



**Nicole Bidolli
Chris Frye
Kalyn Sigg
Kirsten Steiner**

Company Biography



Founded in 1949, Eat'n Park is a family owned restaurant chain that employs more than 8,000 people. The Eat'n Park Hospitality Group has many different branches:



FarmSource is Eat'n Park's local purchasing program that has been growing for over 15 years, allowing local farms to grow and produce the food that they serve on their restaurants' plates. The idea of FarmSource was created for guests to enjoy fresh, wholesome foods while also supporting the local agricultural community.

Eat'n Park's core values are caring about people, being passionate about food, embracing innovation, being fiscally responsible, and encouraging a culture of integrity, diversity, and accountability. They have three areas of philanthropy:

Sharing Smiles
Supporting family wellness and fitness

Growing Smiles
Providing access to healthy food and education about food choices, particularly for kids

Hero Smiles
Enhancing the lives of military veterans and their families

Team Member Bios

Nicole Bidolli is from Troy, Michigan and is obtaining her Masters at the University of Pittsburgh. She loves spending time in Up North Michigan, rooting for Detroit sports, and teaching swim lessons. She loves the Eat'n Park breakfast burrito.



Chris Frye is from Beaver, Pennsylvania. He loves sports and exercising. His favorite food is pizza and the Eat'n Park Superburger. He loves listening to music.



Kalyn Sigg is from Monroeville, PA. She has four brothers and a dog named Ommy. She enjoys being outside and biking with her family. Her favorite food at Eat'n Park is the apple pie.



Kirsten Steiner grew up in the Pittsburgh area, graduated from Seton Hill University studying Exercise Science, and attends the University of Pittsburgh for further education. She enjoys kayaking and skiing. She likes the Bear Claw at Eat'n Park.

Acknowledgements

We would like to thank Lisa Harris for her cooperation and input with this program. Your generosity and passion for the employees of this company does not go unnoticed. We would also like to thank her for our early morning breakfast meetings, as well as the waitresses and cooks who served us.

We would also like to thank the Eat'n Park Hospitality Group Inc, for allowing us to work with Lisa and your restaurants. We are excited to present our program to you.

Finally, we would like to extend some individual thanks.

Nicole Bidolli: I would like to thank Dr. Fertman for his support and guidance, along with my team members for their dedication and hard work into this project. Also thank you to my Yiayia and Papou (grandparents) for their motivation and encouragement throughout my Masters program.

Kalyn Sigg: I would like to thank my fellow team members for their hard work and dedication to this project.

Chris Frye: I would like to thank Dr. Fertman and my fellow team members for all of their help throughout this project.

Kirsten Steiner: I would like to thank my father for the times he helped proof read some things. I would also like to thank the team for their suggestions and ideas during the planning process.

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Section One: Implementation

Stress

The food and customer service industry requires efficient service and hospitality, and employees are constantly on their feet working in this fast paced environment. For these reasons, this type of work can be extremely stressful.

High levels of stress at work and in our daily lives can cause a multitude of health concerns.



Elevated stress hormones

Elevated blood pressure

Increased risk for heart disease, which is the leading cause of mortality in the United States

In addition, to deal with this stress, we often turn to negative health behaviors to cope, such as poor dietary behaviors or a sedentary lifestyle. These behaviors can further worsen our health, and put us at an increased risk for chronic disease like diabetes or metabolic syndrome.

Smoking is especially an issue with Eat'n Park employees, causing an increased risk for upper respiratory tract infections and other more serious diseases, like cancer.



Our health is not only a personal concern, but is also a company concern.

Worker illness costs employers over

\$220 billion annually, or about \$1,700 per employee.

Cigarette smoking alone costs the workplace

\$92 billion per year.

By improving employee health, we can decrease these costs for the company, and help to make Eat'n Park an even better place to work.

Program Overview

Our “Stress Less More Smiles” program focuses on reducing stress and negative health behaviors in Eat’n Park employees, through

Social support

Use of mindfulness in everyday activities

Coping techniques

We also want to raise awareness and change the norms of smoking behavior inside and outside the workplace. We hope that “Stress Less More Smiles” will bring this positive environment to Eat’n Park Hospitality Group Inc. locations. This program will enhance Eat’n Park’s personal assets, primarily caring about employee health and well-being.

“Stress Less More Smiles” has been created to help employees cope with stress in a healthy way, by providing them with the correct knowledge and tools to live healthier, more active lifestyles. Our goal is to help employees become more mindful of their daily activities within the workplace, when they are eating, and during their free time outside of work.

The core of the program is

Managing and controlling stress in a healthy way through mindful meditation and yoga, coping mechanisms for smoking cessation, creating social support, and practicing mindfulness on a day-to-day basis.

Combining all of these techniques together will make the transition to becoming a healthy non-smoker easier, and will teach employees about the advantages of living a healthy lifestyle.

Program Overview

“Stress Less More Smiles” is a four week interactive program that can be presented online through myMENU or in a classroom setting, encouraging all members of the Eat’n Park Hospitality Group to become healthier versions of themselves. The next pages discuss the following lessons in more detail.

Lesson 1: Meditation and Mindfulness

Introduction to mindfulness and what a mindful lifestyle is about. Hatha yoga poses, deep breathing techniques and identifying stressors will be acknowledged.

Lesson 2: Kicking the Habit

Introduction to various negative health behaviors, like smoking, as well as coping strategies and techniques to make healthier choices.

Lesson 3: Social Support and Trust

Recognizing the benefits of relationships on and offline, social sharing, and how to incorporate support and trust within co-workers.

Lesson 4: Mindful Movement

Implementing mindfulness into real life situations. Mindful eating, physical activity and being mindful at work will be addressed during this lesson.



Kick the Habit



Lesson Overview & Goals

The mission statement of our program is to improve the overall health of Eat'n Park employees, physically, mentally, and socially.

Lesson 1

This lesson will discuss what stress does to the human body and the health problems associated with chronic stress. We will do an activity showing how we all juggle many things in life at one time, and if we are not focused, things like physical activity and cardiovascular health can be dropped. Mindfulness and meditation are then introduced, to become more aware of the present and what is happening in the now. We will practice mindfulness together, along with learning hatha yoga poses that have been found to help reduce smoking cravings and stress. Individuals have the capability of altering their emotional states using the voluntary control of breathing and mindfulness. Deep breathing techniques and practice will end the lesson and can be done within the workplace and also for personal stress.

Lesson 2

This lesson focuses on various negative health behaviors, like smoking, and how to replace them with more positive and healthy behaviors. We will begin by raising awareness of the health consequences of our behavior. The objective is to provide employees with general knowledge about their health numbers, and how they are affected by our behaviors. In addition, we want to provide employees with the resources necessary to get their numbers checked, even if they do not have insurance. We will then discuss cues that cause us to engage in these negative health behaviors, and alternative, more positive behaviors to practice instead. We want to encourage employees to be more mindful and aware of what individually triggers them to choose unhealthy behaviors like smoking or eating poorly. Finally, we will target specifically smokers, and discuss the various nicotine replacement therapy options they have available to them. Ultimately, we want to give employees the tools necessary to start to make healthier choices, and view a healthy lifestyle as an attainable goal.

Lesson Overview & Goals

Lesson 3

This lesson focuses on how relationships can have many health benefits in addition to achieving goals. Through learning different types of support and how they are used, participants will learn what type of support is most beneficial to them. In addition, they will learn a few ways to access or interpret the support they are already receiving to benefit them the most. This lesson will help the participants learn more about themselves and how they respond and share experiences. They will also be shown examples on how to build trust and quality relationships, especially in the workplace. The objective is for the participants to understand how important social support is for mental/physical health, achieving goals, and thriving in life. This would hopefully lead to participants accessing support or using their social support systems, changing their behavior to make more use of the support they are already receiving or seeking out quality support. Another goal is to increase their social sharing of experiences with others. The main change in attitude will be recognizing that what people say may be more beneficial to them than they think and that they need friends or a support system to reach their goals and live healthier. The skills they gain will be recognizing the social support they already have and paying more attention to it or how to access social support, through friends and coworkers, by building upon trust.

Lesson 4

Mindfulness is a major component of many factors of life. In this lesson, we will learn different ways to become even more mindful. We will also go through different activities that will help us become more mindful while doing physical activity, eating, and while at work. This is aimed to get us into a routine that keeps these things a part of our everyday lives. This will help reduce stress and increase happiness.

After the program is over, we hope that employees will understand mindfulness, as well as strategies for application. We also want them to understand new ways to cope with stress, and to view smoking cessation and a healthier lifestyle as an attainable goal. Finally, we want employees to understand how social support can help them achieve their goals.

Employer Role

The Eat'n Park administrative role will be to support the "Stress Less More Smiles" Program by providing the necessary funds, promoting the program and its important value, in addition to providing meeting rooms for lessons and uploading the recorded lessons to the myMENU portal.

Throughout this four lesson program, Eat'n Park Hospitality Group, Inc. (Eat'n Park) will promote the positivity of this program. In addition, for the conclusion of the program, there will be a Mind-Body Celebration at one of the participating locations. Eat'n Park will provide healthy food options for this event.

When the program is completed, the management team members should continue to encourage participants and other employees to live a mindful lifestyle, including eating healthy, doing physical activity and avoiding smoking to decrease stress. They should also try to incorporate aspects of the program into team meetings.



Participant Role

After promotions and introduction to the program, the participants are expected to:



- Fill out the Mindful Attention and Awareness Scale (MAAS)
- Fill out the Health Behavior Measures Questionnaire
- Attend 4 interactive lessons or view these lessons on the web-based platform
- Attend at least one lesson in person

Participants will listen to speakers, complete activities during the lessons at home or work, with some personal journal assignments. They will also make use of the exercise equipment library.

Employees should be supportive of each other, since sharing experiences and offering to help throughout the program is extremely important. Lastly, participants should apply what is presented to help them improve their health and decrease stress.



Maximizing Participation and Engagement



To improve overall health of Eat'n Park employees physically, mentally, and socially.

To help employees find alternative ways to reduce stress by working towards becoming more physically active, increasing mindfulness behavior, and stop smoking.



This program is fun, educational and interactive. The action and journal activities will encourage participants to actively engage in the program and increase mindfulness behaviors.



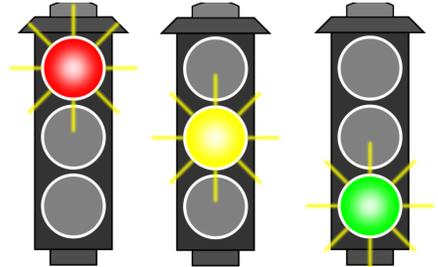
The exercise equipment library is available to sign out equipment to take home and use. This will help increase access to materials needed for exercise if alternatives are not available.

Incentives will be provided if actions and journals are completed for each lesson. The incentives are baskets with healthy snacks or physical activity equipment, and will introduce alternative approaches to exercise equipment, e.g. using household items for equipment milk jugs instead of weights. We think that with active engagement and support, as well as the ability to ask the lesson leaders questions will keep participation and retention high.

Timeline and Checklist

3-4 months before program begins:

- Establish a budget
- Train program staff (presenters)
- Set up web-based platform
- Begin promoting the program



1-2 months before:

- Continue promoting program and start tracking enrollment
- Select location for lessons and validate electronics
- Begin using handouts, newsletters, and promotions on the web-based platform
- Purchase materials needed for program delivery and exercise equipment for the “equipment library”
- Begin baseline assessments of participants

1 Week before:

- Program overview and introduction of staff
- Complete and collect baseline surveys (MAAS and Health Behaviors Questionnaire)
- Introduce the journals for written activities
- Focus on getting the participants to use the journals
- Talk about the key resources
- Introduce the “exercise equipment library”

Week 1:

- Lesson 1: Meditation and Mindfulness
- Journal life and work stressors
- Defining mindfulness and meditation
- Hatha yoga poses to reduce stress and promote smoking cessation
- Learning deep breathing techniques

Timeline and Checklist

Week 2:

- Lesson 2: Kicking the Habit
- Introduction to health numbers and resources to get your numbers checked
- Discussion of various triggers and cues that increase our chance of making an unhealthy choice, and ways to cope with these feelings
- Discussion of various nicotine replacement therapy options

Week 3:

- Lesson 3: Social Support and Trust
- Action and journal activities, focusing on the benefits of relationships, types of support, support and social sharing, coworker support and trust

Week 4:

- Lesson 4: Mindful Movement
- Application of mindfulness practice through eating, physical activity, and at work

Post Program (end of program to 2 months)

- Complete and collect follow up surveys
- Incorporate mindfulness strategies at work
- Incorporate mindful behaviors and using support systems
- Maintenance of all program aspects
- Improvement of quality of life and less stress
- Final evaluation and report
- Mind-Body Celebration

Program Checklist Handout

1 week before:

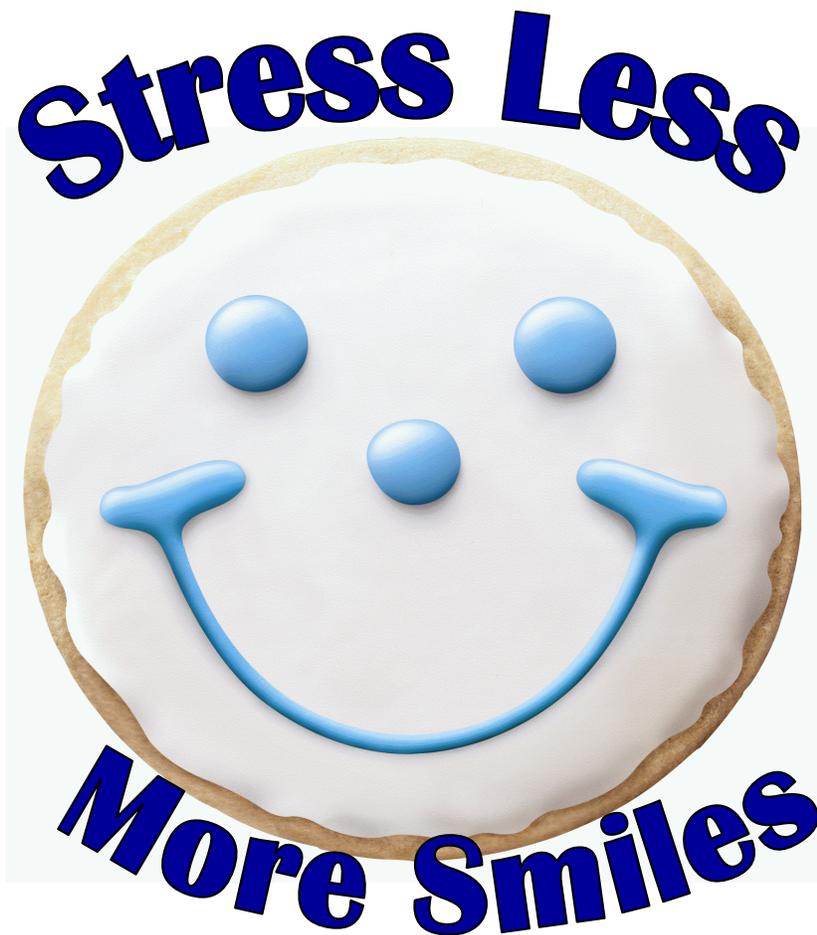
- Program overview and introduction of staff
- Complete and collect baseline surveys (MAAS and Health Behaviors Questionnaire)
- Introduce the journals for written activities
- Focus on getting the participants to use the journals
- Talk about the key resources
- Introduce the “exercise equipment library”

Week 1	Week 3
Lesson 1: Meditation and Mindfulness <ul style="list-style-type: none"> <input type="checkbox"/> Less Stressed <input type="checkbox"/> Be Mindful <input type="checkbox"/> Mind and Body <input type="checkbox"/> Breathe Deep 	Lesson 3: Coworker Support and Trust <ul style="list-style-type: none"> <input type="checkbox"/> Benefits of Relationships <input type="checkbox"/> Types of Support <input type="checkbox"/> Motivation for Social Sharing <input type="checkbox"/> Building Coworker Support and Trust
Week 2	Week 4
Lesson 2: Kicking the Habit <ul style="list-style-type: none"> <input type="checkbox"/> Health Consequences <input type="checkbox"/> Environmental Cues <input type="checkbox"/> Coping Techniques <input type="checkbox"/> Alternative Therapy 	Lesson 4: Mindful Movement <ul style="list-style-type: none"> <input type="checkbox"/> Mindful Practice <input type="checkbox"/> Mindful Eating <input type="checkbox"/> Mindful Physical Activity <input type="checkbox"/> Mindfulness at Work

Post Program

- Complete and collect follow up surveys
- Incorporate mindfulness strategies at work
- Incorporate mindful behaviors and using support systems
- Maintenance of all program aspects
- Improvement of quality of life and less stress
- Final evaluation and report
- Mind-Body Celebration

Program Handout



Learn new ways to reduce stress, build support and be healthy!

Join your coworkers for a 4 week program to learn ways to decrease stress, be healthy, and build support. Participate in fun and interactive activities, and even take home a prize basket. All lessons will be offered on myMENU and once in person.

Health Behaviors Questionnaire

To be taken before and after the program. Your answers will be kept confidential. This is a personal tool for you to use.

Location Where Participating: _____

Circle the letter that best describes you based upon the statement.

1. I have an understanding of what mindfulness is.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

2. My stress levels are high.

A	B	C	D	E
Once a month	Once a week	2-4 Times per week	5+ Times a week	Not sure

3. I practice mindful meditation and hatha yoga poses.

A	B	C	D	E
5+ Times a week	2-4 Times per week	Once a week	One a month	Not sure

4. I will start to use deep breathing techniques.

A	B	C	D	E
5+ Times a week	2-4 Times per week	Once a week	One a month	Not sure

5. I plan to be more mindful.

A	B	C	D	E
5+ Times a week	2-4 Times per week	Once a week	One a month	Not sure

Health Behaviors Questionnaire

Circle the letter that best describes you based upon the statement.

6. The last time I got my cholesterol, glucose, and blood pressure numbers checked was _____.

A	B	C	D	E
In the last month	In the last 3 months	In the last 6 months	In the last year	I can't remember

7. On average, I smoke cigarettes _____.

A	B	C	D	E
Do not smoke	Once a month	Once a week	2-4 Times per week	5+ Times a week

8. I know certain triggers that cause me to engage in negative health behaviors, like smoking.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

9. I know of alternative coping techniques for stress besides smoking, or other negative health behaviors.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

10. When I need suggestions about a personal problem, I know someone I can turn to.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

11. I often get invited to do things with others.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Health Behaviors Questionnaire

Circle the letter that best describes you based upon the statement.

