

NOV/DEC  
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NEWSLETTER OF THE  
CITY OF TACOMA

HealthVine

## Wellness Incentive Appeals Process

**Wellness incentive letters were recently mailed to your home address.**

This letter informs you whether you did or did not qualify for the 2019 Wellness incentive, according to RedBrick Health's records. If you did not receive this letter or have questions about your qualification status, please contact Wellness Coordinator [Shannon Carmody](#) at (253) 591- 2002.

**Eligible members are entitled to submit an appeals form for their Wellness incentive determination. This form must be received by Dec. 15, 2018.**

Please complete and submit your [appeals form](#) per the instructions. Be as detailed as possible in the explanation section of the form.



## Healthy Tips To Prevent Diabetes

**November is Diabetes Awareness Month.** More than one in three Americans have prediabetes — and 90 percent don't even know it. The good news is that most cases of Type 2 diabetes are preventable — healthy lifestyle changes can help you avoid, control, or even reverse the disease.

**Keep your weight in check.** Excess weight is the primary cause of Type 2 diabetes. If you're overweight, losing just 7 to 10 percent of your current weight can cut your risk in half. Maintaining a healthy weight can help prevent other health problems, too — including heart disease and certain types of cancer.

**Be carb-smart.** Limit sugar and refined carbohydrates like white bread, pasta, and rice. Focus on high-fiber, whole-grain complex carbohydrates. They're digested more slowly, which helps keep your blood sugar steady.

**Stay active to stay healthy.** Inactivity promotes Type 2 diabetes, so regular exercise is essential. You don't have to spend hours sweating in the gym to get the benefits — just walking briskly for a half hour every day can reduce your risk by up to 30 percent.

**WANT TO LEARN MORE WAYS TO PREVENT OR MANAGE DIABETES?**

Visit [kp.org/diabetes](http://kp.org/diabetes).



**P2** Secrets to Finding Happiness at Work:  
This is a must read.

**P3** Healthy Holiday Tips and Trainings:  
Be generous, but smart!

**P4** Holiday Recipe Ideas:  
Try out some healthy and tasty app/side dishes.

# Secrets for Finding Happiness at Work

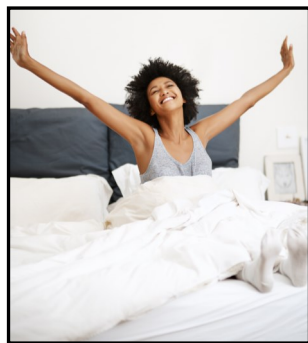


**The type of work you do, your title or your salary has very little to do with whether you are happy at work. Self-esteem and believing you deserve to be happy do.**

“Self-esteem is the first key to finding happiness on the job,” says Denis Waitley, Ph.D., speaker and coauthor of several books on personal and career success, including *The Joy of Working*. “Self-esteem is a deep-down feeling in your soul of your own self-worth. Individuals who enjoy their work develop strong beliefs of self-worth and self-confidence regarding everything they do.”

Setting and achieving goals that are important to you are a necessary part of developing self-worth. “I advise people to chase their passions, not their pensions,” adds Dr. Waitley. “People who are working for their salaries alone become slaves to their work. People who are involved in what they’re doing, who put their signature on everything they do, find satisfaction and happiness on the job.”

**Wake up happy.** “Optimism is a learned attitude,” suggests Dr. Waitley. “If you start thinking positively early in the day, you’re more likely to maintain a positive stance as your day progresses.”



To have a happier morning:

- Wake up to music instead of an alarm.
- Begin your day by saying something positive to your spouse, your children or the first person you see.

**Practice positive self-talk.** “The role of positive self-dialogue in maintaining a positive attitude has been well-documented,” says Dr. Waitley. “And it’s been found to be most effective if you put it in the present tense.”

