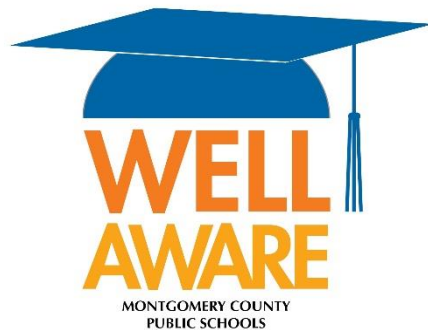


# Biometrics Incentive Alternative 2023 Benefit year



# Know Your Numbers

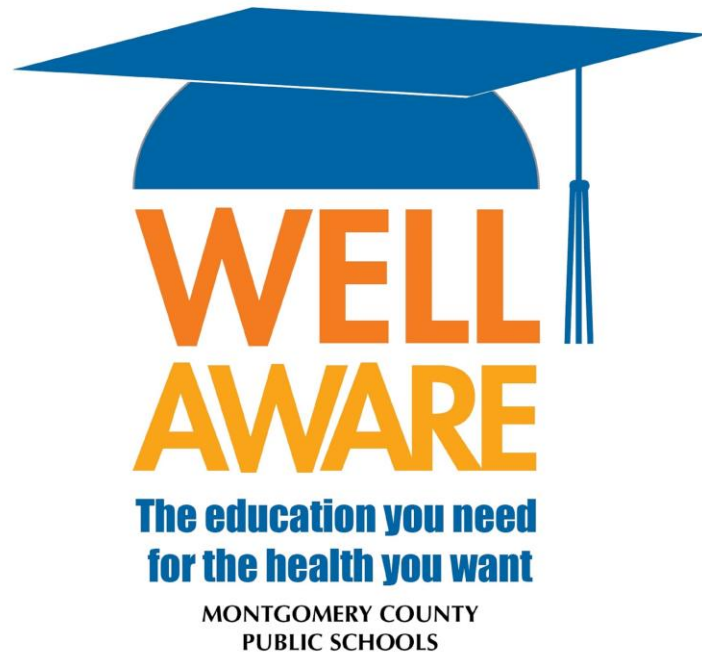
You can't manage what you don't measure, which is why knowing your risk is critical to preventing cardiovascular disease, diabetes, and cancer.

Knowing your risk starts with knowing your numbers.

While getting tested for your current numbers might be challenging due to COVID-19, we can still learn about your Blood Pressure, Cholesterol, Blood Sugar, and BMI (Body Mass Index). We can also learn what these measurements mean for your health, and how to improve them.

In this presentation, we will learn:

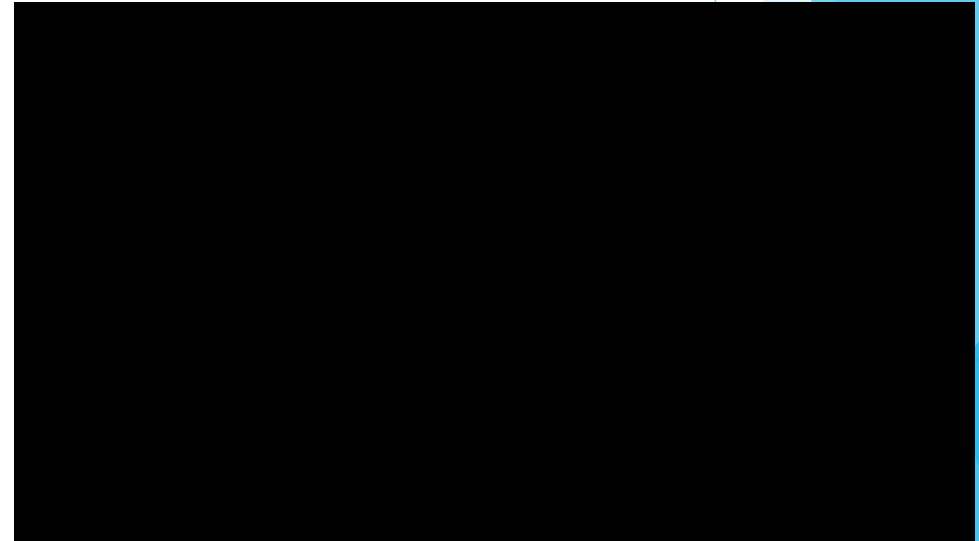
- ▶ What is Metabolic Syndrome
- ▶ How to Prevent or Reverse Metabolic Syndrome
- ▶ About Medical Plan Resources and Well Aware Employee Wellness Resources