12. There are several people that I trust to help solve my problems.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

13. I build friendships with other people and offer to help others.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

14. I am physically active at least 3 times per week.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

15. I feel supported by #_____ coworkers.

A	B	C	D	E
4 +	3	2	1	0

16. I am able to control what I eat.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

17. Physical activity is something that I use to relieve stress.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

18. I am mindful and aware of most of the things that are going on around me.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Health Behaviors Questionnaire

Circle the letter that best describes you based upon the statement.

19. I often meet or talk with family or friends

A	B	C	D	E
5 + times per week	2-4 Times per week	Once a week	One a month	Rarely

20. I think my friends feel like I am very good at helping them solve their problems.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

21. I feel like there is someone I can share my most private worries and fears with.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

22. Most of my friends are more successful at making changes in their lives than I am.

A	B	C	D	E
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

23. I am more satisfied with my life than most people are with theirs.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

24. I am closer to my friends than most other people are to theirs.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

25. If I wanted to go out to lunch/dinner with someone I would have an easy time finding someone to go with me.

A	B	C	D	E
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Health Behaviors Questionnaire

Remember to fill out this questionnaire both before the program and after the program. Your results are for your own personal use, to see what improvements you have made after the program. Make sure to not look at your answers from before the program until you finish!

What were your scores?

Tally up your scores, and the number of A's, B's, C's, D's, and E's. Did you get mostly A's or B's?

Based on your C, D, or E responses, what are some areas of improvement that you would like to focus on? What are some priority areas for you on your journey to better health?

Thank you for your time in filling out this questionnaire!

If you have any concerns about your answers, the Eat'n Park Assistance Program (EAP) is available. The phone number is 888-628-4824 and it is available 24/7. The website is www.GuidanceResources.com which can be accessed by entering (username) LFGsupport and (password) LFGsupport1.

MAAS Survey

Instructions: Below is a collection of statements about your everyday experience. Using the 1-6 scale below, please indicate how frequently or infrequently you currently have each experience. Please answer according to what really reflects your experience rather than what you think your experience should be. Please treat each item separately from every other item.

1	2	3	4	5	6
Almost Always	Very Frequently	Somewhat Frequently	Somewhat Infrequently	Very Infrequently	Almost Never

I could be experiencing some emotion and not be conscious of it until some time later.	1	2	3	4	5	6
I break or spill things because of carelessness, not paying attention, or thinking of something else.	1	2	3	4	5	6
I find it difficult to stay focused on what's happening in the present.	1	2	3	4	5	6
I tend to walk quickly to get where I'm going without paying attention to what I experience along the way.	1	2	3	4	5	6
I tend not to notice feelings of physical tension or discomfort until they really grab my attention.	1	2	3	4	5	6
I forget a person's name almost as soon as I've been told it for the first time.	1	2	3	4	5	6
It seems I am "running on automatic," without much awareness of what I'm doing.	1	2	3	4	5	6
I rush through activities without being really attentive to them.	1	2	3	4	5	6
I get so focused on the goal I want to achieve that I lose touch with what I'm doing right now to get there.	1	2	3	4	5	6
I do jobs or tasks automatically, without being aware of what I'm doing.	1	2	3	4	5	6
I find myself listening to someone with one ear, doing something else at the same time.	1	2	3	4	5	6

MAAS Survey

1	2	3	4	5	6
Almost Always	Very Frequently	Somewhat Frequently	Somewhat Infrequently	Very Infrequently	Almost Never

I drive places on 'automatic pilot' and then wonder why I went there.

1 2 3 4 5 6

I find myself preoccupied with the future or the past.

1 2 3 4 5 6

I find myself doing things without paying attention.

1 2 3 4 5 6

I snack without being aware that I'm eating.

1 2 3 4 5 6

MAAS SCORING

To score the scale, simply take the total of your score and divide by 15 items. Higher scores reflect higher levels of mindfulness.

Section Two: Promotional Materials

Promotional Materials

“Stress Less More Smiles” will take place within the Eat’n Park company and will be available on Eat’n Park’s intraweb myMENU portal. It will eventually be implemented company wide, but will start in a few restaurants in the local Pittsburgh area. The target population will be restaurant employees including servers, cooks, hostesses, etc. who are interested in learning ways to decrease stress by being mindful in life, including nutrition, physical activity, health, and increasing use of their social support. Any employee will be encouraged to learn more about the program by having the ability to contact us with questions or attend the welcome

session to learn more about the program. Here the program staff will introduce the lesson topics. Everyone is encouraged to participate in the program. Eat’n Park Hospitality Group Inc. works to support the company’s employees through many health activities, promotions, services, and more, but our main focus will be using mindfulness to decrease stress, improve health habits and increase social support individually and in the workplace.



To recruit the employees to join and/or view the recorded lesson, we will use flyers, posters, company newsletters, email and advertise on the myMENU portal to spread the word and encourage them to attend. In order to attend the lessons, the employees who wish to participate will have to fill out a “Stress Less More Smiles” registration form, which includes basic contact information and details about the start date, locations and whom to give the completed form to. Once this is completed, their name will be on the participation list.

Posting posters or announcements through myMENU will help draw employees to the lesson or to watch the online recorded lessons. Lessons will be offered online on the myMENU, so that evening shift workers are able to participate in the program. An “exercise equipment library” composed of some exercise equipment at participating locations that participants can sign out equipment from and return, will help encourage and provide available resources to exercise. By using these activities and incorporating these resources, we hope to increase the number of participants and educate them on mindful behaviors to decrease stress and improve health, which will hopefully ultimately be carried over into their lifestyle and daily habits at home and work.

Promotional Materials

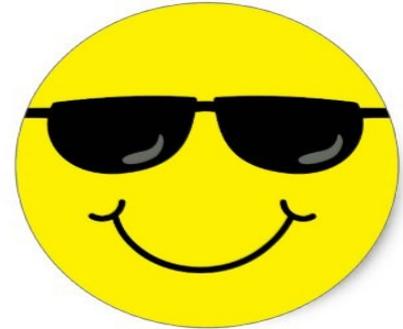
Many people are stressed, and finding healthy ways to cope or resolve the stress can be difficult. Healthy eating and being physically active are perceived as burdens to so many people. These lessons will help alleviate those perceived burdens by showing new strategies to decrease stress and be healthy. The lessons revolve around decreasing stress through mindfulness, smoking cessation, social support, and a mindful lifestyle. Educating participants on improving eating habits and physical activity will hopefully describe and show them that it is possible to decrease stress by increasing healthy behaviors through mindfulness and social support. This will hopefully increase the health of employees in and outside of the workplace as participants share what they learn with family, friends and other co-workers. Hopefully, this will also increase motivation for the employees to participate in other wellness/health events, opportunities, or offers that Eat'n Park provides or participates in.

Again, all Eat'n Park employees are able to participate and once this program is incorporated company wide, all employees will be eligible. The activities will be available to all participants, and they will have the ability to win an incentive prize at the end of the program. Reminder emails will be sent to the participants to give last minute details. After lessons have begun, new participants are able to sign up as word is spread. We hope the participants starting from the beginning will share what they are learning and their experiences so more will join this program. Since one lesson focuses on social support and many find support in coworkers, getting coworkers to join will have a great impact in the working community environment. All aspects of "Stress Less More Smiles" will be free to participants.



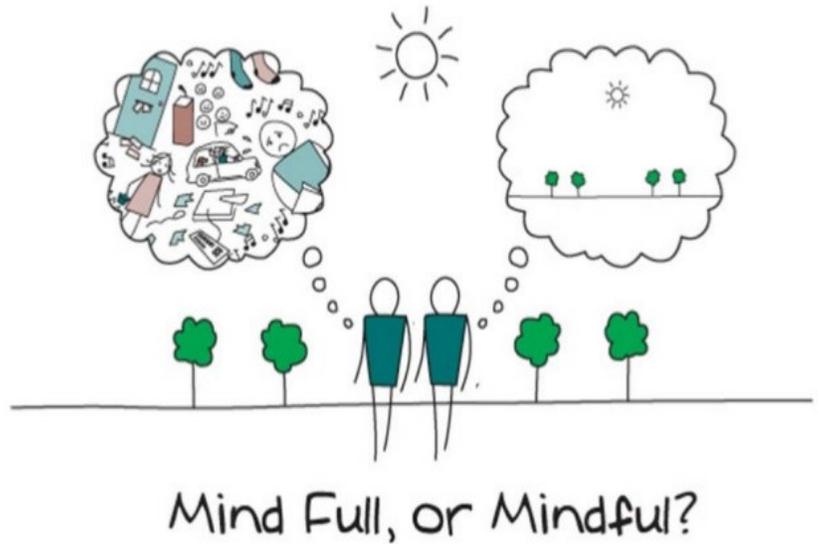
STRESS LESS MORE SMILES

**Want to stress
less and become a
healthier version
of YOU?**



Be mindful
Create good habits
Use social support
Tobacco cessation

**Please join us on (date TBD) to learn more about this program and meet the staff.
For more information, please contact (Name) at (email)**



BE MORE MINDFUL.

JOIN OUR *STRESS LESS MORE SMILES*

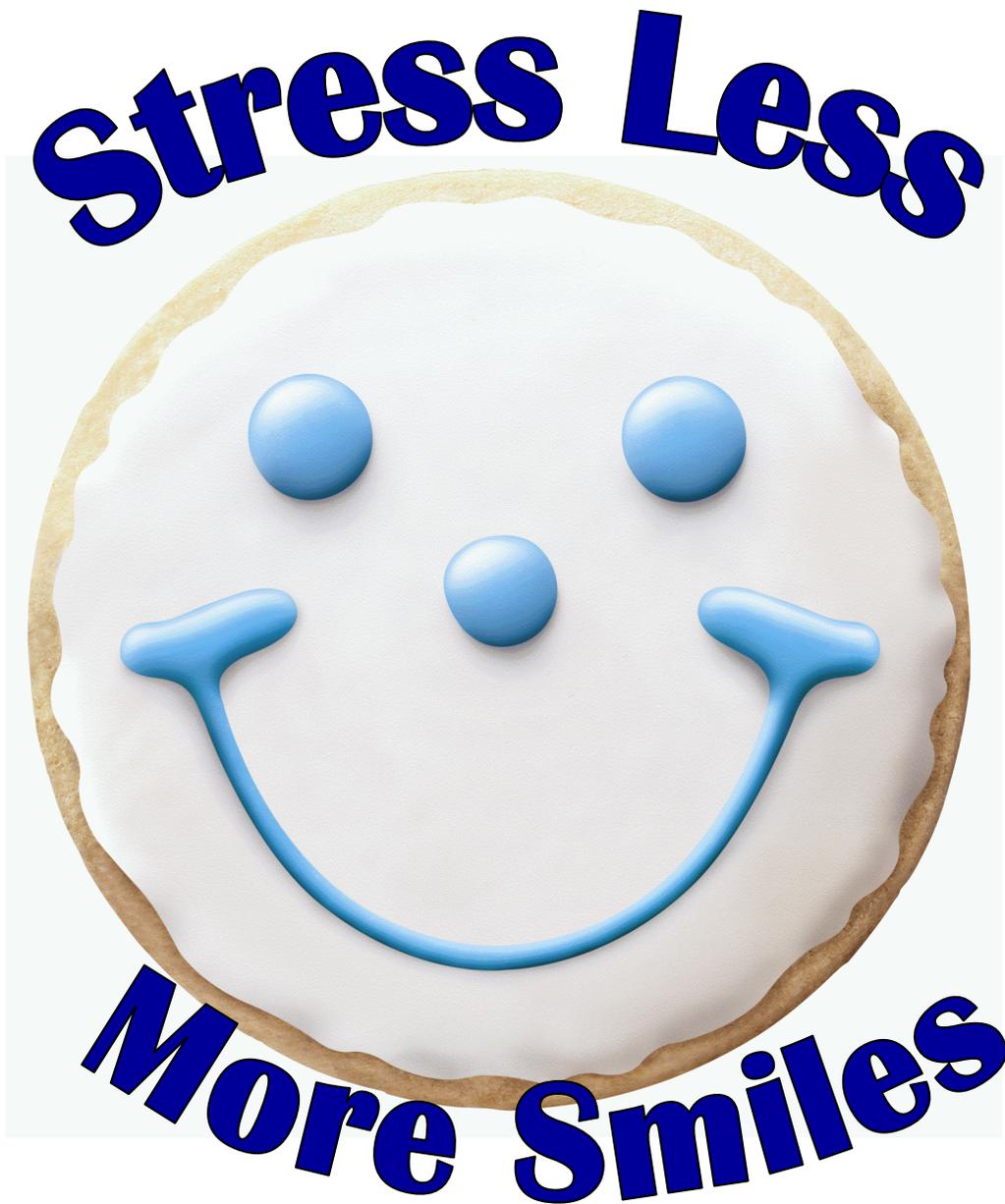
WHAT IS IT? COME CHECK IT OUT AT OUR WELCOMING SESSION!

DATE: TBD

LOCATION: TBD AND ON MYMENU

CONTACT: (NAME AND EMAIL)





JOIN US FOR FREE!

Reduce your stress—Become more mindful
Stop tobacco smoking—Get up & be active!

STRESS LESS W/ MINDFULNESS



Did you know...

- You can manage your stress in a healthy manner?
- Yoga is for everyone!
- Becoming more mindful can reduce smoking use
- Deep breathing exercises can help anxiety and depression



Join the **STRESS LESS
MORE SMILES** program
today!

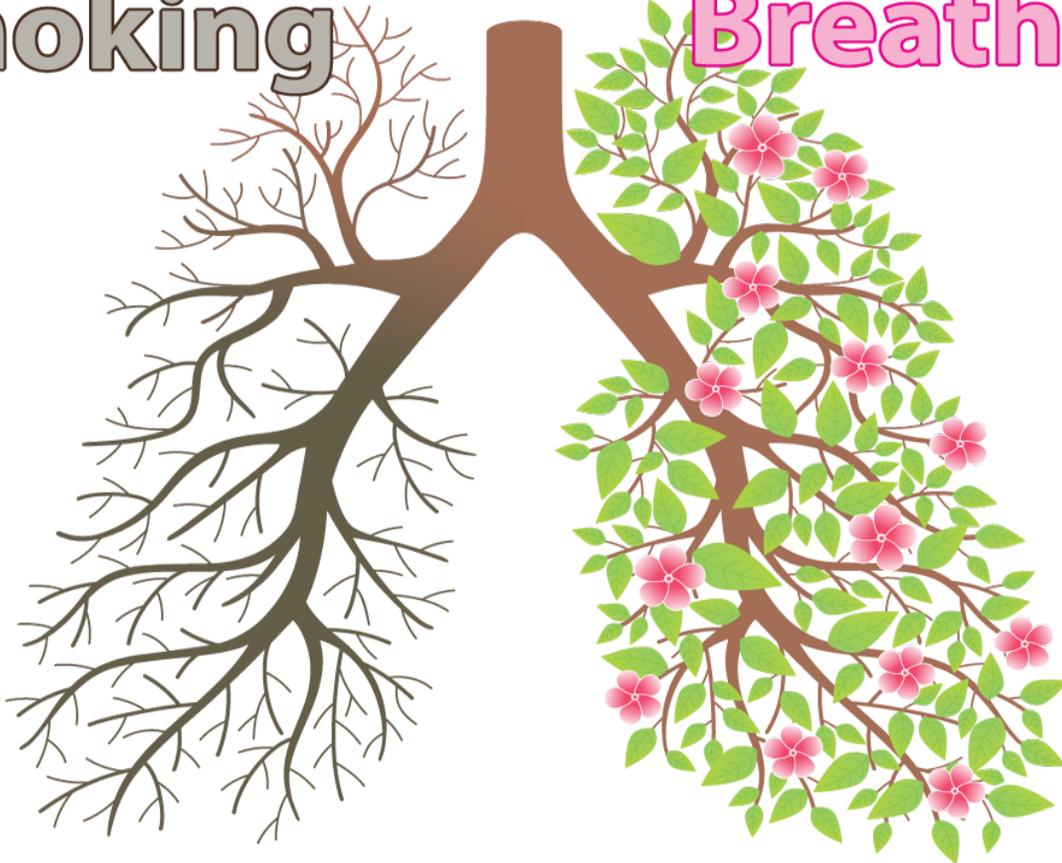
Starting: TBD

Contact: (Name and Email)
for further information

YOU ARE IN CONTROL

Stop
Smoking

Start
Breathing



**Come and join our STRESS LESS MORE SMILES program
& learn how to become a healthier version of YOU!**

FREE!

When:

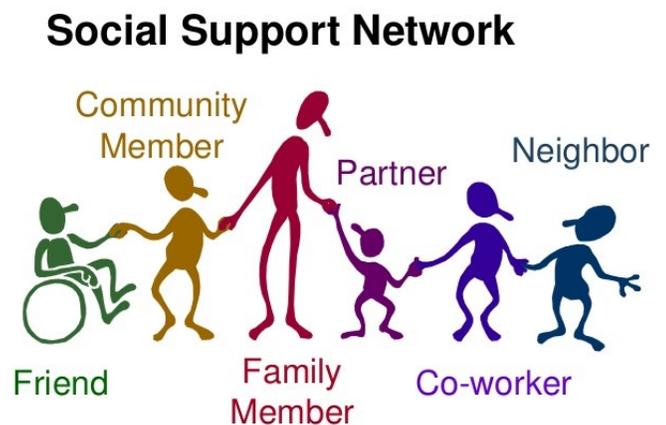
Where:

Contact:

Lesson 3: Social Support

Use your social support!!

- Benefits (physical and mental) of social support
- Types of social support
- Social sharing
- How to build/access social support at work



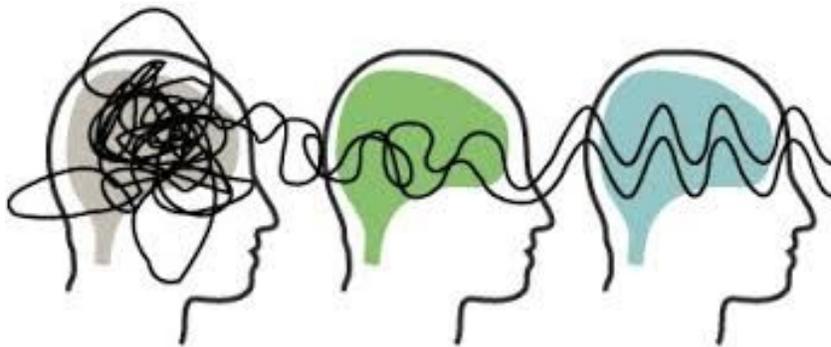
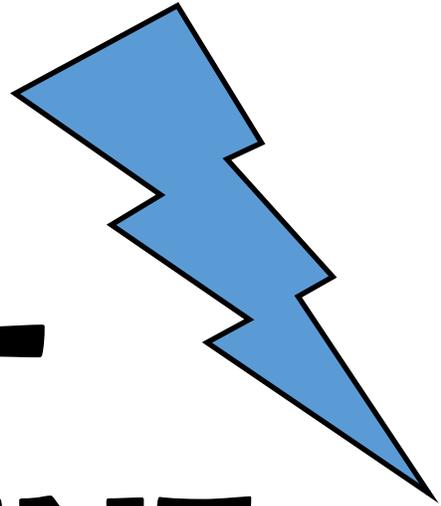
Please join us on (date TBD) to learn how to make the most out of your support.