Dr. Waitley begins his days with these affirmations: “This will be a good day. I’m going to take steps today that will move me closer to my goals.” Here are other ideas from Dr. Waitley:

- Always greet your co-workers and boss with a smile.
- Turn dilemmas into opportunities. To do so, examine your most pressing problems on the job. Then, to gain a better perspective, come up with solutions as if you were advising one of your best friends.
- Stay away from pity parties or gripe sessions. Joining in may feel like worker solidarity, but it’s actually climbing aboard a sinking ship. Instead, find happy and successful role models. Surround yourself with people who enjoy their work.
- View change as normal. Constantly monitor and evaluate your capacity to be flexible, open to new ideas and adaptable to change.
- Be persistent in visualizing your ultimate goals and dreams of achievement. Constantly practice positive self-talk and keep a positive attitude when times are tough and your perseverance needs bolstering.
- Don’t let mundane things bother you. “If the effort it takes to change something inconsequential far exceeds its worth, forget it and learn to live with it,” says Dr. Waitley. “Keep your mind free to focus on larger issues and problems.”
- Don’t make too much of your mistakes. They are part of being human. Concentrate on the lessons to be learned from even the most trying situations.
- Set your own standards rather than comparing yourself to others. Successful people race against themselves.
- Discover a sense of purpose. Knowing why you want what you want makes the difference between success and failure, happiness and unhappiness, joy and frustration.
- Expect the best from others. “Be a leader in spreading encouragement and praise,” says Dr. Waitley. “You’ll be surprised how people will live up to what you expect when you share your positive expectations.”

## Five Healthy Holiday Nutrition Tips

**Holidays are typically enjoyable. However, unhealthy habits can emerge when you attend parties and gatherings. Here are five tips to help you have a healthier holiday:**

1. **Don't skip meals.** Skipping a meal with the goal of saving calories prior to a holiday event can often backfire and lead to overeating due to increased hunger. Having a filling snack, such as fruit, string cheese, yogurt or a small handful of nuts, can help to curb your appetite and prevent overeating.
2. **Contribute a healthy dish.** Doing so will ensure that there will be at least one nutritious choice available.
3. **Choose your splurges.** Scan the food selection and choose a couple of your holiday favorites to splurge on instead of foods that you can have any other day of the year.
4. **Think color.** Make your plate look festive by including fruits and veggies.
5. **Visit the people, not the food.** Move socializing away from the buffet or appetizer table to prevent mindless eating.

*Source: Information in this section was adapted from Allie Wergin, Registered Dietician at Mayo Clinic Health System*



## Upcoming Wellness Trainings

**Winter Wellness:** Be a flu fighter! Learn how to reduce winter illness this year with PacMed's registered dietitian nutritionist, Christy Goff. Get the facts on how to prevent this seasons colds and flu, and dispel common myths about vaccines, nutrition, supplements and home remedies. **Dec. 4 from 3 to 4 p.m. in the TPU Auditorium.**

**Healthy Holiday Eating (Webinar):** Learn to eat a little healthier this holiday season with tips and tricks for managing the buffets, work treat temptations and family gatherings. We will also touch on some helpful holiday treat substitutions when cooking your traditional meals. **Dec. 12 from 12 to 12:30 p.m. [Register today!](#)**

## Holiday Spending: Be Generous, But Smart

**Many people get carried away during the holidays. In fact, consumers spend more in the three months before New Year's — on presents, travel, and entertaining — than at any other time of the year. Here are a few tips that will help you exercise generosity without inviting disaster.**

**Cut your gift list.** The easiest way to reduce how much you spend during the holidays is to exchange gifts with fewer people. You might even talk to some people in advance and agree that you won't exchange gifts but will get together to do something you both enjoy — such as taking a stroll downtown to see the holiday lights.

**Find alternatives to purchased gifts.** Be creative with alternatives to purchased gifts. Homemade treats, a coupon for your service (such as babysitting), pre-addressed and stamped envelopes so an older person can easily keep in touch, a family photo, or a tax-deductible contribution to a charity are all thoughtful gifts.

**Make a budget (and stick with it).** Once you've figured out who you want to buy gifts for, determine your overall budget and decide how much you want — and can afford — to spend on each person. This will help you avoid the temptations of last-minute impulse buying. You also might consider shopping with someone who can provide the voice of reason to help prevent overspending.

**Get started early.** Good deals are often available before the official holiday shopping season starts on the day after Thanksgiving. Prices are usually lower, you have more time to take advantage of mail order bargains, and you can find some great deals on models that are being phased out toward the end of the year.

