



CBIZ ESO™

Wellbeing Insights

Living a Better, More Vibrant Life



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Inspiring More Love in Your Life

February is known as a time for the celebration of love. While some people truly enjoy the celebration associated with Valentine’s Day, many have come to dread it. Loneliness, anxiety, winter blues or downright annoyance can have us feeling anything but the love.

So much of the hype this month is centered on seeking happiness and gratification in people and things outside of ourselves. But perhaps the better way to use this month is

as a time to inspire more love in our lives by looking within. Take a look at our top five practices to cultivate more love in your life.

- 1. Gratitude.** Draw your focus away from self-criticism and the areas of life where you feel a sense of lacking. Appreciate what you’ve got. Gratitude is such an ingenious way to instantly feel happier; it doesn’t require you to bring in anything new or take significant action. Make a list

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Inspire More Love

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of everything going right in your life. If you have a partner, share your lists with each other. If your list includes people, let them know! Everyone loves hearing they're appreciated.

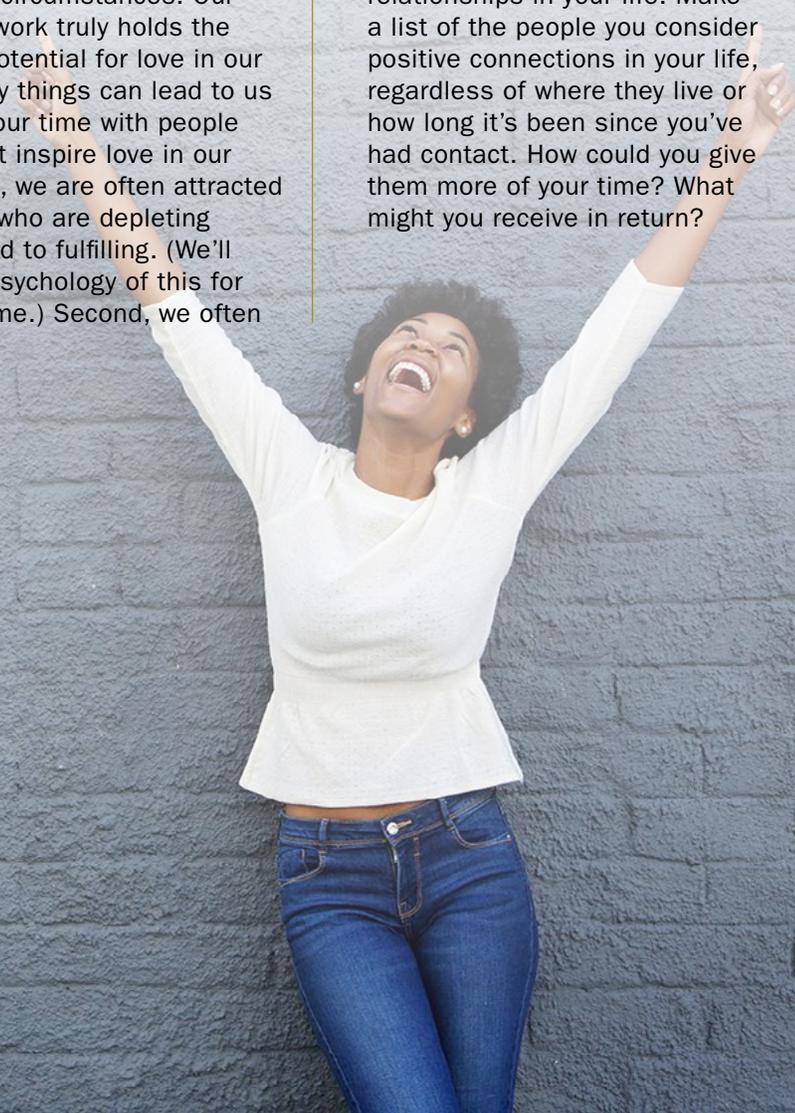
2. Forgiveness. Let go of past transgressions. Forgiveness is hard, but it may help to identify the upside of the situation/person you are holding onto. In what ways did it/they help you grow? What lessons were learned or experiences opened up for you as a result? In our adult relationships, it is so often our past wounds that end up being barriers to future relationships. Forgiveness is often a matter of mustering up the self-respect to say "I deserve to be released from that experience/relationship." Free yourself from your past to be open and vulnerable to new possibilities.

3. Joy. Do more of what you love; it's really that simple. We all have activities that bring us joy, but oftentimes we get so bogged down in responsibility and obligation that we feel guilty setting aside time to do what we want to do. Guess what folks, life is too short for that. So make doing what you love a priority. If it doesn't come to you immediately, think back to a time when you felt full, inspired and happy. What were you doing? What might you do on a regular basis that would bring you those same feelings?