For more information, please contact (Name) at (email)

Be apart of the

MINDFUL

MOVEMENT.



- **Mindful eating habits**
- **Increasing physical activity**
- **Reduce your stress**
- **Contact (Name) for more information**

Company E-Health Environment, Access and Use

Eat'n Park Hospitality Group's online employee portal is called myMENU. This portal includes payroll, benefits, company perks, and important information.

Eat'n Park will use flyers, emails, updates on myMENU, and word of mouth to communicate the "Stress Less More Smiles" mindfulness program throughout each participating location. While our goal is to reduce tobacco smoking use within all staff and employees, we hope to encourage all to increase health and wellness in order to combat stress levels and cigarette usage.

Eat'n Park utilizes their general managers and e-newsletters as resources for employees to access information. These tools will continue to be used for promotion and maintenance for our program. Word of mouth and myMENU will be used throughout our entire program and for post-evaluation, which includes a survey. Not all printed materials for each lesson will be shared on myMENU, as we hope this promotes coming in-person to each weekly lesson. During each weekly lesson, employees that attend will be available for winning award baskets that promote healthy eating or physical activity.

For further support, the Eat'n Park Assistance Program (EAP) is available. The phone number is 888-628-4824 and it is available 24/7. The website is www.GuidanceResources.com which can be accessed by entering (username) LFGsupport and (password) LFGsupport1.

Section Three:

Program

Content

Lessons

In the following four lessons, keep an eye out for these icons!



The Smiley Cookie indicates the beginning of each new lesson.

This pencil indicates a journal activity. Please use the journal that was given to you at the beginning of the program.



This icon indicates an engaging activity to help fully understand lesson concepts.

Mindfulness—Lesson 1



EFFECTS OF STRESS ON THE BODY



SKIN:

Changes in Skin Texture, Loss of Skin Tone, Loss of Moisture, Thinner & More Delicate Skin

[Learn More >](#)



IMMUNE SYSTEM:

Decreased Immunity

[Learn More >](#)



HORMONES:

Hormonal Imbalances, Increased Cortisol

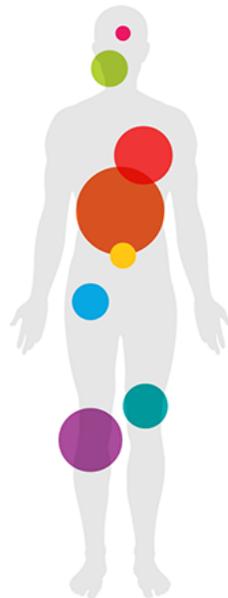
[Learn More >](#)



BONES:

Decreased Calcium Absorption, Weakened Bones

[Learn More >](#)



BRAIN:

Fatigue, Reduced Concentration, Decreased Mood

[Learn More >](#)



HEART:

Increased Heart Rate, Elevated Blood Pressure

[Learn More >](#)



GUT:

Decreased Nutrient Absorption, Alterations in Gut Motility, Changes in Microbiome, Leaky Gut

[Learn More >](#)



MUSCLE:

Muscle Protein Breakdown

[Learn More >](#)



ENVIRONMENTAL TOXINS

Air Pollution, Water Pollution, Sunlight (UV Rays)



PSYCHOLOGICAL

Emotional Troubles, Relationships, Childhood Trauma, Media Overload



NUTRITIONAL

Processed Foods, Vitamin & Mineral Deficiencies, Overeating, Metabolism



PHYSICAL

Sedentary Behavior, Illness/Injury, Intense Exercise, Lack of Sleep



FINANCIAL

Job Loss, Decreased Income, Student Debt, Rent/Mortgage

Stress is something that individuals of this country strive to get rid of. Stress comes in many different varieties, but impacts almost every single person. In a perfect life, one would like to reduce stress as it affects one's lifestyle, occupation, and personal health. You have taken a survey called the Mindful Attention and Awareness Scale (MAAS); we will briefly go over your scoring.

Time to Reflect

HOW DO YOU HANDLE YOUR OWN STRESS?

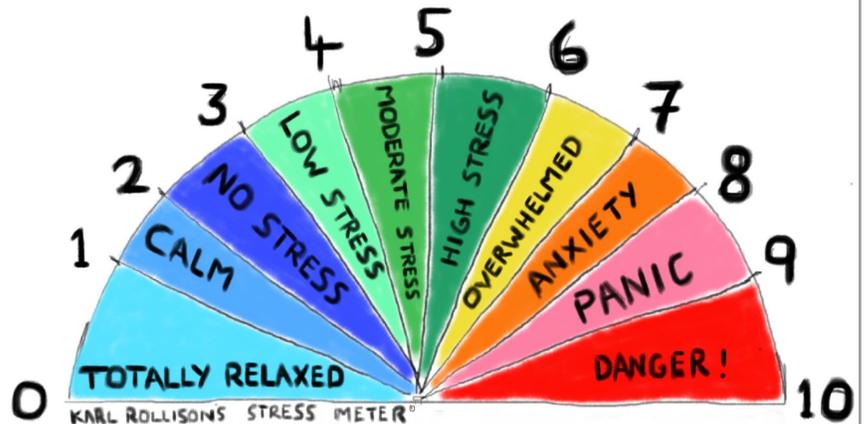


Becoming more aware of what is presently happening in the NOW of one's own life is important to evaluate daily happenings with a clear and concise mind.

Day 1: Write down all of the stressors in life or things that make you worry.

Day 2-4: Evaluate and note how you handle each stressor and your feelings and thoughts related to it.

- Do you think these are healthy stress relieving habits?
- Please write down any thoughts or things that come to mind on how you handle each stressor.



S	<p>Specific A defined end point or target of the web interaction</p>
M	<p>Measurable Attach numbers and timelines to the goal</p>
A	<p>Achievable Based on existing figures and research is it achievable?</p>
R	<p>Relevant Is this web goal in line with the business's broader goals?</p>
T	<p>Time Limited The goal must be measurable over a period of time</p>

MAAS SURVEY REFLECTION

- Take a look at your MAAS survey you took before the beginning of this program
- Higher scores reflect higher levels of dispositional mindfulness
 - Were you shocked by your MAAS survey score?
 - Create and write down at least 2 SMART goals towards improving this score.



Mindfulness

A simple & inexpensive way to relax your mind and body

The practice of maintaining a nonjudgmental state of heightened or complete awareness of one's thoughts, emotions, or experiences on a moment-to-moment basis



Everybody please stand up and form a circle together as a whole, while standing. We are going to do an activity where I (leader) will be giving (an employee) the ball. They must throw the ball to someone else and remember who they threw it to, since they will be asked to remember and throw it to the same person again later on. Each person throws the ball to someone who has not yet had the ball. The last person to get the ball sends it back to the original person who “keeps the ball rolling.” I will continue to add another ball in , then another and then another. Balls will drop, roll, etc., but keep picking them up and keep playing the game!

We all juggle many things at one time, and if we are not focused, things get dropped! If we focus too much on the past or present, the stress balls will bombard us if we are not alert.

This is where mindfulness training and meditation come into play. Both have been statistically shown to reduce stress levels inside and outside of work, along with becoming a healthier version of you!

- Did you know that mindfulness and meditation are novel and inexpensive ways to relax your mind and body?
- It also helps eliminate cardiovascular risk factors that cost Americans over \$200 billion on a yearly basis?
- Mindfulness training has been shown to treat pain, anxiety disorders, depression, and wanting/craving unhealthy behaviors.
- It can possibly alter cigarette cravings and daily cigarette use!

Breaking Down Mindful Meditation

MINDFULNESS is being in the **NOW** and right in the exact moment you are living, and practicing of paying attention to the present moment without judgement. It increases your awareness and has been statistically shown to improve individuals' health. It relaxes the body and mind from tension and anxiety that can be experienced on a day to day basis.

MEDITATION increases awareness of the present moment and helps familiarize a person with the nature of their own mind.

MINDFUL MEDITATION incorporates both practice of awareness of the present moment and focusing on attention, observation and accepting all that arises without judgement. Think of an open-mind or becoming open monitoring, allowing one's attention to flow freely without judgement or attachment.

Your body is present.



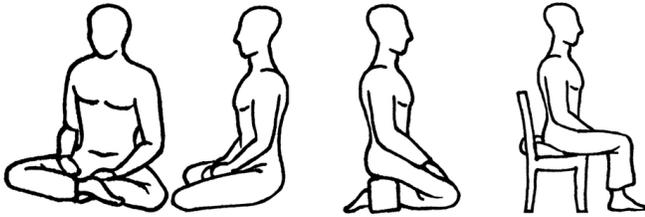
Is your mind?

Past

Present

Future

Practicing Mindfulness Pt. 1



1) Take your seat. Whatever you're sitting on—a chair, a meditation cushion, a park bench—find a spot that gives you a stable, solid seat, not perching or hanging back.

2) Notice what your legs are doing. If on a cushion on the floor, cross your legs comfortably in front of you. (If you already do some kind of seated yoga posture, go ahead.) If on a chair, it's good if the bottoms of your feet are touching the floor.

3) Straighten—but don't stiffen— your upper body. The spine has natural curvature. Let it be there. Your head and shoulders can comfortably rest on top of your vertebrae.

4) Situate your upper arms parallel to your upper body. Then let your hands drop onto the tops of your legs. With your upper arms at your sides, your hands will land in the right spot. Too far forward will make you hunch. Too far back will make you stiff. You're tuning the strings of your body—not too tight and not too loose.

5) Drop your chin a little and let your gaze fall gently downward. You may let your eyelids lower. If you feel the need, you may lower them completely, but it's not necessary to close your eyes when meditating. You can simply let what appears before your eyes be there without focusing on it.

6) Be there for a few moments. Relax. Bring your attention to your breath or the sensations in your body.

7) Feel your breath—or some say “follow”

it—as it goes out and as it goes in. (Some versions of this practice put more emphasis on the outbreath, and for the in breath you simply leave a spacious pause.) Either way, draw your attention to the physical sensation of breathing: the air moving through your nose or mouth, the rising and falling of your belly, or your chest. Choose your focal point, and with each breath, you can mentally note “breathing in” and “breathing out.”

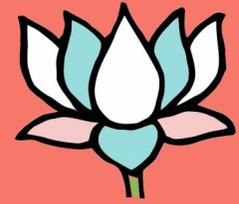
8) Inevitably, your attention will leave the breath and wander to other places. Don't worry. There's no need to block or eliminate thinking. When you get around to noticing your mind wandering—in a few seconds, a minute, five minutes—just gently return your attention to the breath.

9) Practice pausing before making any physical adjustments, such as moving your body or scratching an itch. With intention, shift at a moment you choose, allowing space between what you experience and what you choose to do.

10) You may find your mind wandering constantly—that's normal, too. Instead of wrestling with or engaging with those thoughts as much, practice observing without needing to react. Just sit and pay attention. As hard as it is to maintain, that's all there is. Come back over and over again without judgment or expectation.

11) When you're ready, gently lift your gaze (if your eyes are closed, open them). Take a moment and notice any sounds in the environment. Notice how your body feels right now. Notice your thoughts and emotions. Pausing for a moment, decide how you'd like to continue on with your day.

Mind + Body



Hatha Yoga:

Conscious movement and meditation. Most popular type of yoga; the yoga of balance

Meditation:

Mindfulness of breath, emotions, thoughts, and body sensations

Currently 70% of tobacco smoking users want to quit this deadly habit, but only 4-7% of this population will be successful when they try to take action to abstain. Most people within the U.S. attempt to quit smoking cigarettes multiple times before long-term smoking cessation occurs.



We will be learning a combination of yoga poses and technique in order to help reduce stress and smoking use. They will be standing hatha yoga poses, but can also be done while seated for those who are uncomfortable standing.

MOUNTAIN POSE

- 1) Stand tall and relaxed with your feet hip width apart.
- 2) Inhale as you lift and spread your toes and then place them softly on the floor.
- 3) Balance your weight between the soles of your feet and allow your toes to relax. Your legs and feet should feel grounded and stable.
- 4) Tuck your tailbone under to lengthen your spine.
- 5) Relax your shoulders down and allow your arms to hang by your sides with your palms facing your legs. Your upper body should feel light and relaxed.
- 6) Point the top of your head toward the ceiling and gaze at a fixed point in front of you.
- 7) Relax your face, eyes, jaw and throat. Visualize your head and torso rising away from your legs and feet.
- 8) Hold the pose for 30 seconds to 1 minute.

* You can perform this pose with your arms extended over your head. This modification stretches your arms and shoulders



Hatha Yoga Poses/Stretching



FIVE POINTED STAR POSE

- 1) Being in Mountain Pose.
- 2) Step your right foot to the right 3 to 5 feet. Make sure your feet are parallel and your toes are pointing straight ahead.
- 3) Raise your arms to shoulder height at your sides, with your palms facing down.
- 4) Relax your shoulders down and back.
- 5) Tuck your tailbone under to help prevent your lower back from over-arching.
- 6) Press your feet into the floor and press the top of your head toward the ceiling. Extend through your fingertips.
- 7) Hold the pose for 30 seconds to 1 minute and then return to Mountain Pose.



TREE POSE

- 1) Being in Mountain Pose.
- 2) Shift your weight onto your left foot and then bend your right leg.
- 3) Place the sole of your right foot against the inside of your left leg as high up as is comfortable. Do not place your foot against your knee joint. Point the toes on your right foot toward the floor.
- 4) Bring your palms together at chest level in prayer pose.
- 5) Press the sole of your right foot firmly against the inside of your left leg and relax your bent right leg away from your hip.
- 6) Press the sole of your left foot into the floor.
- 7) Inhale as you raise your arms above your head, keeping your palms together and stretch out through your fingertips.
- 8) Point the crown of your head toward the ceiling and gaze at a fixed point in front of you. Visualize yourself stretching in three different directions at once—downward, upward and outward.
- 9) Hold the pose for 15 to 30 seconds and then return to Mountain Pose.
- 10) Repeat steps 2 to 9 for your other side.



Hatha Yoga Poses/Stretching



CRESCENT MOON POSE

- 1) Begin in Mountain Pose.
- 2) Raise your arms to shoulder height at your sides.
- 3) Turn your palms to face the ceiling.
- 4) Inhale and bring your hands together over your head.
- 5) Interlace your fingers and point your index fingers toward the ceiling. Your shoulders should be relaxed and back. Make sure you keep your upper arms beside your ears throughout the pose.
- 6) Inhale and press the soles of your feet into the floor as you extend up through your fingertips.
- 7) Exhale and bend from the waist as you lean to the right.
- 8) Press your hips gently to the left. Make sure you are pressing evenly through both feet.
- 9) Point the top of your head toward your hands and gaze straight ahead.
- 10) Hold the pose for 15 to 30 seconds.
- 11) Inhale as you return your torso to an upright position.
- 12) Repeat steps 6 to 11 for your other side. To come out of the pose, exhale as you bring your arms to your sides.



STANDING FORWARD BEND

- 1) Begin in Mountain Pose
- 2) Inhale as you stretch your arms above your head with your palms facing each other.
- 3) Stretch your entire body toward the ceiling, keeping your shoulders relaxed.
- 4) Exhale as you bend forward from your hips, keeping the soles of your feet pressed evenly into the floor.
- 5) Relax your head and neck toward the floor and lift your sitting bones toward the ceiling to lengthen your spine.
- 6) Place your palms on the floor on either side of your feet.
- 7) Exhale as you stretch the back of your legs and press your feet into the floor. Make sure your hips are directly above your knees and your knees are not locked. Visualize your torso lengthening toward the floor with each breath.
- 8) Hold the pose for 10 seconds to 1 minutes.



- To come out of the pose: Inhale as you bend your knees and slowly roll up to a standing position, pressing the soles of your feet evenly into the floor. Then return to Mountain Pose.

Just Breathe

One of the oldest and arguable most efficient treatments of excessive stress is controlled breathing.

It has been shown that individuals have the capability of altering emotional states using the voluntary control of breathing and mindset.



Breathing and meditation techniques are readily available, and do not pose the risk of side effects, unlike medication.

Sudarshan Kriya (SKY) Breathing

A powerful rhythmic breathing technique that de-stresses the body, and effectively draws you into a deep state of meditation. It involves breathing cycles ranging from slow, calming breathing to fast, stimulating breathing. This effective tool removes stress and impurities from the system, and helps bring clarity and focus to the mind. It can play a vital role in how we feel physically and emotionally.

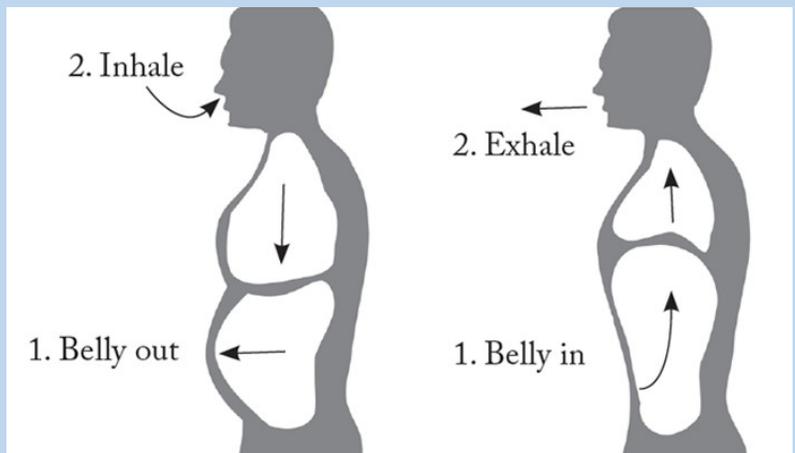
WHY LEARN SKY BREATHING?

- Reduces stress and fatigue while increasing positive emotions and energy levels
- Brings feelings of calmness and the ability to regulate your emotional reactions
- Helps improve your social connectedness and naturally improves your relationships with those around you
- Increases optimism and serenity while lowering anxiety and depression
- Can help your battle with smoking/tobacco use if needed
- Gives you opportunity to make better decisions, the possibility to multitask, and be more productive

Sudarshan Kriya Breathing Technique



- Sit comfortably with your left hand on your left knee, palm up, and your eyes closed.
- Lift up the right hand with the right thumb, blocking off the left nostril.
- Take a deep breath in through the left nostril, with the breath suspended.



