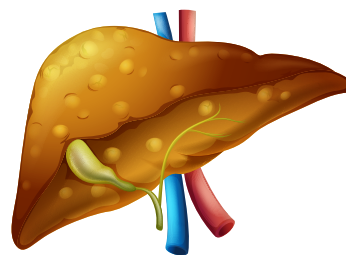
NAFLD is more common in those who are overweight, obese, or have type 2 diabetes. Individuals of Hispanic, non-Hispanic white, or Asian American descent have higher rates of NAFLD. While more common in adults, this condition is on the rise in children, likely due to rising rates of childhood obesity.



Healthy liver

SYMPTOMS

Many people with NAFLD have no symptoms. Because the most common type of NAFLD, NAFL, has no inflammation or damage, most people do not know they have it. Routine blood tests may reveal elevated liver enzymes. A slightly enlarged liver, abdominal pain, and fatigue are possible symptoms.



Fatty liver disease



CAUSES

The exact cause of NAFLD is unclear; however, genetics and environment play a role. Lifestyle factors such as being overweight or obese, consuming more food than the body needs, and overconsumption of iron, cholesterol, and refined sugar may increase the risk.

TREATMENT

It is possible to reverse NAFLD through healthy lifestyle changes. Weight loss of as little as 4% of total body weight is the most effective treatment. Your doctor may recommend eating a balanced diet, exercising, and avoiding alcohol to reduce the fat buildup and improve overall health.

Bridging differences

Working with a diverse group of people can spur innovation, creativity, and insight. At the same time, success depends on the ability to bridge differences and build consensus. These skills maximize productivity and boost group satisfaction.

TIME FOR DIALOGUE

When dealing with conflict, face-to-face dialogue helps get to the heart of the issue and allows non-verbal cues such as facial expressions and body language to aid communication.

PAUSE & LISTEN

Take a step back from your own position and try to understand where the other person is coming from. How might their cultural or generational background be influencing their perspective? If you don't understand, ask.

COMMON GROUND

While there may be areas where you disagree, there are likely other areas where you can find common ground. Seek out topics and ideas you can both agree on. This connection allows for greater understanding and cooperation.



CULTIVATE RELATIONSHIPS

While you may not have deep friendships with every person you work with, a friendly working relationship is worth pursuing. It's easier to build consensus in working relationships based on mutual respect and understanding. Make time to get to know your co-workers, in and out of work settings.

ADAPT APPROACH

How you work to bridge differences should be adapted for each unique situation and person. The better you get to know someone, the easier it is to adjust your communication style to solve problems more effectively.

ACKNOWLEDGMENTS

Celebrate group successes and give credit where credit is due. Acknowledge the role each person plays in making the business work.