4. Support. The people we share our time with have a huge impact on our mood, habits, health risks, brain chemistry and even our ability to cope in difficult circumstances. Our social network truly holds the ultimate potential for love in our lives. Many things can lead to us spending our time with people who do not inspire love in our lives. First, we are often attracted to people who are depleting as opposed to fulfilling. (We'll save the psychology of this for another time.) Second, we often

keep people in our lives simply because they've always been there. Ask yourself who makes you feel accepted and cared for. If you were in a dark time, who would be there to support you? Giving and receiving this support is a meaningful path to more love in your life.

5. Connection. Humans are social beings. While our survival used to depend on community and connection in a more obvious way (think hunter/gatherer), it still plays a larger role in our health and happiness than many care to admit. Embrace the primal tendency toward human connection; lean into it and watch the benefits unfold. A great place to start is nurturing the existing relationships in your life. Make a list of the people you consider positive connections in your life, regardless of where they live or how long it's been since you've had contact. How could you give them more of your time? What might you receive in return?





On the Menu

Jerusalem Artichoke

Jerusalem artichokes, also known as sunchokes, are an interesting root vegetable. Counterintuitive to the name, they are a species of sunflower native to North America. It is the tuber of this plant that is used as a root vegetable.

Native Americans were the first to cultivate the root veggie until it was discovered by colonialists in the 1500s. Unfortunately, sunchokes acquired a bad reputation after a bizarre wives' tale made waves that linked the vegetable to leprosy because of its gnarled, finger-like appearance. Jerusalem artichokes were also known as poor man's food throughout World War II because they were such an abundant crop available to all standings of society.

But don't be fooled by the Jerusalem artichoke's history as an unpopular food choice. These winter veggies are extremely versatile, from being used as a source of commercial fructose and alcohol to providing great nutritional benefits as a high-fiber vegetable. Their flavor is comparable to that of jicama or water chestnuts. They may be eaten raw or cooked.

Here are a few nutritional benefits of Jerusalem artichokes:

- They are high in phytochemicals and antioxidants that help to ward off free-radicals in the body.

- Just one cup of Jerusalem artichokes provides up to 28% of your daily iron needs, which aids in the formation of red blood cells that carry oxygen throughout your body.
- They contain large amounts of fiber called inulin, which acts as a prebiotic, providing a food source for healthy gut bacteria that aid in digestion, improve immune function and even lower cholesterol.

Keep It Fresh

The veggie keeps best when stored in a cool, damp environment, such as in a root cellar or dark basement. In this type of condition, a sunchoke can last up to five months. Alternatively, keep the veggie in a perforated plastic bag in the refrigerator; it will keep for about 10 days.

Crispy Balsamic Jerusalem Artichokes

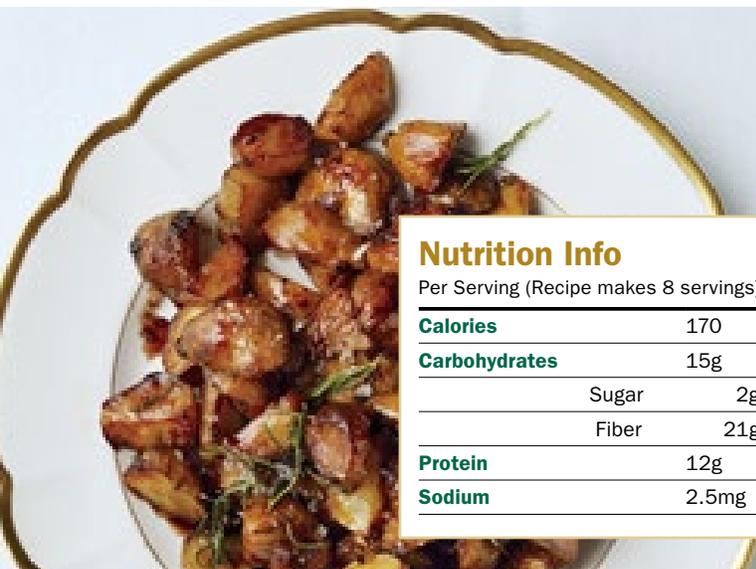
Ingredients:

- 2 lbs. small Jerusalem artichokes, scrubbed clean and quartered
- ½ stick unsalted butter
- 3 Tbsp. balsamic vinegar
- 2 Tbsp. extra-virgin olive oil
- 4 sprigs rosemary
- Salt and pepper to taste

Directions:

Heat oil in a large skillet over medium-high heat. Add Jerusalem artichokes, ¼ cup water, salt and pepper. Cover and cook, stirring occasionally until Jerusalem artichokes are fork-tender, about 8 to 10 minutes. Uncover skillet and cook until water is evaporated and Jerusalem artichokes begin to brown and crisp, another 8 to 10 minutes. Transfer to serving plate. Add rosemary and butter to skillet until butter browns, about 4 minutes. Remove skillet from heat and stir in vinegar. Spoon brown butter sauce over Jerusalem artichokes.