- Try to pump the navel in and under the ribcage as many times as you can. You can start with 4 pumps, to 8 pumps, it all depends on where you are at today with your lung capacity.
- Once you get to that place where you feel like you can no longer push your belly button in and under your ribcage, block off the left nostril with your pinky or however you'd like to do so, and exhale completely through your right nostril.
- Now do the same thing once again.
- Take a deep breath in through the left nostril. Hold and suspend the breath. Pump the navel, in and under the ribcage as best as you can. Pump it as many times as you can without straining yourself.
- 48 pumps is the maximum. When you get to your maximum, block off the left nostril and exhale all the way through the right nostril.
- Continue on your own. Today's goal is to do it for one minute. Once you've mastered that minute, add on a minute. Go at your own pace, the maximum time for this Sudarshan breathing technique is 11 minutes.
- To finish the kriya, take a deep breath and hold it without the stomach pumping to firmly set the energy you've created in the body.

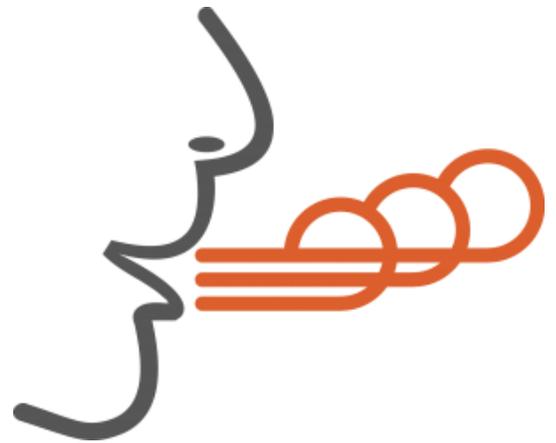
Mindful Breathing



Start by settling into a comfortable position and allow your eyes to close or keep them open with a softened gaze. Begin by taking several long slow deep breaths breathing in fully and exhaling fully. Breathe in through your nose and out through your nose or mouth. Allow your breath to find its own natural rhythm. Bring your full attention to noticing each in-breath as it enters your nostrils, travels down to your lungs and causes your belly to expand. And notice each out-breath as your belly contracts and air moves up through the lungs back up through the nostrils or mouth. Invite your full attention to flow with your breath.

Notice how the inhale is different from the exhale. You may experience the air as cool as it enters your nose and warm as you exhale. As you turn more deeply inward, begin to let go of noises around you. If you are distracted by sounds in the room, simply notice them and then bring your intention back to your breath. Simply breathe as you breathe, not striving to change anything about your breath. Don't try to control your breath in any way. Observe and accept your experience in this moment without judgment, paying attention to each inhale and exhale.

If your mind wanders to thoughts, plans or problems, simply notice your mind wandering. Watch the thought as it enters your awareness as neutrally as possible. Then practice letting go of the thought as if it were a leaf floating down a stream. In your mind, place each thought that arises on a leaf and watch as it floats out of sight down the stream. Then bring your attention back to your breath. Your breath is an anchor you can return to over and over again when you become distracted by thoughts.



Mindful Breathing Cont.



Notice when your mind has wandered. Observe the types of thoughts that hook or distract you. Noticing is the richest part of learning. With this knowledge you can strengthen your ability to detach from thoughts and mindfully focus your awareness back on the qualities of your breath. Practice coming home to the breath with your full attention. Watching the gentle rise of your stomach on the in-breath and the relaxing, letting go on the out-breath. Allow yourself to be completely with your breath as it flows in and out.

You might become distracted by pain or discomfort in the body or twitching or itching sensations that draw your attention away from the breath. You may also notice feelings arising, perhaps sadness or happiness, frustration or contentment. Acknowledge whatever comes up including thoughts or stories about your experience. Simply notice where your mind went without judging it, pushing it away, clinging to it or wishing it were different and simply refocus your mind and guide your attention back to your breath.

Breathe in and breathe out. Follow the air all the way in and all the way out. Mindfully be present moment by moment with your breath. If your mind wanders away from your breath, just notice without judging it – be it a thought, emotion, or sensation that hooks your attention and gently guide your awareness back to your breathing.

As this practice comes to an end, slowly allow your attention to expand and notice your entire body and then beyond your body to the room you are in. When you're ready, open your eyes and come back fully alert and awake. The breath is always with you as a re-focusing tool to bring you back to the present moment. Set your intention to use this practice throughout your day to help cultivate and strengthen attention.



Frequently Asked Questions

Q: Where can I do mindful meditation and how often should I do it for positive results?

Answer: Mindful meditation is suggested to be done twice a week for 8 weeks in a structured or planned time for about 30 minutes. At home training is suggested as well, practicing whenever it is convenient for you! The more one practices, the more mindfulness will become common in one's daily living activities. Mindful meditation can be done at home, at work, during your lunch break, while you're walking—basically anywhere!

Q: How can I determine if my body is aligned correctly during yoga poses?

Answer: Try to perform Mountain Pose with your back to a wall, having the back of your head, your buttocks, and heels touching the wall. This may help determine if your body is aligned correctly. Think of having your ears over your shoulders, shoulders over your hips, hips over your knees, and knees over your ankles. Partnering up could be helpful for beginners to become adjusted and comfortable doing it alone properly. As you continue to practice Mountain pose, your head will automatically come to balance at the top of your spine when your body is aligned properly.

Q: Does Hatha Yoga poses really help support smokers stop smoking?

Answer: Yes, studies have shown that hatha yoga poses can help increase quitting rates and long-term abstinence from tobacco use. In another study, participants reported that they used both simple yoga poses and breathing strategies in public or in a work environment to help fight their smoking cravings.

Frequently Asked Questions

Q: What are other ways that I can reduce stress besides yoga and mindfulness?

Answer: There are many types of ways to reduce stress! Yoga is only one of the many stress relieving activities that you can do on a daily basis. Exercising or physical activity can help reduce built up stress, and is a great way to make your body stronger and healthier! The U.S. Physical Activity Guidelines recommend that an adult gets at least 150 minutes of physical activity per week. That could be 30 minutes of movement and/or exercise, 5 times a week! You can break up this time however you'd like if you don't have that much time in one sitting. Some examples of staying active include: walking instead of taking a car or public transportation, cycling, playing a leisure sport or activity, running, weight lifting, etc. Remember you can always be MINDFUL while you are exercising, which can make you more aware of your body's limits and needs in order to make you healthier and happier.

Q: I really liked the yoga that was shown in this session, but it's too expensive for me to take classes. What can I do instead?

Answer: Through Eat'n Park Hospitality Group Inc., all employees receive a card that provides discounts at local gyms or group exercise studios, including yoga! Eat'n Park understands the importance of physical activity and staying active, and hopefully this gives you and other employees a discounted break and helping hand to your budget. It could still be a little pricey, so look online for Hatha Yoga Positions for further information or harder poses. If you go to our Eat'n Park myMENU website, we also provide you with additional tips, tricks, and poses that can expand your SKY Breathing, mindfulness, and Hatha Yoga positions!

Q: Is SKY Breathing the only kind of deep breathing techniques that will help reduce my stress or smoking habits?

Answer: SKY Breathing and pranayama breathing are two techniques that have been studied and shown to reduce stress, anxiety and/or depression symptoms. There are many other breathing techniques that can be done to help alleviate your stress, however limited scientific evidence is shown to prove that they are helpful for your well-being.

Kicking the Habit—Lesson 2

Let's start with our health numbers



Health screenings are one way to determine your current health status, and can cause positive changes in health behaviors. In a 2015 study by Kwon, et al., researchers investigated the effect of health screening programs on health behaviors, particularly smoking. They found that those recently diagnosed with high cholesterol or diabetes were more likely to engage in positive health behaviors, like smoking cessation (Kwon 2015).

Knowledge of our current health status can help us modify our health behaviors. As part of this program, we want you to be aware of your current health status.

First of all, what are our “health numbers” and what do they mean?

Your health numbers are a quantitative measure of your health. Most of the time, they can be very indicative of our current health status.



The table below describes the healthy ranges for our “health numbers”.

Each number can mean something different about our health.

Total Cholesterol	Less than 200
LDL Cholesterol	Less than 100
HDL Cholesterol	Greater than 60
Triglycerides	Less than 150
Blood pressure	Less than 120/80
Glucose	70-100
BMI	Less than 25

What do these numbers mean?

Your total cholesterol is a combination of your HDL cholesterol, LDL cholesterol, and triglycerides. It is usually more helpful to look at the breakdown of your cholesterol numbers, because it gives you more information than just the total does.

Your LDL cholesterol is your bad cholesterol. This cholesterol clogs our arteries, and increases our risk for heart disease and stroke.

Triglycerides are fatty molecules in the blood, that become elevated after eating a high fat meal.

You need some of these types of cholesterol in your body, but you want their levels to be very low.

HDL cholesterol is your good cholesterol. Our HDL cholesterol helps to protect our heart. You want this cholesterol to be high.

Your glucose is the amount of sugar in your blood.

Your glucose levels can indicate your risk of developing diabetes.

Your blood pressure levels are made up of 2 numbers: your systolic blood pressure (top #) and your diastolic blood pressure (bottom #). Your resting blood pressure can indicate your risk of developing hypertension. Our blood pressure can become chronically elevated when we are under high stress.

The Bottom Line: All of these numbers work together to make up our health status. They are affected by our behaviors. Negative behaviors like smoking or a sedentary lifestyle can make our numbers worse. We can improve our numbers through positive health behaviors, like increasing our physical activity or eating healthy foods.

Where can I get my numbers checked?

You can get your blood pressure checked for free at various locations around Pittsburgh, namely pharmacies like Giant Eagle or Rite Aid.



Check out the websites for various pharmacies around Pittsburgh. Contact them to see if they have a blood pressure cuff available to the public.



<https://www.gianteagle.com/Pharmacy/>

www.riteaid.com/Pharmacy



www.walgreens.com/Pharmacy

www.cvs.com/Pharmacy



<https://www.target.com/c/pharmacy/-/N-54y52>

TARGET

Where is the most convenient place for you to get your numbers checked? Write it down here:



Where can I get my numbers checked?

In addition, Allegheny Health Network offers a community outreach program, which offers free cardiovascular screenings throughout Pittsburgh. These programs are open to anyone, and you can get your cholesterol levels, blood sugar levels, BMI, and blood pressure checked by a professional. Fasting for 8 hours prior to attending will ensure that you get the most accurate numbers.

These programs also allow you to discuss your numbers with a nurse, health coach, or doctor, to help you understand what your numbers mean, as well as the next steps you can take to improve your health.



Go to the program website and check out upcoming events. Where is the nearest health screening to you? Make it a group event with your coworkers!

https://www.ahn.org/events/2018-04?mini=2018-04&term_node_tid_depth=All&tid_1=All&=Apply

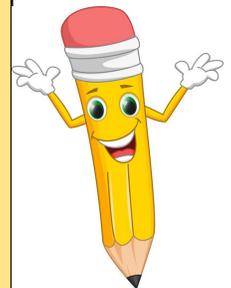
The nearest health screening to me is on

____ / ____ / ____

at _____ AM/PM.

Located at _____.

Remember to fast for 8 hours prior to attending, and bring your friends!



For further questions, talk to your doctor, or the Eat'n Park Assistance Program (EAP) is available. The phone number is 888-628-4824 and it is available 24/7. The website is www.GuidanceResources.com which can be accessed by entering (username) LFGsupport and (password) LFGsupport1.



Allegheny
Health Network

Heart Risk Calculator

The heart risk calculator is available online at www.cvriskcalculator.com.

This calculator will tell you your risk of heart disease or stroke in the next 10 years. Input your numbers into the online portal to see your risk.



Age (years)	<input type="text" value="40-79"/>
Gender	<input checked="" type="radio"/> Male <input type="radio"/> Female
Race	<input type="radio"/> African American <input checked="" type="radio"/> Other
Total cholesterol (mg/dL)	<input type="text" value="130-320"/>
HDL cholesterol (mg/dL)	<input type="text" value="20-100"/>
Systolic blood pressure (mmHg)	<input type="text" value="90-200"/>
Diastolic blood pressure (mmHg)	<input type="text" value="30-140"/>
Treated for high blood pressure	<input checked="" type="radio"/> No <input type="radio"/> Yes
Diabetes	<input checked="" type="radio"/> No <input type="radio"/> Yes
Smoker	<input checked="" type="radio"/> No <input type="radio"/> Yes
<input type="button" value="Calculate"/>	

Tip!

Try changing your numbers and see how this affects your risk.

Triggers

A “trigger” is something in your environment that can lead you to engage in a behavior. They are usually modifiable and are under our control.

In a 2015 study by Ferguson, et al., researchers examined patterns in environmental motivations for smoking with both men and women. They examined cues including alcohol consumption, cigarette availability, smoking restrictions, other smokers in view, and mood in relation to smoking motivation (Ferguson 2015). These are only some examples of common triggers, but there are many more out there.

Everyone is different. A trigger that affects you might not affect your friend. It is important to understand what triggers are specific to YOU to understand how you can start to resist negative health behaviors.



Trigger Activity

Think of an **unhealthy behavior** that you would like to change. It can be smoking, negative dietary behaviors, lack of physical activity, or anything else you can think of. Write it here:

What might trigger you to engage in this behavior?

- When my friends/family/significant other do it
- When I see other people doing it
- When I am eating or drinking
- When I go out
- When I have a lot of free time
- Any others? _____



Brainstorm with a partner some ways to avoid these situations. For example, if you bring a whole pack of cigarettes with you to work each day, you may smoke the whole pack just because the cigarettes are accessible to you. One way to combat this trigger would be to carry around less cigarettes each day, and decrease the amount you bring over time. Another technique could be to carry around less money, so you are not able to buy more cigarettes throughout the day.

A trigger for unhealthy eating could be the food available at the restaurant. Although Eat'n Park does have many healthy food options, they also offer some tempting high calorie foods, like burgers or pie. Try an Eat'n Smart menu item instead!

Remember, YOU ARE IN CONTROL!

Coping Techniques

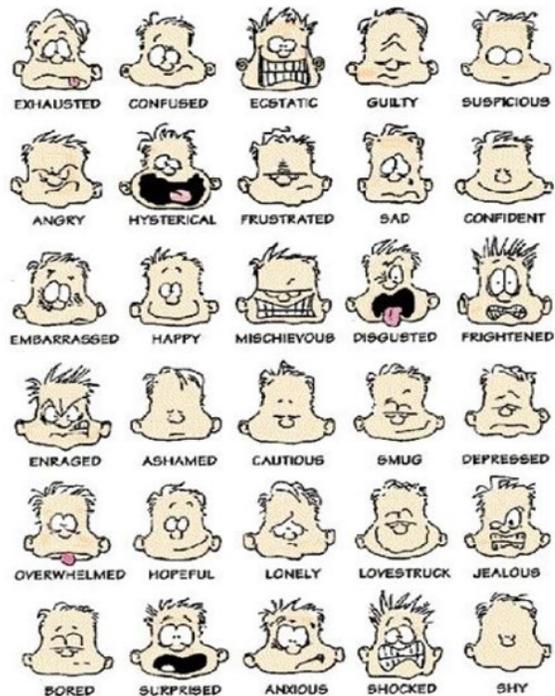


Coping techniques are a form of “trigger.” Mood changes are one of the biggest, most consistent predictors of negative health behavior, especially smoking. Most often, these mood triggers are negative emotions, like feeling stressed, angry, anxious, or sad.

Focus again on a negative health behavior. It can be the same one you wrote before, or it can be different. Write it here:

How do you feel before engaging in this behavior?

- Angry
- Stressed
- Sad
- Nervous
- Frustrated
- Bored
- Any others?



Think about keeping a mood diary to record how you are feeling each time you engage in your chosen behavior.

How can I cope?



Everyone will have different mood patterns. Your answers might not be the same as your friend's answers. You may even be motivated because of positive emotions. For example, you could be motivated to smoke when you are celebrating something positive.

Brainstorm with a partner ways of how this emotion arises in yourself and in your environment. What makes situations make you feel this way? What are some key signs of this emotion in yourself or in your surroundings?



Make a list of 5 ways to cope with these emotions, besides engaging in your chosen behavior. Some examples could be meditation or exercise.

- 1.
- 2.
- 3.
- 4.
- 5.



Tips to Remember:

Tip!

Don't give up.

Behavior change can be a slow and difficult process, and these strategies you have developed may change over time. It is okay to reevaluate! Use the skills and knowledge you have learned during this lesson to adapt and implement these strategies in your daily life.

Help keep each other in check.

Having the support and motivation of your coworkers in this process will help you keep each other accountable and motivated. Cheer each other on and celebrate your successes as a team.

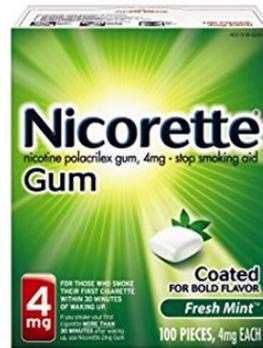
Keep a journal or a diary.

Recording your steps along the way is one way to stay motivated. You can look back on all the progress you have made to help yourself stay on track.



Nicotine Replacement Therapy

Current Research: The effectiveness of nicotine replacement therapy (NRT) in smoking cessation is still debated, especially the recommended length of time of therapy usage. In a 2015 study by Schnoll, et al., researchers sought to determine whether long-term (52 week) nicotine patch treatment was more effective than the standard treatment duration (8 weeks). This study found that longer durations of nicotine replacement therapy may be effective in improving smoking cessation rates (Schnoll, 2015).



How do they work?

NRTs work by helping to moderate the cravings and withdrawal symptoms experienced when an individual quits smoking.

Are they safe?

Each type has some side effects and it may take time to find the one best for you. It is unsafe to use them while you are still smoking. The desired dose is dependent on the individual and your current level of smoking. It is important to discuss with a health care provider if NRT is appropriate for you to use. It is also important to read the instructions and follow them carefully, since nicotine overdose is a concern.

Insured Eat'n Park employees have access to Chantix through the medical insurance. Chantix is a drug that assists in quitting smoking by targeting the brain centers that are affected by nicotine.

If you do not have insurance through Eat'n Park there are still many other options for you... read on to learn about them!



Nicotine Replacement Therapy

The FDA has approved 5 types of NRTs: patches, gum, nasal sprays, inhalers, and lozenges. The patches and gum are popular since they are available without insurance.