**Avoid buying unnecessary warranties.** Resist the pressure to buy an extended warranty or service contract for most products. Extended warranties often duplicate the product's existing warranty and rarely are worth the extra cost.

*Source: Information in this section was adapted from Nolo Legal Press ©2018*



## EGGPLANT RICOTTA BITES

### Ingredients:

- 1 medium eggplant
- Kosher salt
- All-purpose flour, for dredging
- 2 large eggs
- 3/4 cup breadcrumbs
- 1/4 cup grated parmesan cheese
- 1 tablespoon plus 2 teaspoons extra-virgin olive oil, plus more as needed
- 2 teaspoons red wine vinegar
- 1 cup ricotta cheese
- Shredded fresh basil, for topping

**Directions:** This recipe is diabetes-friendly, low-calorie, and vegetarian.

- 1) Thinly slice the eggplant into rounds and season with salt. Pour some flour into a shallow dish. Beat the eggs in another dish. In a third dish, mix the breadcrumbs and parmesan. Dredge the eggplant in the flour, then dip in the eggs and coat with the breadcrumb mixture.
- 2) Heat one tablespoon live oil in a large skillet over medium heat. Working in batches, cook the eggplant until golden, about two minutes per side, adding more ail between batches, if necessary. Drain on paper towels and season with salt.
- 3) Toss the tomatoes with the remaining two teaspoons olive oil and the vinegar in a bowl. Spoon some ricotta onto each egg-plant slice. Top with tomato mixture and basil.



**Recipe by Food Network Kitchen and photo by Anna Williams.**



## WARM SPINACH SALAD

**Directions:** This recipe is gluten-free, heart-healthy, and low-fat

Cook three slices chopped thick-cut bacon in a skillet until crisp. Remove with a slotted spoon to paper towels; whisk two tablespoons of the drippings with one diced small shallot, one teaspoon Dijon mustard, three tablespoons white wine vinegar and two tablespoons water. Toss with one five-ounce bag baby spinach, one cup halved red grapes and a half a cup of pistachios; season with salt and pepper. Top with a fourth of a cup of crumbled blue cheese and the bacon.

**Recipe by Food Network Kitchen and photo by Christopher Testani.**

## LIGHT SCALLOPED POTATOES WITH ROASTED CHILES

### Ingredients:

- 1 medium poblano pepper, halved and seeded
- 2 tablespoons unsalted butter, plus more for the baking dish
- 1/2 small onion, thinly sliced
- 2 cloves garlic, thinly sliced
- 2 teaspoons chopped fresh thyme
- 2 pounds Yukon Gold potatoes, peeled and sliced 1/8 inch thick
- 2 12 cups low-sodium chicken broth
- Kosher salt and freshly ground pepper
- 1/4 cup grated parmesan cheese
- Mexican crema or sour cream, for topping

**Directions:** This recipe is diabetes-friendly, heart-healthy, and low-calorie.

- 1) Preheat the broiler. Put the poblano cut-side down on a baking sheet and broil until the skin is browned in spots, about five minutes. Transfer to a bowl, cover with plastic wrap and let cool five minutes. Peel the skin off the poblano under cold running water, then chop into small pieces.
- 2) Preheat the oven to 400 degrees. Lightly butter a two-quart baking dish. Heat two tablespoons butter in a large skillet over medium-high heat. Add the onion, garlic, thyme and cook, stirring frequently, until the onion is soft (about five minutes). Add the potatoes, chicken broth, one and a half teaspoons salt, and pepper to taste and bring to a boil. Reduce the heat to medium and cook, stirring gently until the potatoes are tender, 10 to 12 minutes.
- 3) Arrange half of the potato-broth mixture in the prepared baking dish in an even layer. Sprinkle with half each of the roasted poblano and parmesan. Repeat with the remaining potato-broth mixture, poblano and parmesan. Bake until bubbly and slightly golden, about 35 minutes. Let stand 15 minutes before serving. Thin some crema or sour cream with water and serve alongside for dipping.

**Recipe by Food Network Kitchen and photo by Kana Okada.**