Adapted from www.bonappetit.com



Nutrition Info

Per Serving (Recipe makes 8 servings)

Calories	170
Carbohydrates	15g
Sugar	2g
Fiber	21g
Protein	12g
Sodium	2.5mg

Winter Cardio Boost

The winter can be particularly challenging for cardio, as many of us rely on outdoor activities to get our hearts pumping. If you're not fond of bundling up for your bike ride and you're getting sick of the tired old treadmill, here are some fun ways to boost your cardio at home.

Take a page from childhood

exercise. Try a jump rope or weighted hula hoop. If you haven't touched these since you were a kid, that will make it more interesting and is sure to bring some laughs along with a great workout that you can do right in front of the TV if you'd like. Even better, include your kids.

Bring your bike ride inside.

Indoor bike trainers are a modest investment. They keep your bike in place while allowing you to cycle away. If riding a bike is on your list of resolutions, this is also a great way to practice before taking your ride to the streets.

Experiment with online classes. The choices online are endless! Make it fun by experimenting 3 or 4 times per week with a new instructor or type of exercise. You can make note of the ones you enjoy so you can return to that site. Try out something you are hesitant to do in a formal class like dancing, yoga or kickboxing.

Embrace the season. Hit the slopes to take it all in, practicing your skiing or snowboarding skills. Or, invest in proper outdoor attire and get back to your warm-weather activities properly outfitted for the season.

Try a virtual trainer. That's right, you can hire a personal trainer online and then video chat your sessions from the comfort of your own home.

Mindful Minute



Not only is February Heart Health Awareness Month, it is also host to the holiday of love – Valentine's Day. This is a great time to tend to your heart both emotionally and physically. Coping with stress and maintaining good heart health go hand in hand, and mindfulness is a powerful way to calm the mind and improve relaxation. In fact, some cardiologists are even prescribing mindfulness to their patients to help improve their health.

Research shows that most of us spend almost half of our day thinking about something other than what we are doing that moment, which leads to stress and anxiety. If this sounds like you, consider taking steps like these to **improve your health using mindfulness.**

- Set the stage first thing in the morning when you wake. Breathe

deep, feeling the inhale and exhale. Instead of immediately worrying about your to-do list, simply repeat on each exhale "Today is for enjoying."

- Add it to your calendar each day. Until you create a habit of mindful practice, it is helpful to put it on your calendar to take a mindful pause a couple of times during the day. During these prompts, simply ask yourself "What am I doing right now?" Whether you hear people talking, music in the background or see traffic whirring by, tune in to your environment.
- When you lay down for bed, repeat the morning ritual of a few deep breaths, releasing the day on each exhale.

Blood Pressure Basics

What You Should Know & Why the Rules Have Changed

There's a reason heart disease is often called the silent killer. Most of the time, high blood pressure (HBP or hypertension) has no obvious symptoms. While heart disease is still the number-one killer in the U.S. and around the world, death rates have decreased significantly, thanks in part to earlier and better treatment of high blood pressure. The best ways to protect yourself are being aware of the risks and making changes that matter.

Understanding Blood Pressure

When your heart beats it pumps blood into your blood vessels. This creates pressure against the blood vessel walls, causing your blood to flow to all parts of your body. The pressure exerted by blood on your arteries is referred to as blood pressure. In essence, it's a measure of how hard your heart is working in order to maintain adequate blood flow.

Blood pressure varies naturally throughout the day with your activity level and emotional state. When you exercise or exert yourself (or feel stressed or threatened) your muscles and organs demand more oxygen, making your heart pump faster and harder, increasing blood pressure. Conversely, when you are resting or sleeping, blood pressure lowers significantly.

Blood pressure numbers are recorded as one number on top of or over another number. The top number is your systolic pressure – the pressure while your heart is contracting. The bottom number is diastolic pressure – the pressure while your heart is at rest.