Patches	<p>Pros:</p> <ul style="list-style-type: none"> Do not need a prescription. Absorbs through your skin. Only have to worry about applying them once a day. 	<p>Cons:</p> <ul style="list-style-type: none"> Possible skin irritation. Abnormal side effects, like dizziness or upset stomach.
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<p>Pros:</p> <ul style="list-style-type: none"> Absorbs nicotine into the bloodstream through the mouth. Can control the dose yourself, and take on an as needed basis, or on a schedule. Keeps your mouth busy. Do not need a prescription. 	<p>Cons:</p> <ul style="list-style-type: none"> Bad taste. Could accidentally swallow. Easy to take too much. Abnormal side effects. 	Gum/Lozenges
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Nasal Spray	<p>Pros:</p> <ul style="list-style-type: none"> Taken through the nasal cavity, and are ingested very quickly into the body. Can control the dose yourself, and take on an as needed basis, or on a schedule. 	<p>Cons:</p> <ul style="list-style-type: none"> Only available by prescription. Easy to take too much. Abnormal side effects.
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<p>Pros:</p> <ul style="list-style-type: none"> Best mimic the sensation of puffing on a cigarette. Can control the dose yourself, and take on an as needed basis, or on a schedule. 	<p>Cons:</p> <ul style="list-style-type: none"> Only available by prescription. Easy to take too much. Most expensive. Abnormal side effects. 	Inhalers
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Frequently Asked Questions

Q. My health numbers are bad, but I feel like I am healthy. Why is this?

Answer: Your health numbers are affected by a variety of factors. They are affected by our behaviors, like what we eat or how much we exercise. However, they can also be affected by factors like medications or genetics. If both of your parents had diabetes, this can predispose you to diabetes. If your numbers seem to be out of control no matter what you do, they may be affected by one of these outside factors. This is why it is important to be aware of your numbers, so that you can take additional steps if necessary to manage them. You can always talk to your doctor or any other health care provider about these issues.

Q. I don't smoke. Is this lesson still beneficial for me?

Answer: The last part of this lesson is focused primarily on nicotine replacement therapy, so it is targeted mainly for employees interested in quitting smoking. However, if you know someone close to you who is a smoker, this information can still be beneficial to you, so that you can be more aware of how to help them quit. In addition, the first three topics covered in this lesson are beneficial for everyone, because they are focused on approaches to improve health by moderating negative health behaviors in general. These negative health behaviors can include anything from smoking to negative dietary behaviors, or a lack of physical activity. Anyone interested in making positive changes to their health, or the health of someone close to them, is encouraged to attend.

Q. How should I prepare for this lesson?

Answer: Any necessary materials will be provided to you, so you do not need to worry about bringing any materials. The journal provided to you at the beginning of the program will be used throughout this lesson, so we do ask that you remember to bring it with you. Other than that, all that we ask is for you to come with an open mind and a lot of questions to ask! We want to provide a comfortable environment for you to express yourself and be able to discuss your goals, barriers, and successes. Any handouts will be provided at each lesson containing the information covered in the lesson, as well as any additional references for the employees to visit if they are interested in learning more. We also encourage you to bring any friends and family to these lessons.

Frequently Asked Questions

Q. What is the goal of this lesson?

Answer: The goal of this lesson is to introduce you to your health numbers, as well as provide you with the necessary resources to get your numbers checked. We also want to help you develop a toolbox of strategies to enable you to cope with your negative health behaviors. We want to enable you as best we can to make positive health behavior changes in your lives. We will help you develop the skills needed to make these changes, as well as provide you with information and references to guide you along the way. Ultimately, we want you to have the confidence to make healthy changes in your life, as well as the lives of the people around you. Better health is an attainable goal for the future, as long as you have developed the right skills and have the correct information. For smokers specifically, we want to introduce you to nicotine replacement therapy options that you may have been unaware of before.

Q. What is the most important takeaway from this lesson?

Answer: Behavior change is a slow process. We hope that this lesson will introduce you to techniques to make behavior change easier that you can continue to use in your daily life. However, sometimes it can be a slow and difficult process to make healthy, positive changes, especially if you are very used to your current habits. Remember that some mistakes are okay to make and that you should not give up because of these mistakes. It is a difficult journey, but it is possible with your own determination and skillset, as well as the support of your friends and family.

Q. I don't have insurance. How is this lesson applicable to me?

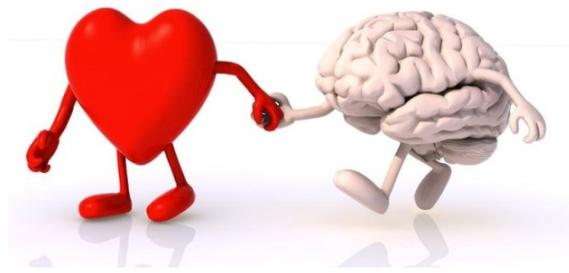
Answer: With this program, we really focused on how to engage all employees at Eat'n Park: those with and without insurance both part time and full time. Oftentimes, wellness programs in the workplace are only accessible to those with medical benefits. We wanted this program to be different, in that it reaches all employees. We focused on including alternative solutions for part time employees, who may not have insurance. In addition, Eat'n Park has such a diverse population of employees, so we focused on making the lessons very personal and individualized. We recognize that everyone's journey to better health is different, so these lessons had to be tailored to the individual. Each person will get a different experience from these lessons, based on their own personal needs.

Health Benefits

A person who receives support is likely to experience better outcomes, more purpose in life, and deeper social connections. Supportive relationships and trust can increase health.



Psychological Benefits	Neurological Benefits
<ul style="list-style-type: none"> -decreases depression, anger and emotional distress -increases positive mood, calmness, security, enthusiasm, interest, happiness, pride, curiosity, inspiration, and energy 	<ul style="list-style-type: none"> -can turn off the neural alarm system of threat and fear in the brain that triggers responses that have health implications -increases reward related brain regions



Cardiovascular	Endocrine System	Immunity
<ul style="list-style-type: none"> -decrease blood pressure and heart rate during a stressful event 	<ul style="list-style-type: none"> -lowers stress hormones 	<ul style="list-style-type: none"> -adaptive immune function -increases bone growth, and muscle mass processes

Other Benefits
<ul style="list-style-type: none"> -more positive emotions (thankfulness, calmness, etc.) -feel self-acceptance, perceived control -support with goals is linked to achieving/pursuing goals, increasing self-esteem and confidence in the ability to achieve a goal (self-efficacy) -better coping strategies for anxiety -feeling valued and respected, new social connections -healthier lifestyle



Journal Activity: Write about a time you were supported and how you felt. Define support in your own words and think about who you can turn to for support.



Action Activity: Introduce yourself or have a conversation with two people you do not normally talk to at work.



Thriving

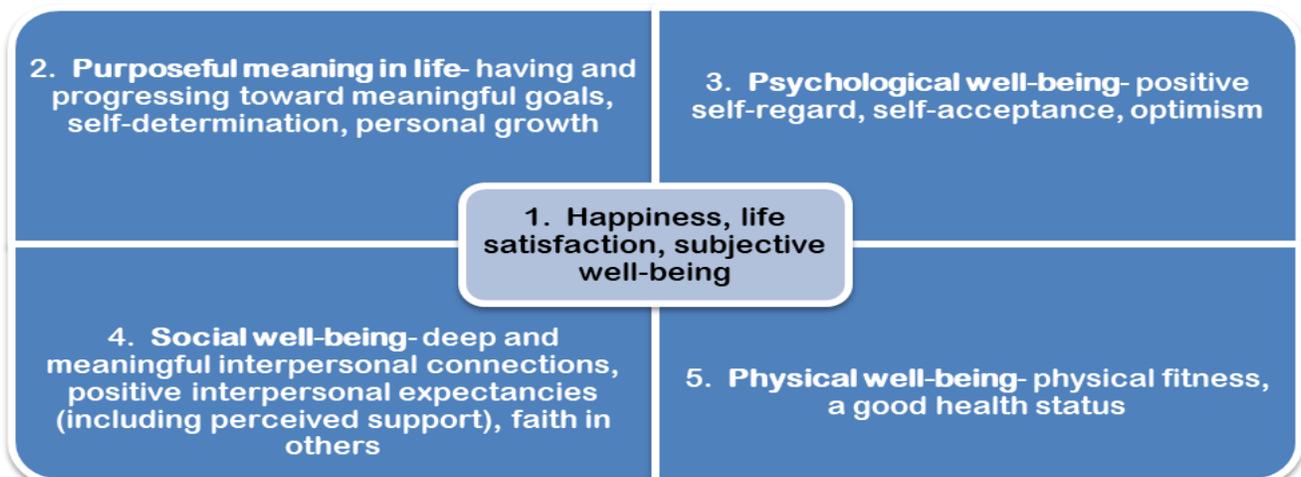
Thriving



Flourishing (growing or developing personally or relationally), prospering (being successful), and progressing toward or realizing a goal despite or because of circumstances. (There are differences in what this growth and prosperity looks like and it is specific for an individual based on their circumstances).

Thriving occurs through work, play, learning, creating, hobbies, socializing, and involvement in the community, as these promote achieving goals. Close relationships involving social support help one thrive by coping through difficult times and participation in opportunities. Determination and optimism improve with support, and depending on individual circumstances, those who thrive tend to create and pursue goals. There is not one type of relationship that is necessary for thriving or one person providing all of the support. People thrive the most when they have a network of relationships (friends, family, spouses, parents, mentors). Having a relationship is not enough to promote thriving, as poor-quality support can have negative impacts. Quality is better than quantity. It is not just whether someone provides support, but it is how he/she provides it. Do they acknowledge feelings, and are they accepting and reassuring? Long-term outcomes of support increase feelings of security, hope, motivation for adapting, trust, positive coping, and decreased anxiety, leading to the 5 components of thriving.

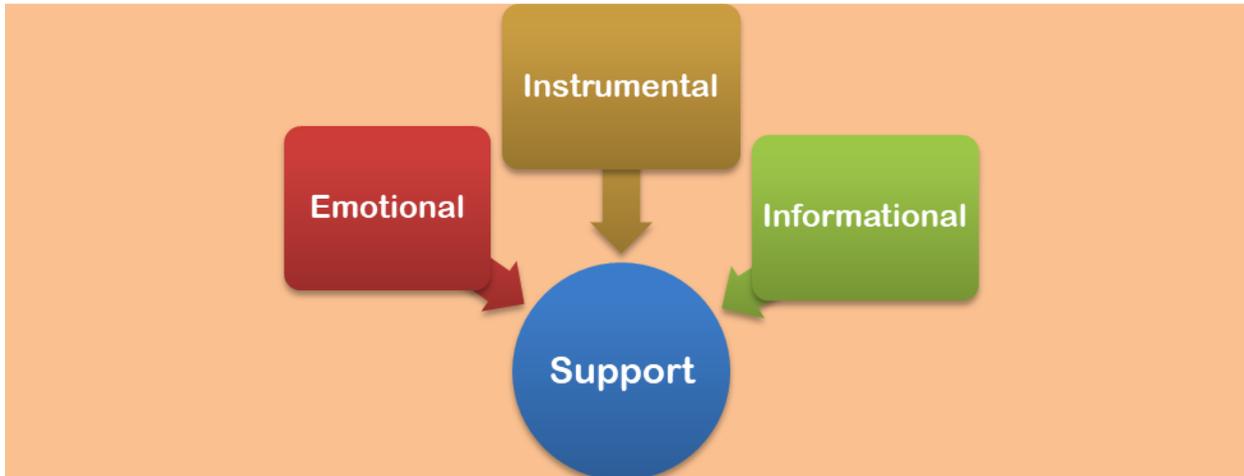
5 Thriving Components



Well-being: life satisfaction and satisfaction within specific areas of life (work or family), having social and personal resources for progressing to achieving goals, the needs for competence and autonomy are met and promote motivation from within a person to grow.

Types of Support

Some types of support are better used in different contexts. People have different expectations of support they receive and need different types of support depending on the situation. Therefore support can be viewed as context-specific with many aspects.



Emotional Support



Support in the form of:

- Empathy, compassion, genuine concern for another
- Affection, companionship
- Implies positive expression
- Affirmation towards people

Emotional support creates a feeling of belonging and emotional reassurance that things will work out, will get better, help is available, and that the individual is not alone in a situation. Emotional support provides the opportunity to discuss feelings. Close family, friends, or people one trusts are primary sources of emotional support. They are people a person feels they can communicate with personally on a deep level about concerns or issues and feelings. They listen to what one has to say and show compassion. Intimacy or knowing someone closely fuels this type of support. This support requires that information, usually personal, be shared with someone. Emotional support is good for personal concerns issues and goals as it creates that sense of belonging (feeling of connectedness), being understood and valued by another person.

Types of Support

Instrumental Support

This type of support describes transaction of goods or services, including observable or material support. It is received in the form of actions, such as offering a car ride or lending a helping hand. Receiving this could be through asking for help or someone doing a random act of kindness for someone. Physical proximity is necessary for this type of support as it includes interaction with people. Without physical presence or social interaction, there is also an absence of social context cues (eye contact, body language), which is important when receiving and perceiving this type of support. With close access (physical proximity), it makes all forms of social support available.

Instrumental support can be very effective in many contexts, maybe not much in health outcomes or always in a working setting, but it can help build trust and relationships with others. It can also be in the form of sharing helpful links to videos or information.



Informational Support

Informational support is the exchange of information. This includes receiving advice, information or recommendations.

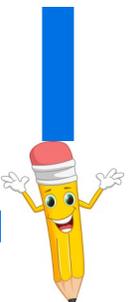


An individual can ask questions about anything from basic information to advice for critical circumstances. The advice and information given via this support is good to turn to for life transitions. The broader environment (people, internet, or other sources) is the primary source of information.

Informational support is more likely to be received from online sources, but this depends on an individual's situation and preferences.

Action Activity: Go around in a group and share a time that you received each type of support.

Journal Activity: Write about times you received each type of support. What type of support from those experiences do you find most helpful? List names of a few people who have supported you.



Offline vs. Online

With increasing use of technology and social media, the aspect of online support is growing. However, there are differences between the support (perceived and received) and its benefits found online and offline.



Advantages to Online

- Has strong connections to informational support (looking for information). Information is constant, one receives answers quickly and can research for others online.
- Emotional support is new to online support. Those who have used online support for emotional support feel related because of common life experiences, which can relate to well-being
- More resources are available.
- Based on network size, time and place availability, it may unify cultures, generations and experiential backgrounds.

Disadvantages to Online

- It lacks the positive social support of offline. Support found offline is significantly related to life satisfaction and satisfaction with social support. Benefits of health outcomes and well-being offline differ.
- Social bonding, building and maintaining relationships, is hard in this setting
- No face-to-face social interaction (context cues: eye contact, body language). No physical proximity for instrumental support.
- Do not really know the people on online settings better.
- Weakly linked to life satisfaction, not recommended for emotional or instrumental support.



If choosing to use online networks for support, using friend lists is a good strategy instead of public profiles.

Action Activity: If you are on a social network (Facebook, etc.), log on and give an encouraging word or support to someone. Or call a friend or someone who has supported you.



Social Sharing

SOCIAL SHARING-talking/sharing emotions or experiences with others

Social sharing is one of the most helpful forms of support. Sharing good news and events with others makes the memory more memorable, creating a longer impact on positive well-being. Positive mood enhances, with benefits of reducing negative emotions, increasing excitement and happiness. When someone shares news and receives active/constructive responses, trust is built, new acquaintances are made, and closeness and satisfaction with relationships with enthusiastic support are also made.

Social sharing reactivates the shared emotion in the sharing person, including mental images, body sensations and feelings. Positive emotions increase social bonds. Negative emotions stimulate conflict. When trying to achieve a goal that is blocked it leads to the attempt to produce meaning and understand why. Memories of unshared emotional episodes elicit feelings of unresolved thoughts/ideas. When someone shares a life experience, emotions become verbal, which is important.



Social sharing of emotion-a communication process involving the description of an emotion by the person who experienced it to another person.

Emotional disclosure-how people respond to emotional upheavals and why translating emotional events to words increases physical/mental health. It is communication of a personal emotional experience.

Negative reflection-revisiting problems and focusing on negative feelings

Sharing with someone can reduce anxiety. This is a form of emotional support. Sharing several times is linked to having closer relationships, friends, companions, spouse or family.



Action Activity: Share an experience or a good memory you have had with two people before the end of your work shift on two separate days. Or ask two people about an experience they have had.



Social Sharing



Motives for Social Sharing

Remembering
Venting-expressing and searching for relief
Social Support-receiving support, being listened to, sympathy, help, understanding
Finding Understanding and Meaning
Obtaining Advice-feedback, guidance, suggestions, finding solutions
Social Bonding-being in touch and contact, not lonely, strengthening social skills
Receiving attention and impressing others
Informing others-warning



Venting is the most frequent motive for sharing followed by empathy/attention, assistance, support and advice. There are three major motives for sharing negative emotional experiences: emotional comparison, looking for support, and finding understanding.

Social sharing involves thinking and social aspects. It includes distancing oneself from the memory, using perspectives, which leads to reducing bad memories or helping to recover. Socially, it provides the person sharing the story with help, support, comfort, attention, bonding and empathy.



Journal Activity: Write down feelings you feel about some experiences and why you shared or did not share them with someone.

Social Sharing



Positive memories are shared more than negative memories.



Positive sharing is related to personal achievement, leisure, and relationships. Joyful events are more frequently shared for remembering, gaining empathy/attention, or informing/warning. It helps relieve the experience of the event and share happiness. Sharing strengthens the relationship.

Negative sharing primarily involves negative relationship problems, health, and experiences of defeat. These are normally shared for venting, looking for assistance to gain control of the negative emotion, support and comfort, advice and finding meaning. Sad or angry memories are shared for advice and questioning.

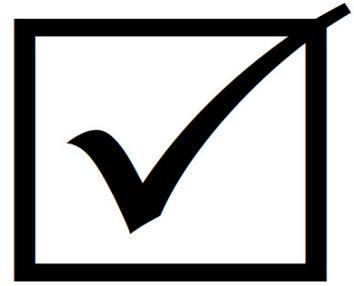
People share feelings for different reasons

Women tend to share experiences more for making sense of their emotional experience. Men share more to relive an event. However, this depends on the individual and their experiences, as needs are different, but overall men and women have complementary ways of discussing emotional experiences.



The importance of sharing emotion addresses demands for assistance and emotion regulation, and has the purpose of strengthening relationships. How someone listens and responds to someone else creates benefits. It is good to share personal experiences with people and be aware of why one shares and what one hopes to gain from sharing experiences.

Social Sharing



Satisfaction with support

Relationships have certain roles/demands depending on the situation. Satisfaction with support is how an individual evaluates what they receive in terms of support (with expectations) and whether they are satisfied with it to meet their needs and when needs are met. It is based on what someone looks for in support. Satisfaction is determined by:

Mastery-the extent to which life changes are perceived as determined by oneself.

Self-efficacy-the belief that oneself has the ability to succeed in certain situations
Self-esteem- confidence in one's own abilities



The amount of time it takes to be satisfied with support takes time and varies as it is influenced by life events, such as health issues, parenting, family, and job transitions.

Life satisfaction is defined as “global validation on an individual of his/her life,” satisfied with information, support and advice, etc. Social support and satisfaction of needs is linked to life satisfaction.



Action Activity: Share about a positive memory or experience with two people of the opposite sex or ask him/her about a positive memory they have had. Or call a friend or someone who has supported you and share a memory. Ask them to share a memory also.



Building Coworker Support and Trust

Support at work from coworkers has many benefits and is an important source of support that can lead to feeling valued, accepted and build trust. It also can prevent loss of interest in work. Because of the physical/psychological closeness of coworkers, coworkers should be a primary source of social support among employees.

Coworker support comes in different forms, such as lending a helping hand or doing a task so another person can take a break or have time to work on something else (investing resources), or a coworker taking on a task that fits the demands one is facing at work. These acts of caring during times of stress result in feeling accepted and supported and increase relationships (gaining personal resources). Receiving help from a coworker might lead to a more positive mood that may enhance support-trust relationships. Relationships at work involve at least two people usually who communicate or have similar interests.



One of the ways trust and support is built between coworkers is through exchanging resources at work that help one another's well-being (help each other be successful). One employee invests their resources into another employee.

Resources are defined in term of their value to the person within a specific context; that is, what a resource is to one person may not be for another; it depends on personal factors and context.

4 types of resources

- **Personal**-objects, personal characteristics, or energies that are valued by the individual
- **Organizational citizenship behavior**-helpful behaviors
- **Coworker support**
- **Trust in coworkers**



Coworker Support and Trust



As an employee invests their talents and efforts in helping another, trust is built and benefits are gained. These resources gained can then be reciprocated to others leading to more benefits and trust. Helping behaviors, are valued by people increasing perceived coworker personal support and trust in the coworker helping them.

The constant exchange of helping behaviors causes continued growth of benefits across workdays. When someone offers to help and one receives the help it leads to the idea that the coworker is a source of available resources, such as someone to talk to for support, which is beneficial for a person to replenish and reinvest personal resources to their own environment. Receiving helpful support leads to someone reinvesting behaviors (communication and helpful behaviors) because they are willing to provide future support and it leads to more support in return.



Action Activity: Ask someone if they would like help with something or do something helpful for four people over two workdays, or ask for help on a task.

Employees use resources in different ways. There are different types of support from coworkers.

Remember, the Eat'n Park Assistance Program (EAP) is available 24/7. The phone number is 888-628-4824. The website is www.GuidanceResources.com which can be accessed by entering (username) LFGsupport and (password) LFGsupport1.



Coworker Support and Trust

Two ways resources can be shared with coworkers is communication and sharing personal resources. Another is through helping behaviors one does for others. In order for an employee to gain resources (trust, support, etc.), they must invest their resources, such as helping, communicating, or listening to others (support others). When this stops, people can lose resources.



Perceived Support

Perceived support is how one thinks they are supported, cared for, has available support and is part of social community. Those who perceive support are more positive, have confidence, may handle stress better, and be more willing to try new things. Knowing that support is there can influence people to seek more support.



Trust-The willingness to be vulnerable to another person based on the expectation the other person will act positively

Trust between people is associated with people seeking help about stress relief and opening up and being vulnerable. It is how someone reflects their belief about how well person can support and provide resources. An employee who trusts a coworker expects that that coworker will help out when needed. When someone perceives they are supported, trust begins to be built. This leads to reciprocating support, where people support each other, increasing trust and willingness to share resources and help.



On a broader scale, when a company or restaurant group goes out to volunteer together to help in the community, the support and trust is carried out into the community.



How to Build Trust

Building trust is important, especially in a workplace. The first part includes being involved, communicating, and getting to know coworkers. By doing this one can receive support, which can lead to coworkers lending a helping hand. This leads to one reciprocating that support in return. Coworkers rely on each other. This leads to increasing support in the workplace and building trust, knowing that a coworker is willing to help and will be there to help and listen when needed.



A coworker may not always be the right person for social support at work, but they can be helpful in other environments, such as being a listening ear for concerns outside of work. Trust can be influenced by the length of the relationship, perceived support, and helpful behaviors received and shared. Social support from those whom one is close with are likely to be more influential than from someone whom one is not as close with.



Journal Activity: Write down some ways you could help someone at work or how someone has helped you at work. How can you help others and build your relationships?

Frequently Asked Questions

Q. What does a good support provider look like?

Answer: A good support provider looks different for different people. One main characteristic of a good support provider is one who is close and keeps in contact. However, the one who is receiving the support is also responsible for maintaining this contact. The support provider is one who is willing to listen, will take time or set aside time to talk, work through things or help with a task. Other characteristics or skills of a supporter is having the knowledge of how to support someone or how to find help for someone, can understand and interpret others thoughts, emotions and feelings (empathize), using their own experiences and looking at things from different perspectives. They are also able to show empathy and respond in a respectful manner. A good supporter has resources, whether it is patience, material or social resources, and are willing to share and use their skills and resources to serve another. It depends on what type of support is needed. For example, someone may need support through empathy, but the support they are given might be good constructive criticism, which may not be helpful in that situation. So, it is good for someone to know what type of support might be beneficial to them depending on the circumstance.

Q. How do I get support?

Answer: Support can be fairly easy to get. One may already have support and not recognize it. For those who may be uncomfortable reaching out, sharing with others and may have difficulty seeking help, write out the experience and feelings first. One main way to get support is to reach out to others, get to know someone, and share experiences. Express your needs and concerns and ask for help. Be willing to receive support and help from others, but be aware that the persons being asked for support may need support of their own and are taking time to help others. So, help them in return and express gratitude for their support. Build a network of a few people who can give support, as some can provide different types of support.

Q. Should I provide support?

Answer: There are personal benefits that one can receive when one provides support to others. When efforts to provide help and support are successful and appreciated, not only is the one who is receiving help getting benefits, but the one providing help and support experiences positive emotions and a greater sense in meaning in life. Some other benefits seen from those supporting others are reductions in biological responses, such as improving psychological and cardiovascular health, and improving mood. Knowing that one is helping someone can give happiness to the giver and the receiver.

Frequently Asked Questions

Q. What are benefits of interventions to build and have trust among employees?

Answer: Coworkers work side-by-side everyday and impact the rest of the business or service. If there is conflict in the workplace, it will show in the service, productivity and attitudes of other employees. This increases stress and therefore it is good to minimize conflict as much as possible. By incorporating trust building activities, or just organizing a time or activity for employees to hang out and get to know each other outside of work, can have a big impact among employees. It may make the employees feel more comfortable at work. They can better rely on one another, increasing productivity and creating a more positive atmosphere. These activities can happen before/during daily meetings, through a company fun day, or a community outreach day. Open and formal communication is important and employee communication networks will have benefits for the employee and employer. Coworker trust and positivity seen in employees by customers leads to trust in the organization. Interventions to build trust/support between coworkers leads to more trust and increase perceived support by encouraging helping behaviors.

Q. Is it okay to have online and offline support?

Answer: It is definitely okay to have online and offline support. However, it is good to recognize the different types of support and whether online or offline support is better for that type and the experience in question. Online is good for informational support, but sometimes people online only post to appear good rather than provide support and will not post about certain things for fear of seeming needy. Some information online may not be helpful or accurate. There are real benefits from interacting with someone in person or talking to someone on the phone, as one can hear the tone in their voice and have that face-to-face interaction. Friends and family may be far away, but even talking to them on the phone can be helpful. Human interaction and communication is important. Sometimes online support misses this, as one message can be interpreted in one way, because there is no tone or facial expression behind it; however, it could mean something different entirely. There are benefits to both. There are more benefits to offline support than online, but there are also some benefits to online. It truly depends on the type of support one is looking for.

Q. What if I am shy and have a hard time reaching out for support?

Answer: It is understandable that reaching out can be intimidating and difficult. One should look to the people that are normally around them, such as at work, neighbors, family or friends. Support from those whom one is close with is really beneficial and creates more of an impact than support from a stranger. Start by talking to one person and build up to talking to others. Again, it does not matter the amount of friends one has, but the quality of the friends. One can also find support in someone who they are already supporting. Ask someone who has support and how they built their support system. Offering help to someone, even with something small, can have a big impact on one getting to know other people. It does become easier reaching out, but that initial stepping out to ask can be hard. Find someone who will encourage that first step or start with goals, "I am going to help this person today," or "I am going to talk to this person today."

Mindful Movement–Lesson 4



Being mindful is something that is very often overlooked in many aspects of life. Learning to be mindful of things around you and the way that you do things could result in very big changes in your life.

Mindfulness is the state of being attentive to and aware of what is taking place in the present moment, on purpose without judgment. Understanding mindfulness and the definitions that surround it are an important aspect in making a positive change in your life.

Two major components of Mindfulness:

Awareness

Your background tracking system of consciousness. This allows you to be aware of the things that go through your head. It helps prevent negative thoughts and helps turn external things that go on in your life into positives.

Attention

A mechanism of focusing on a particular stimulus present in our awareness. Practicing awareness and attention are crucial for becoming more mindful of what is going on throughout your life.



Mind Full, or Mindful?

Mindful Practice

Characteristics of mindful practice:

1. Develop increased awareness of internal states and external experiences.

This means that if something happens externally, you cannot think about it to the point where it affects your internal thoughts.

2. Be aware moment to moment.

This is not a passive state; you are always aware of your surroundings.

Additional characteristics of mindful practice:

- Refraining from evaluating or judging experiences.
- Openness to sit with all emotional and physical experiences.
- Approaching all internal and external experiences with compassion.
- Increasing awareness consciously and with deliberate intention.

Each of these characteristics will help you become more mindful of your everyday life, which will allow you to live happier and healthier.



Steps to Becoming Mindful

Step 1 Recognition	You must be able to recognize your natural reaction to things.
Step 2 Restraint	Learning to take a moment to stop an automatic response.
Step 3 Release	Take a deep breath to release the energy.
Step 4 Reconditioning	Changing the way you react.

What are some things that you can do to become more mindful of your everyday life?

Examples: yoga, stretching, breathing exercises, and muscle relaxation.

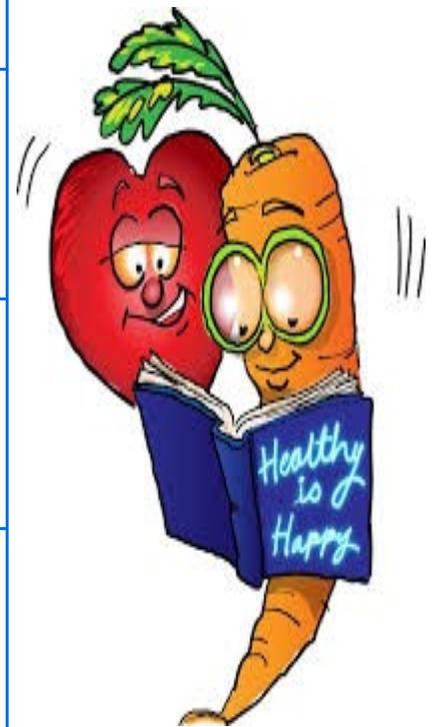
Take time to list some of these things that you do and make a note of the effect that they have on you.



Mindful Eating

Mindfulness while eating is something that is not thought about nearly enough. It could become a big component of weight gain and an unhealthy life. Lets take some time to look into five different steps that can help you become a more mindful eater.

Step 1: Take a moment and breathe.	Take your time and enjoy your food!
Step 2: Reflect on your hunger.	Are you eating because of stress, or are you actually hungry?
Step 3: Pick a dedicated eating spot.	Make sure you are comfortable.
Step 4: Assess your fullness.	Focus on the experience of your stomach becoming full.
Step 5: Decide when you are satisfied.	Don't overdo it and make yourself sick.



Mindful Eating

Becoming a mindful eater does not mean that you need to become an expert on nutrition. However, it is important to have a general understanding of carbohydrates, protein, fat, vitamins and minerals.

There are different ways to teach yourself and learn how to become a more mindful eater.

1. **Meal prepping:** This is preparing the food you will eat throughout the day at one time. This will help keep you from snacking and it will allow you to eat meals quickly without taking time to cook them or stop at the drive through.
2. **Calorie Counter:** This can be done on an app on your phone. It can help you track the food that you eat each day and help you understand the calories that you are putting into your body. One website/app offering this service is:
<https://www.myfitnesspal.com/>
3. **Healthy choices:** While going out to eat, making healthy choices is crucial. Learning how to choose and understand what foods a particular restaurant has to eat and the nutritional facts on those foods are very important for your progress when it comes to eating mindfully. For example, at Eat'n Park choosing items off of the Eat'n Smart menu provides healthy options.



Nutrition Labels

In this lesson, we will learn about nutrition labels and how to read them. It is important to understand the different types of macronutrients that are being consumed and how each one affects your body.

The types of foods you are consuming can depend largely on the goals you have set for yourself. For example, someone wanting to gain muscle mass would ideally have a diet that is higher in protein. Someone who is looking to lose weight would want to be in somewhat of a healthy caloric deficit. This means they are eating less calories per day than what is required to maintain their current weight.

Understanding a nutrition label can give you a better understanding of what type of goals you might have moving forward with the program.

Nutrition Facts			
Serving Size 2/3 cup (55g)			
Servings Per Container About 8			
Amount Per Serving			
Calories 230	Calories from Fat 40		
		% Daily Value*	
Total Fat 8g			12%
Saturated Fat 1g			5%
<i>Trans Fat</i> 0g			
Cholesterol 0mg			0%
Sodium 160mg			7%
Total Carbohydrate 37g			12%
Dietary Fiber 4g			16%
Sugars 1g			
Protein 3g			
Vitamin A 10%			
Vitamin C 8%			
Calcium 20%			
Iron 45%			
* Percent Daily Values are based on a 2,000 calorie diet. Your daily value may be higher or lower depending on your calorie needs.			
	Calories:	2,000	2,500
Total Fat	Less than	65g	80g
Sat Fat	Less than	20g	25g
Cholesterol	Less than	300mg	300mg
Sodium	Less than	2,400mg	2,400mg
Total Carbohydrate		300g	375g
Dietary Fiber		25g	30g

Nutrition Facts			
Serving Size 2 crackers (14 g)			
Servings Per Container About 21			
Amount Per Serving			
Calories 60	Calories from Fat 15		
		% Daily Value*	
Total Fat 1.5g			2%
Saturated Fat 0g			0%
<i>Trans Fat</i> 0g			
Cholesterol 0mg			0%
Sodium 70mg			3%
Total Carbohydrate 10g			3%
Dietary Fiber Less than 1g			3%
Sugars 0g			
Protein 2g			
Vitamin A 0%		Vitamin C 0%	
Calcium 0%		Iron 2%	
* Percent Daily Values are based on a 2,000 calorie diet. Your daily values may be higher or lower depending on your calorie needs:			
	Calories:	2,000	2,500
Total Fat	Less than	65g	80g
Sat Fat	Less than	20g	25g
Cholesterol	Less than	300mg	300mg
Sodium	Less than	2,400mg	2,400mg
Total Carbohydrate		300g	375g
Dietary Fiber		25g	30g

Carbohydrates	4 calories per gram
Protein	4 calories per gram
Fat	9 calories per gram

Tip: Many restaurants have the nutritional information for their food online. Eat'n Park is one of them!

http://www.eatnpark.com/nutritional_info.aspx

Nutrition Label Activity

With your knowledge on calories, let's figure out different nutrition labels and fill in the blanks to the ones that are provided below.

Below are two nutrition labels with particular portions blocked off. We are going to do the math to figure out what the values will be. This will help you get a better understanding of how the labels work. It will also help you understand the value that each macronutrient has in the particular food.

Based on the caloric values given, how many total calories are in this particular food?

Based on the caloric values given, how many total carbohydrates are in this particular food?

Nutrition Facts	
Serving Size 1 potato (148g/5.3oz)	
Amount Per Serving	
Calories <input type="text"/>	Calories from Fat 0
% Daily Value*	
Total Fat 0g	0%
Saturated Fat 0g	0%
Trans Fat 0g	
Cholesterol 0mg	0%
Sodium 0mg	0%
Potassium 620mg	18%
Total Carbohydrate 26g	9%
Dietary Fiber 2g	8%
Sugars 1g	
Protein 3g	
Vitamin A 0% • Vitamin C 45%	
Calcium 2% • Iron 6%	
Thiamin 8% • Riboflavin 2%	
Niacin 8% • Vitamin B ₆ 10%	
Folate 6% • Phosphorous 6%	
Zinc 2% • Magnesium 6%	
Copper 4%	
*Percent Daily Values are based on a 2,000 calorie diet. Your daily values may be higher or lower depending on your calorie needs.	
Calories: 2,000 2,500	
Total Fat	Less than 65g 80g
Sat Fat	Less than 20g 25g
Cholesterol	Less than 300mg 300mg
Sodium	Less than 2,400mg 2,400mg
Potassium	3,500mg 3,500mg
Total Carbohydrate	300g 375g
Dietary Fiber	25g 30g



Nutrition Facts	
8 servings per container	
Serving size	2/3 cup (55g)
Amount per 2/3 cup	
Calories	230
% DV*	
12%	Total Fat 8g
5%	Saturated Fat 1g
	Trans Fat 0g
0%	Cholesterol 0mg
7%	Sodium 160mg
12%	Total Carbs <input type="text"/>
14%	Dietary Fiber 4g
	Sugars 1g
	Added Sugars 0g
	Protein 3g
10%	Vitamin D 2mcg
20%	Calcium 260mg
45%	Iron 8mg
5%	Potassium 235mg

* Footnote on Daily Values (DV) and calories reference to be inserted here.

Answers: 110 calories and 37g carbohydrates.

Mindful Physical Activity

One of the best and most underrated ways of decreasing stress throughout your life is the implementation of physical activity into your everyday agenda. Physical activity can be something as simple as walking outside on a lunch break with your friends, or going to the gym for a quick resistance training workout. Physical activity can come in many different types and durations and it is guaranteed to make you feel better and less stressed.

Physical Activity

Think of it as a medication you need to take daily.

During this lesson, we are going to go through a quick workout together. It will last 15 minutes and will include cardio, strength, and active recovery. This will allow you to see how much benefit a 15 minute workout can have on you.

This lesson will go over different exercises you can incorporate into your everyday life. This lesson will also introduce you to a fitness journal. This will be used to track the times that you workout and help keep you accountable while becoming physically active.



Are you Motivated?

Do you want to get in shape? Do you want to de-stress? What can help motivate you to becoming physically active? Think of the things that you want to do outside of becoming physically active and then think of how being physically active can help you achieve those goals.

What type of physical activity?

What do you like to do? Do you like to lift weights, walk, or play basketball? There are many types of physical activity that will help you de-stress and get into shape. Find something that you truly enjoy doing to help kick start your journey to becoming physically active.

Reflect

How did that workout make you feel? What can you do to make it better? Did you enjoy it? These are crucial things to consider while becoming physically active.