New Guidelines

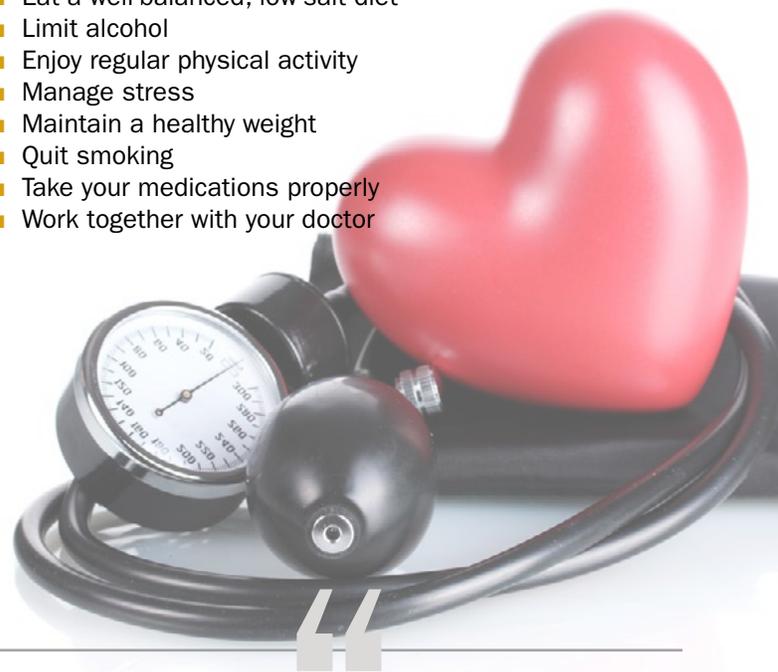
Recently, the rules changed about what classifies as high blood pressure. Experts looking at all the newest data have now defined hypertension as a reading equal to or greater than 130/80. (The previous standard was 140/90.) The change comes from an update to the guidelines followed by doctors across the country. A major difference is eliminating the category called “prehypertensive” or “high normal.” That warning zone is now part of the danger zone. The new guidelines are designed to help people get their blood pressure under control earlier, which has been shown to prevent organ damage.

Daily fluctuations in blood pressure are normal; however, long-term consistent elevations are indicative of increased risk of complications, including heart attack and stroke. In fact, people with hypertension are twice as likely to suffer a heart attack or stroke. It can affect you in many ways. The only way to know whether you have high blood pressure is by getting it taken correctly.

Getting blood pressure under control doesn't necessarily require medication. In many cases, people can lower their numbers with behaviors like eating healthier, being more active and drinking less alcohol.

Make changes that matter, including:

- Eat a well-balanced, low-salt diet
- Limit alcohol
- Enjoy regular physical activity
- Manage stress
- Maintain a healthy weight
- Quit smoking
- Take your medications properly
- Work together with your doctor



In daily life **we must see** that it is not happiness that makes us grateful, but **gratefulness that makes us happy.**

- DAVID STEINDL-RAST

Financial Smarts for Kids

Consider personal finance one of the most important lessons you can teach your children. As parents, we want our children to grow to be successful, happy adults without a cloud of debt and financial worry over their heads. Here are a few tips to lay the groundwork for financially conscious kids.

Expose Them Early

Expose your children to money – whether it be playing store at home or sending your tween into the market to pick up milk and bread. This is a great first step.

Develop a Consistent Earning Policy

Find meaningful ways for your child to earn money. This can go well beyond the traditional allowance tied to chore completion. You could try giving them options by posting a job board each week and letting them choose what to pursue for payment. Build in ways to encourage decision making, entrepreneurship or helping others. Perhaps you have them identify a way to donate \$5. Once the donation

is made, they also receive \$5. Or, challenge them to get creative in approaching you with ways to earn. Regardless of the earning criteria, the key is being consistent.

Encourage Disciplined Saving/Spending Habits

Try using envelopes or jars for categories such as spend, save and give. This visual approach is popular among adults as well, but starting early can be a tremendous help. As your children get older, work with them to customize their buckets for specific purposes in the short, mid and long term (e.g., Friday night date vs. new bike vs. college fund). The idea is to teach kids to value every dollar and that every dollar has a place and purpose. Check out www.threejars.com for an online, gamified version of this tactic.

Include Them in Family Finance

While we certainly don't want to burden our children with financial stressors, there may be opportunity to teach our children with our own finances. They learn by following our example as well as learning from our mistakes. Don't shield your older children from your mistakes; sometimes those are the lessons they learn the most from. Encourage questions and don't let the family finances become a taboo or hidden subject.

Teach Cash-Flow Tracking

Young ones can add up groceries on a calculator as you shop. Your teen can learn to balance a check book or use a computer program to enter all expenditures. Especially in an age where kids can live essentially cash free and have all of their tracking done automatically by the bank or credit card company, it's more important than ever to teach them to be an active part in watching how things add up and where their money is going.

Encourage Informed Consumers

Make it a fun activity to clip coupons together. Take your kid's plea for a snack from an extravagant display as a teachable moment on impulse buying. Show them by example what it looks like to comparison shop. Our best intentions to shield our children from financial stress can lead to them never really questioning where things come from; their needs are simply met. Start early in exposing them to what it looks like to make decisions related to money.



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