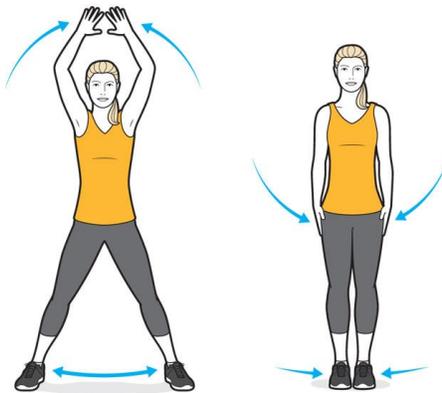
Workout



This workout can be done in 12 minutes while going through each exercise for 1 minute with 30 seconds of rest in between.



1. Plank
Keep back straight and core tight. Breathe!



2. Jumping Jacks
Modifications:
Step instead of jump.



3. Squats
Keep knees behind toes. Weight in heels.
Modification: Squat into chair.

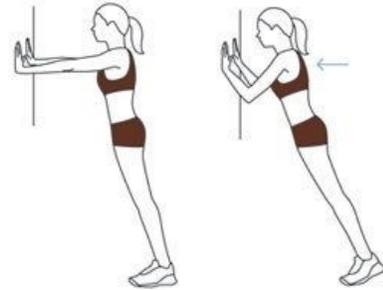
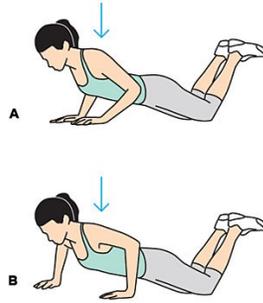


4. Side plank
30 sec each side. Can be done from toes or knees.

Journal & Workout (continued)

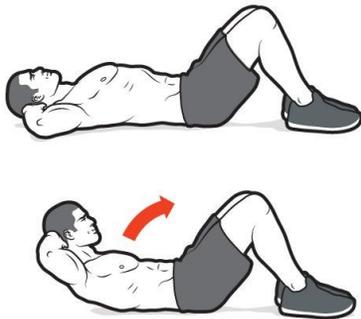


5. Quick Feet
Run in place, moving feet quickly.
Core engaged.

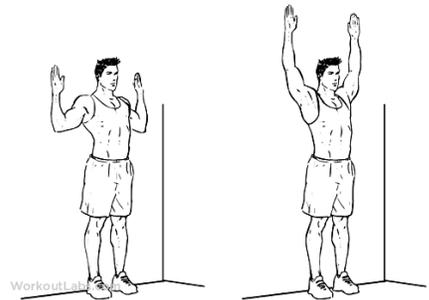


6. Push Ups

Modifications: Pushups from your knees or against a wall.



7. Crunches
Don't pull on neck.
Lift shoulders off of ground.



Workout.com

Journal questions:

1. When can you incorporate workouts that are set up like this multiple times throughout your day?
2. How could a fitness journal help you keep track of these workouts and what would you write in it?
3. What workout did you do?
4. How did you feel after it?
5. How could you incorporate this into your day?



Starting A New Habit

- Create a positive environment. Being around people who are positive and influential will help keep you positive and happy.
- Keep an exercise calendar/journal. This will help you plan your days around when you can be physically active and help keep you accountable.
- Read about different workouts. Find new things that look interesting to you.
- Mix it up and make it fun. This is supposed to be an enjoyable portion of your day. Don't make it boring. Make it something you look forward to doing everyday.



Making Time for Fitness

List the activities you already do.

List the activities you would like to do.

Create a weekly plan that includes all your activities.

Keep a calendar to remind you of your schedule.

Keep a log to track what exercises you do, and how long each sessions lasts.

Vary your schedule to make it interesting.

Be willing to make changes if your schedule is not realistic.

Overall Mindful Practice & Positive Thoughts

Mindfulness at work can be challenging. As a server, dealing with many different types of people and their different moods could be a big challenge.

Preventing other people's attitudes from bothering you and making your day worse or more stressful is a challenging task. Mindful practice is a real thing that can help to prevent this.

Take a few minutes to think and write down 5 things that you think could help you become more mindful to outside stressors. Think about how writing these things out makes you feel and allow yourself to realize that these "little" things that go on in your day don't make the whole day bad.



Mindfulness is important in all aspects of life. Understand what is going on around you at all times. Eat properly and be physically active to become healthy and energized. Know what is important and what will go away quickly. Be mindful, be active, be healthy.



Frequently Asked Questions

Q. How can I make time in my day to include practicing mindfulness, mindful eating, and mindful physical activity?

Answer: One of the best ways to clear your schedule and find time for certain things that you want to do, is to make a schedule. Every day plan out what you are going to do. Make this schedule as accurate as you can based on times of the day. Fill in your workout and the different times you are going to eat during the day, and actually do them during these time frames. This will allow you to fit everything that you want to do during the day into your schedule without missing out on doing other things.

Q. What are some good things to look for while shopping for healthier foods?

Answer: While shopping for healthier foods, it is good to look for foods that are higher in protein. Lean meat such as chicken and ground turkey is a good start. You also do not want to eat foods high in sugars and processed sugars. These are empty calories that have no benefit to your health. Add in a lot of fruits and vegetables for the micronutrients that they provide.

Q. What types of workouts should I do if I am a beginner?

Answer: The best way to know what type you should do is finding something that you enjoy doing. If you enjoy it, you will have a better chance at continuing to partake in it. You can play a sport/game, lift weights, do cardio, do Crossfit, take daily walks, or go cycling. Finding something that you enjoy doing and that you will continuously go back to everyday or multiple times per week is the type of physical activity that you should start with.

Q. Is it important that I write down everything I eat and every exercise that I do when I workout?

Answer: Yes. It will be beneficial for you to look back on once you are finished with the sessions. Even after you are done, it will give you a reference for things that you have done previously and foods that you have eaten. This will allow for you to look back and see how far you have come and it can also help you see what worked for you and what did not work for you.

Frequently Asked Questions

Q. How do I make my stresses at work, stay at work and not affect my everyday life?

Answer: The stresses you have at work are a normal part of working with any setting that deal with other people. You never know what they are going to say or do and this could negatively affect your whole day. You need to learn how to react to the things that they say in either a positive way or ignore it so that it does not negatively affect you.

Q. Does mindfulness need to be practiced for a certain amount of time?

Answer: No, you can practice mindfulness for as long or a short as you want. It's a thought process. You need to get your mind where you want it to be to allow you to think positively about yourself and the things around you.

Q. Does physical activity have to be super intense ever or all the time?

Answer: No, it does not have to be super intense ever or all the time. You can increase your health with low resistance weight training or cardio. Keeping your heart rate elevated but not near max is also very beneficial in getting to your fat stores and burning off fat. Any form of physical activity, regardless of the intensity, will be of benefit to your overall health.

Q. Do I have to be physically active for multiple hours of the day to become less stressed?

Answer: No, being physically active can be beneficial in many different time frames. It can be for 10 minutes or for an hour or two. There can be benefits in either, depending on the person, but even a short amount of time can allow you to de-stress and be refreshed.

Q. What if I mess up my diet on the weekend? Will it mess up all of my progress?

Answer: No. It can be a minor setback, but it will not mess up all of your progress. It is just important to get back on track once the week starts and not allow yourself to continue down the wrong path. It is normal to slip up on the diet here and there, we just do not want it to become a habit.

Section Four: Participant Recognition and Follow Up



Congratulations!

Over the past five weeks you have been taught helpful tips about decreasing stress, incorporating mindfulness into everyday life, healthy habits/alternatives, and social support. In addition, you have participated in many activities. The implementation of “Stress Less More Smiles” was done to help you find new ways to improve your health and lifestyle at home and work. Although some tips may be more beneficial to you than others, we hope you incorporate information you learned to help you the most, and to use this experience as a step to improving your health and lifestyle.

Check out Eat’n Park Hospitality Group Inc. announcements, newsletters, emails, flyers, and myMENU for more opportunities to improve your health and lifestyle at home and work. Maintain and build relationships or social support in the Eat’n Park community, as well as at your home. Encouragement can go a long way to impact, improve, and reach goals.

We are interested to hear feedback from you about your experience, your thoughts, what you did or did not like, and ways to improve this program. There will be a short survey/questionnaire to assess the effectiveness of this program and your enjoyment. This will be sent via email or mail. All answers and opinions are confidential.

In the following months, we encourage you to incorporate, improve, and find new ways towards using mindfulness techniques. Look out for newsletters, emails or other information about upcoming programs that Eat’n Park offers. Keep up the great work! Thank you again for your participation!

Sincerely,

The Stress Less More Smiles Team

Certificate of Excellence

Stress Less More Smiles

Awarded to



Date

Signature

Follow Up Activities

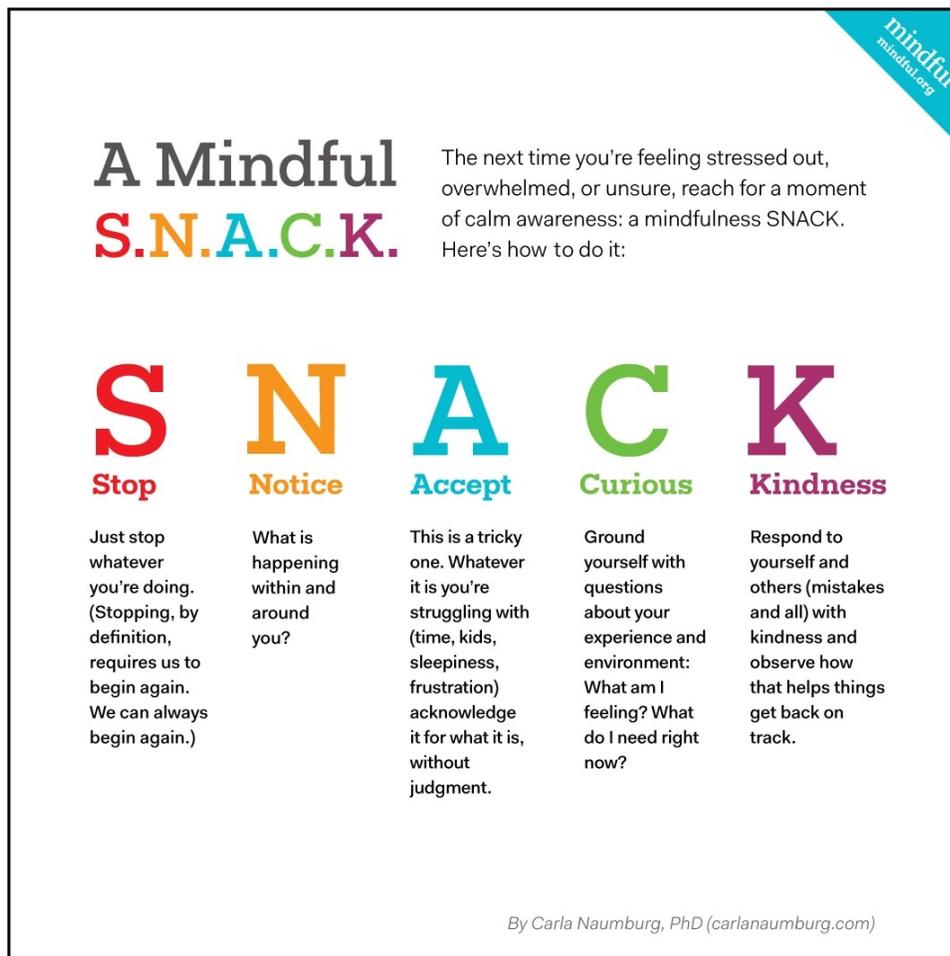
Check out some additional resources in Section 6, including additional mindfulness and social support resources. There are also some great resources there about smoking and cardiovascular disease, as well as physical activity recommendations and ideas.

Share in each other's successes.
Keep communicating with your coworkers, friends, and family to stay motivated.

Stay in tune with your health.
One way is to keep a journal, documenting your progress.

Continue to use the exercise equipment library.
Take advantage of the exercise equipment available to you at work.

Continue to check out the myMENU dashboard for more opportunities to improve your health! Check out healthy menus or other information, like this mindful eating strategy.



A Mindful S.N.A.C.K.

The next time you're feeling stressed out, overwhelmed, or unsure, reach for a moment of calm awareness: a mindfulness SNACK. Here's how to do it:

S Stop	N Notice	A Accept	C Curious	K Kindness
Just stop whatever you're doing. (Stopping, by definition, requires us to begin again. We can always begin again.)	What is happening within and around you?	This is a tricky one. Whatever it is you're struggling with (time, kids, sleepiness, frustration) acknowledge it for what it is, without judgment.	Ground yourself with questions about your experience and environment: What am I feeling? What do I need right now?	Respond to yourself and others (mistakes and all) with kindness and observe how that helps things get back on track.

By Carla Naumburg, PhD (carlanaumburg.com)

Follow Up Activities

Foods That Make You Happy



Bananas are full of potassium & vitamin B folate. They contain tryptophan, a brain chemical that helps regulate mood. Low vitamin levels are linked with depression.



Berries reduces inflammation and has chemical similarity to a mood stabilizing prescription, which helps treat depression.

“An **apple** a day keeps the doctor away.” Eating fruits and vegetables produces a calming effect, creates more energy, and increases happiness.

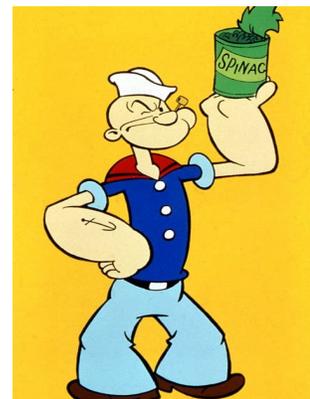


Salmon has omega-3 fatty acids, which can improve mood and fight depression. (Bonus...it helps keep your hair shiny = happiness).



Green Tea helps with psychological stress.

Spinach contains folic acid, which alleviates depression and reduces fatigue.



Follow Up Activities

Healthy Snack Ideas



Apples, bananas	Carrot sticks and reduced fat peanut butter	Spinach leaves with balsamic vinaigrette, cucumber salad
Melon, pears, dried apricots/peaches	Broccoli dipped in low-fat ranch dressing	Granola bar, low salt pretzels, trail mix
Reduced fat cheese and whole grain crackers	Hummus & pita bread, whole-grain bread toasted with jam	Cottage cheese mixed with fruit
High-fiber cereal and skim milk	Almonds, raisins, soy nuts, walnuts, sunflower seeds	Graham crackers spread with honey, animal crackers
Yogurt, fruit smoothie	Tomato slices and mozzarella cheese	Apple sauce
100% fruit juice popsicle	Stuffed celery, sliced peppers	Strawberries with fat free half & half



Concluding The Program

At the conclusion of the four-week program there will be a Mind Body Celebration for the participants. It will be held at a participating location of the program. This celebration will include a mindful yoga class that includes the hatha yoga poses that were introduced in the earlier weeks, cardiovascular screenings, and food provided by Eat'n Park, filled with healthy choices. Participation and incentive awards will also be given out during this event to recognize those who went above and beyond to make lifestyle behavior changes.



Concluding “Stress Less More Smiles” will give the participants the knowledge and skill set that is essential towards gaining a healthier and happier lifestyle. The program leaders will not hold any more weekly lessons, however the webinars provided by myMENU will still be available for individuals to utilize when needed.

The success and completion of this program will be measured using the post questionnaires (MAAS and Health Behaviors Questionnaire) to assess the knowledge and techniques gained.

We will also have an evaluation of the program as a whole. This will provide an opportunity to adjust or maintain activities and information if needed for future use of the program.

Section Five: Evaluation

Process Evaluation

What is the purpose of a process evaluation?

We (the program leaders) want to make sure that the program itself was effective. For continuation purposes, if we were to repeat this same program, we want to have the information to make changes for the better. We will look at factors like:

Program Organization

How well was the program organized? Did the lessons flow well together and make sense? Did participants seem confused or have multiple questions at the end of each lesson? Were they engaged in the activities?

Session Name: _____

Date: _____

Names of Attendees (please specify if you are an employee or friend/family)

Session Attendance

We will record who attended each lesson with an attendance sheet, as well as how many people watched the online lessons. Did more employees come to the in person lessons, or the online lessons? How did the sites differ population wise? Did the time of day matter?

Program Retention

As the lessons went on, did attendance increase or decrease? Were more people attracted to the program in the beginning, but then fell off at the end? How could we have improved these numbers? Was the program held at a good time of year?

Social Interaction and Feedback

From talking with the participants and managers, how do they feel about the program as it goes on? Is there anything we can change during the program implementation?

Impact Evaluation

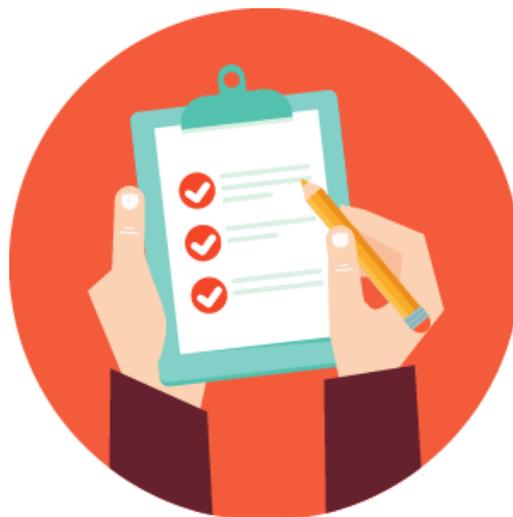
What is the purpose of an impact evaluation?

We want to assess how well the participants in the program learned the information. Everyone who participates in the program will complete a MAAS (Mindful Attention and Awareness) survey as well as a Health Behaviors Questionnaire before beginning the program. Both copies of these surveys can be found in Section 1.

These surveys are kept confidential. As the program leaders, we will compare the pre and post answers to determine how effective the program delivered the necessary information. By asking for the participant's work location on the survey, we will also be able to determine how effectively the information was delivered to the individual sites.

These surveys are also for the participant's own usage. They can compare their answers before and after the program to determine what they learned, as well as additional areas to improve upon.

We will also ask participants to fill out an optional final evaluation survey, which can be found on the next page. This will give us a brief overview of the overall attitude towards the program, which we can use to improve future programs.



Final Thoughts

We want to conduct a final evaluation survey to hear your thoughts on the program. Thank you for your time! We really appreciate it.

Satisfaction Survey

Eat'n Park Location: _____

1. How did you hear about the "Stress Less More Smiles" Program?

- A. Flyers and brochures
- B. Company newsletters
- C. myMENU
- D. Coworkers
- E. Other: _____

2. What first attracted to you the "Stress Less More Smiles" Program?

- A. Personal interest
- B. Coworker interest
- C. The availability of lessons online or in person
- D. The reward incentive
- E. Other: _____

3. What aspect of the program did you find most beneficial for you? (circle all that apply)

- A. Group Discussions and Activities
- B. Mindfulness exercises
- C. Learning where I can get my measurements
- D. Learning ways to access social support
- E. Learning ways to incorporate mindfulness into my daily routine
- F. Program time
- G. Online set-up
- H. Other: _____

4. Did you see a change in you MAAS and Health Behaviors Questionnaire scores?

5. Is there anything else you would like us to know?

Section Six: Key Resources

Key Resources

1. How to Win Friends & Influence People by Dale Carnegie

It was originally written in 1937, but continues to be a top seller that has been revised to make it applicable to evolving needs in a constant growing public. It has been used in college courses and companies for human relations.

2. Maran Illustrated Yoga by Ruth Maran and Maran Graphics Development Group Staff

This book gives you both a visual and description of Hatha Yoga poses and how to do them properly. Each chapter breaks down different poses that may be applicable to all employees no matter their health status. Available online to read, download or may be bought for a paper copy.

3. www.heart.org

The American Heart Association website contains information about reducing cardiovascular disease risk factors to help prevent heart disease and stroke. Includes information about overall health, including diet and physical activity.

4. smokefree.gov

The Smokefree website is a great resource to help you or someone you love quit smoking. It has tips, tools, and expert advice to help with this journey.

5. Mindful.org

This website has great information about how to get started with the process of mindfulness, as well as tips for practice in your daily life and at work.

6. acsm.org

The American College of Sports Medicine website has plenty of helpful information about physical activity recommendations for resistance training and aerobic exercise.

Section Seven: Annotated Bibliographies

Week 1: Mindfulness

Brown, K. W., & Ryan, R. M. (2003). The benefits of being present: Mindfulness and its role in psychological well-being. *Journal of Personality and Social Psychology, 84*(4),

Mindfulness has a core characteristic as being open and receptive of both awareness and attention. A strength of this article is that Brown and Ryan explain that mindfulness is key for enhancing well-being by disengaging individuals from their automatic thoughts, unhealthy behavior patterns, and daily habits and could lay a key role in adhering to self-endorsed behavior regulation. A weakness of this article is that Mindful Attention Awareness Scale (MAAS) was sampled by college students and general adult samples, with the exclusion of providing socioeconomic status, education or those with chronic diseases. Health promotion programs can benefit from this article by utilizing the MAAS, which assesses individual differences in how often they utilize mindful states over time. As mindfulness is associated with greater well-being, it is a useful tool that employees can become more aware of their self-regulated behavior and psychological well-being.

Elwafi, H. M., Witkiewitz, K., Mallik, S., Iv, T. A., & Brewer, J. A. (2013). Mindfulness training for smoking cessation: Moderation of the relationship between craving and cigarette use. *Drug and Alcohol Dependence, 130*(1-3), 222-229. doi:10.1016/

The crave for a cigarette has a powerful effect that has users begging for more nicotine when experiencing both positive and negative thoughts and actions. This article presents statistical evidence including levels of craving and levels of daily cigarette consumption when utilizing home based mindfulness. A strength of this article is that Elwafi and colleagues explain and exemplify the "addictive loop" for nicotine dependence, and how mindfulness training is evaluated as a treatment for smoking cessation along with anxiety and depression decreases. A weakness of this article is that the sample size of this randomized control trial is quite small due to the relative size of nicotine users in America. What can be taken from this article is that mindfulness training (MT) may alter cigarette cravings and daily cigarette use, which can be a low-cost and effective training tool that can be implemented into a work environment that has time sensitive break periods.

Week 1: Mindfulness

Burns, T. L., Mayer, A. E., Washington-Krauth, S. M., Walters, R. W., & Arouni, A. J. (2014). Design and Feasibility of a Hatha Yoga Intervention for Smoking Cessation. *Journal of Smoking Cessation, 11(03), 163-172. doi:10.1017/jsc.2014.21*

Currently 70% of tobacco smoking users want to quit this deadly habit, but only 4-7% of this population will be successful when they try to take action to abstain. Most people within the United States attempt to quit smoking cigarettes multiple times before long-term smoking cessation occurs. Within this study, cognitive behavior therapy was accompanied with Hatha Yoga (the most popular type of yoga) to analyze if yoga is an acceptable and feasible aid towards smoking cessation. A strength to this study is that the yoga instructor was more than just teaching them exercise related poses. The instructor identified the participants' needs, helped them identify how yoga could be used to support their individual quit process, and helped them identify how they can integrate yoga into one's individual lifestyles. A limitation to this study is that yoga was only practiced for 30 minutes per session due to the cognitive behavior therapy aspect of the smoking cessation program. Health promotion programs can benefit from this article as Hatha Yoga training may be incorporated into monthly staff training sessions, and a cost-effective way to reduce stress, smoking cessation within employees, and is medical related absenteeism.

Jerath, R., Crawford, M. W., Barnes, V. A., & Harden, K. (2015). Self-Regulation of Breathing as a Primary Treatment for Anxiety. *Applied Psychophysiology and Biofeedback, 40(2), 107-115. doi:10.1007/s10484-015-9279-8*

Anti-depressant and anti-anxiety prescriptions are often practices by most medical doctors within America. What if a majority of the US population used deep breathing techniques instead of popping pills when having negative emotions or high anxiety? Crawford and colleagues analyzed the physiological effects of the human body during anxiety, stress or emotionally disordered feelings while deep breathing versus taking medications. They examine the findings between stress and anxiety states within the brain and body, and how controlling your respiratory system can lead to positive physiological effects that can help manage stress and anxiety. Strengths within this article include findings among various studies that show breathing techniques are beneficial for multiple populations, and could be as effective as consumed medication. Limited weaknesses of this study were found, as this cross study had ample information on a variety of techniques including yoga, meditation, and mindfulness. Work health promotion programs could deeply benefit from this article, as breathing and meditation techniques could be exemplified rather than prescribed medication for anxiety and depression symptoms.

Kicking the Habit—Lesson 2

Kwon, J. Jeon, W. Park, E. Et al. (2015). Effects of Disease Detection on Changes in Smoking Behavior. *Yonsei Medical Journal*, 56(4), 1143-1149.
<http://dx.doi.org/10.3349/ymj.2015.56.4.1143>

Knowledge of the health effects of a certain behavior can cause modifications of that behavior. Health screenings are one way to determine one's current health status and may cause positive changes in behavior. This study sought to determine if health screenings in Korea have an impact on health behaviors, particularly smoking. They found that in men, those newly diagnosed with hyperlipidemia, diabetes, and higher BMI all showed higher rates of positive health behavior change, including smoking cessation. In contrast, diagnosis of chronic disease did not change smoking behavior in women. Some limitations of this study included missing data from responses and limited data regarding specific smoking behaviors, including number of cigarettes smoked, or length of smoking duration. The study still had many strengths, including the large sample size, and examination of multiple different diseases. This study may encourage health screenings not only in Korea, but also worldwide, because of the impact the results can have on reducing negative health behaviors, including smoking in individuals.

Ferguson, S. Frandsen, M. Dunbar, M. Et al. (2015). Gender and Stimulus Control of Smoking Behavior. *Nicotine & Tobacco Research*, 17(4), 431-437.
doi:10.1093/ntr/ntu195

Strategies for smoking cessation differ between people. Specifically, research has shown that gender differences exist when looking at the effectiveness of a smoking cessation program. This study by Ferguson, et al., examined the environmental motivations for smoking between men and women. This study was conducted in Pittsburgh, with subjects who were not interested in quitting smoking. They examined cues including alcohol consumption, cigarette availability, smoking restrictions, other smokers in view, and mood in relation to smoking motivation. They found two significant differences between men and women: men were more likely to smoke when other people were smoking in view, and when they were consuming food and drink. No other significant differences between men and women were found. However, it is important to note that the environmental cues still had an impact, but were not different between men and women. One limitation of this study was using self-report data. They also only studied the factors listed above, however smoking can be affected by a wide range of factors. Some strengths included the large sample size and the detail of the self-reports. This study may have implications regarding smoking cessation not only with Pittsburgh natives, but also nationwide.

Kicking the Habit—Lesson 2

Yalcin, B. Unal, M. Pirdal, H. Et al. (2014). Effects of an Anger Management and Stress Control Program on Smoking Cessation: A Randomized Controlled Trial. *Journal of the American Board of Family Medicine*, 27(5), 645-660.
doi: 10.3122/jabfm.2014.05.140083

Mood changes can be a big predictor of smoking rates. Specifically, feeling stressed, angry, anxious, or sad can cause increased smoking rates. If an individual can learn to moderate these negative emotions, they can potentially increase their chances of smoking cessation. This study sought to examine the effects of anger management and stress control programs on smoking cessation rates. Researchers compared a standard behavioral intervention with an anger management and stress control skills training program. The second group was taught a variety of skills, targeting their ability to sense anger and stress in themselves and their environment, and how to cope with these feelings. Ultimately, they found that the intervention targeting anger and stress coping skills increased the success of quitting smoking. One limitation of this study was that only participants who volunteered for the study were recruited; these participants were already motivated to quit smoking. However, one strength of the study was that none of the participants had tried to quit before, so the comparisons among participants were more valid. In conclusion, the findings of this study may have many implications of the structure of smoking cessation interventions in the future.

Schnoll, R. Goelz, P. Veluz-Wilkins, A. Et al. (2015). Long-term Nicotine Replacement Therapy: A Randomized Clinical Trial. *JAMA Internal Medicine*, 175(4), 504-511.
doi:10.1001/jamainternmed.2014.8313

The effectiveness of nicotine replacement therapy (NRT) in smoking cessation is still debated, especially the recommended length of time of therapy usage. This study sought to determine whether long-term (52 week) nicotine patch treatment was more effective than the standard treatment duration (8 weeks). Participants received behavioral counselling sessions and nicotine patch treatment throughout the intervention. Researchers found that smoking cessation rates improved above the national average as nicotine replacement therapy duration increased, but only to the point of 24 weeks of therapy. Past 24 weeks, smoking cessation rates did not improve. Some limitations of the study were that they only examined one type of NRT and the adherence to the therapy waned as duration increased. Some strengths included the randomization of the study, and the large sample size, making their conclusions stronger. This study may impact nicotine replacement therapy programs nationwide, as they have been shown to be relatively effective in smoking cessation, especially with longer therapy durations.

Social Support–Lesson 3

Feeney, B. C., Collins, N. L., (2015). A New Look at Social Support: A Theoretical Perspective on Thriving Through Relationships. *Personality and Social Psychology Review*, 19(2). 113-147. doi:10.1177/1088868314544222

Social integration is a better predictor for mortality than lifestyle behaviors, as it is related to better health and wellbeing. Created in this article is a conceptualized model of thriving with social support that promotes life in experiences of adversity and opportunities for growth in the absence of adversity. By using other research, it creates a source of Strength of Support and a Relational Catalyst support model to optimize thriving in life. Results of this study conclude that responsive social support within relationships promotes thriving. Family and friends are very important sources of social support and are good for helping change behavior, and promoting opportunities and meaningfulness of life. Social support for goals led to higher goal achievements. Strengths of the article were the use of many research articles to support the conceptualization, links between support and thriving. Perceived support, what good support looks like, and aspects of support were also researched. It also looked at social support in the context of engaging in opportunities for growth, which is not found in previous literature. A weakness is that it does not address other forms of social support, such as online resources. This article is great for individuals looking for social support or trying to provide social support, as it provides great detail around many aspects of the importance and effects of social support on an individual for life situations.

Trepte, S., Dienlin, T., Reinecke, L. (2015). Influence of Social Support Received in Online and Offline Contexts on Satisfaction with Social Support and Satisfaction With Life: A Longitudinal Study. *Media Psychology*, 18. 74-105. doi:10.1080/15213269.2013.838904

Social support is important for well-being and satisfaction of life. Examined in this four-year longitudinal study is a comparison of online and offline social support based on three dimensions of support: emotional, instrumental, and informational. Participants were recruited through an online screening survey in Germany. Each year they filled out questionnaires, such as the UCLA Social Support Inventory, Internet Social Capital Scale, and the Life Satisfaction With Life scale. The results were that emotional and instrumental offline support exceeded online support, offline social support had a more positive association to satisfaction with social support and was significantly related to life satisfaction. A strength of this study was the use of valid tested questionnaires. A weakness was the semantic differences of questionnaires and the different scales were harder to compare. This study is important for well-being and life satisfaction as it looks at two major areas of support in today's world, showing that everything that is needed for social support and satisfaction is not found online. Ultimately, there is importance of offline relationships for increasing health and well-being. For future programs, it is good to use more offline relationships for support, with online used for informational support.

Social Support–Lesson 3

Duprez, C. Christophe, V., Rime, B., et al. (2015). Motives for the social sharing of an emotional experience. *Journal of Social and Personal Relationships*, 32(6). 757-787. doi: 10.1177/0265407514548393

Sharing positive/negative emotional experiences with another person increases physical and mental health. Conducted in this study were two separate studies addressing motives to share emotional events and emotions that elicited more sharing with another person. The first study asked participants aging from 18-79 years, half to recall a positive event and half a negative event they had shared with someone within the past three months. The results were that the main reason of motivation to share with someone was to externalize happiness. The top three motivations to share an experience with someone were to relive the experience, venting, and looking for assistance/support. The second study looked at which emotions elicited more sharing. A new set of participants averaging 18.5 years, were randomly assigned to share an emotion of an event, which were divided into four conditions: sadness, joy, fear, and anger. The result was the amount of partners a person shared with increased, especially when the event was joyful. The highest sharing was among friends rather than a family member or someone else. Women are more likely to share to vent, seek help and for advice; whereas men share to relive the event, elicit empathy and inform/warn others. Strengths of this study were the big sample sizes and randomly assigning a person to share a negative or positive event. Weaknesses were that there were more females than males in the first study and not a wide range of ages in the second study. This study is important for the aspect of social support for physical and mental health because it shows that sharing experiences with another person reduces stress, and it increases social bonds when positive goal-attainment activities are shared, increasing emotional and physical health.

Habesleben, J. R. B., Wheeler, A. R. (2015). To Invest or Not? The Role of Coworker Support and Trust in Daily Reciprocal Gain Spirals of Helping Behavior. *Journal of Management*, 41(6). 1628-1650. doi:10.1177/0149206312455246

Trust, perceived support of coworkers and resources at work impact employee well-being. Focused in this article was the development of a model of resource fluctuation based on reciprocal investment of coworkers in helping behaviors. As part of this study, 354 coworkers (177 pairs) from health care, education, financial services, and manufacturing averaging eight hours/day (40 hours per week) filled out surveys measuring organizational citizenship behavior, social support, and trust. Previous literature and an evaluation of paired coworkers found that close coworkers develop resource gain cycles, where helping behaviors increased perceived social support and trust, causing reciprocating helpful behaviors. Therefore, there needs to be a foundation of trust before a change. Trust increased the quality of social exchange and willingness to help. Coworkers should be a primary source of support because of physical/psychological closeness. Strengths of this article was that it looked at short daily cycles, as dynamics change daily at work, whereas other longitudinal studies make it harder to see changing dynamics. Weaknesses are that the coworkers chose who they were paired with and little research has been done on interpersonal support of coworkers and resource gain/loss spirals. A few surveys were self-reports, which could have led to bias. This study is beneficial for the workplace in creating social support as it provides ways to understand the importance of trust and how coworkers can support one another, become friends, and how they perceive support.

Mindful Movement–Lesson 4

Mason, A. E., Epel, E. S., Kristeller, J., Moran, P. J., Dallman, M., Lustig, R. H., ... Daubenmier, J. (2016). Effects of a mindfulness-based intervention on mindful eating, sweets consumption, and fasting glucose levels in obese adults: data from the SHINE randomized controlled trial. *Journal of Behavioral Medicine*, 39(2), 201–213. <http://doi.org/10.1007/s10865-015-9692-8>

Mindfulness is crucial in many aspects of life. Having mindfulness while eating is a very hard thing to do. Especially while trying to change the way you eat as a whole. Eating could have many effects on everyday activities that people do not even think about. It can affect someone's mood, their energy, their cognitive skills, and the way they think, to name a few. A positive aspect of this article is that it points out what mindful eating is to the participants. It states that participants need to become aware of physical hunger. Meaning that they need to learn how to realize when they are hungry and when they are just bored or want to satisfy a taste. It explains how to help stop these feelings. It also tells how to identify cravings and emotional eating. A negative aspect of this study is that the study did not have much of an impact on eating sweets. This could be a problem in the long term. Overall, eating and being aware of the foods you are eating is a very crucial thing and very important when it comes to stress and being the best version of yourself.

Lebois, L. A. M., Papiés, E. K., Gopinath, K., Cabanban, R., Quigley, K. S., Krishnamurthy, V., ... Barsalou, L. W. (2015). A Shift in Perspective: Decentering through Mindful Attention to Imagined Stressful Events. *Neuropsychologia*, 75, 505–524. <http://doi.org/10.1016/j.neuropsychologia.2015.05.030>

Mindfulness at work is crucial. Working any job can lead to stressful situations and people need to learn how to be mindful in these situations. Regardless of the job, the tasks that are at hand need to be done. Being in a situation of stress is no different. The job needs to get done. The positive aspects of this article are the ways that it talks about how to get out of stressful situations and continue to keep working and get the job done. A negative aspect of it is that it is talking about a very wide range of stress, not just in a job. Overall, being mindful when you are at work is very important. People can't worry about outside stressors when they are being paid to get a certain job done.

Mindful Movement – Lesson 4

Pavey, T. G., Gartner, C. E., Coombes, J. S., & Brown, W. J. (2015). Assessing the effectiveness of High Intensity Interval Training (HIIT) for smoking cessation in women: HIIT to quit study protocol. *BMC Public Health*, 15, 1309. <http://doi.org/10.1186/s12889-015-2631-3>

There are many different types of exercises that are beneficial for many reasons. Some are good for muscular strength, some are good for cardiorespiratory endurance, and some are good for muscular endurance. With that being said, there are also a ton of mental benefits for working out as well. It can help with stress, confidence and overall mental health. The strengths of this study are that it gives smoking cessation support. It includes a quit pack including, strategies for quit success, and coping with cravings. This is very good because besides the two study groups participating in two separate types of physical activity, they are also getting help with the actual cessation. A weakness in this article is the self-reported health and behavior. It is hard to keep people accountable while working on their own. Overall, this is a great study that has tons of benefits both with smoking and with physical activity in general.

Crane, R. S. (2017). *Implementing Mindfulness in the Mainstream: Making the Path by Walking Mindfulness*, 8

Mindfulness in each decision we make is very important. Each decision we make can have an effect on the way our lives play out. Learning how to be mindful of these decisions is very important. Even the smallest decisions can have a big impact. Learning how to think about decisions before we make them is very crucial. One positive aspect of this article is how it really breaks down how to be mindful of decisions. A negative aspect of this study is that it is not necessarily based in the work setting. It gives a great perspective on how to be mindful and how such small decisions can have such a major impact.