## Module 1: Metabolic Syndrome

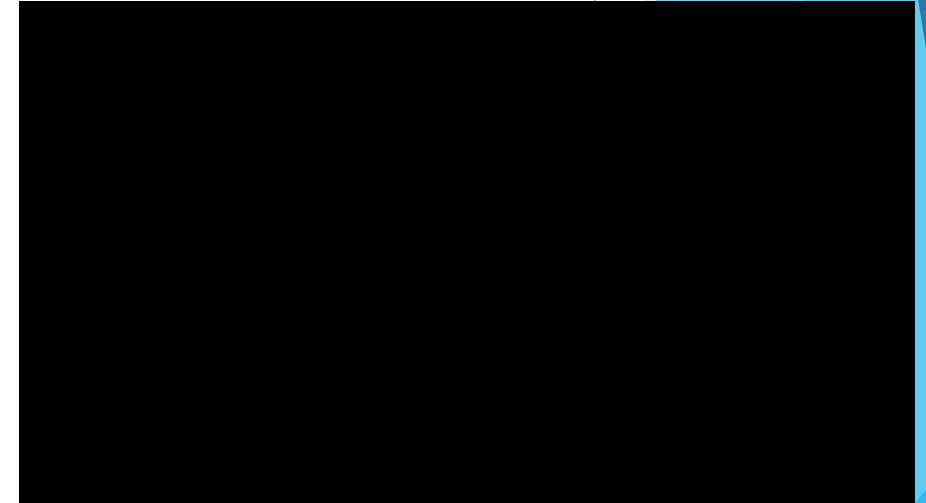
# What is Metabolic Syndrome?

- ▶ Metabolic syndrome is a group of five conditions that can lead to heart disease, diabetes, stroke and other health problems. Metabolic syndrome is diagnosed when someone has three or more of these risk factors:
  - ▶ High blood glucose (sugar)
  - ▶ Low levels of HDL (“good”) cholesterol in the blood
  - ▶ High levels of triglycerides in the blood
  - ▶ Elevated waist circumference
  - ▶ High blood pressure



# High Blood Sugar/Diabetes

- ▶ Adopting some of the healthy lifestyle habits listed below can improve these modifiable risk factors and help to decrease your chances of getting diabetes:
  - ▶ Eat a healthy diet
  - ▶ Be physically active
  - ▶ Lose weight if overweight
  - ▶ Lower your stress
  - ▶ Limit alcohol intake
  - ▶ Quit smoking
  - ▶ Get enough sleep
  - ▶ Take medications as prescribed

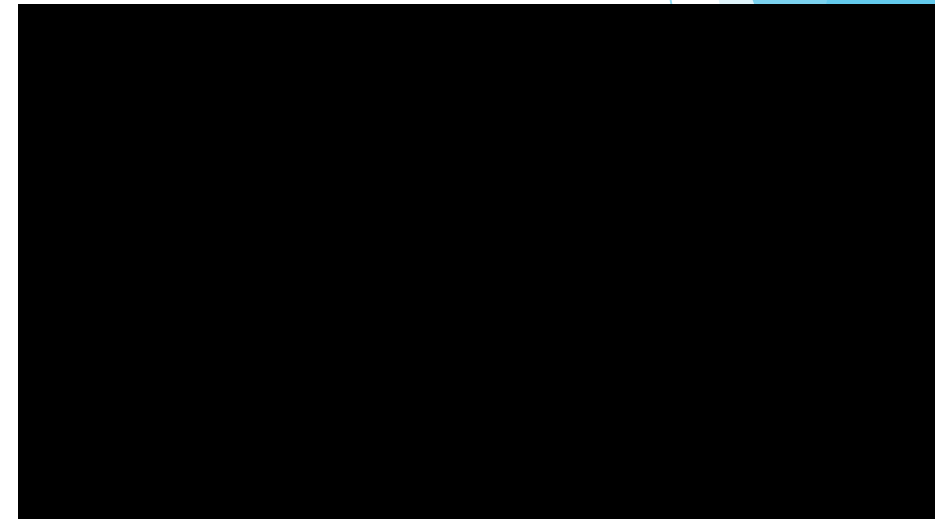


A diagnosis of metabolic syndrome may include:

- A fasting blood glucose (sugar) level greater than 100 mg/dl or are taking glucose-lowering medications

# Low levels of HDL (“good”) cholesterol in the blood

- ▶ HDL cholesterol can be thought of as the “good” cholesterol because a healthy level may protect against heart attack and stroke.
- ▶ Ways to Raise Your HDL Cholesterol
  - ▶ Get active. Physical activity can boost your HDL level. ...
  - ▶ If you're overweight, losing extra pounds can help raise your HDL levels, as well as cut your LDL (“bad”) cholesterol levels.
  - ▶ Chose monounsaturated and polyunsaturated fats in plants, nuts and fish.
  - ▶ Alcohol in moderation.
  - ▶ Stop smoking.

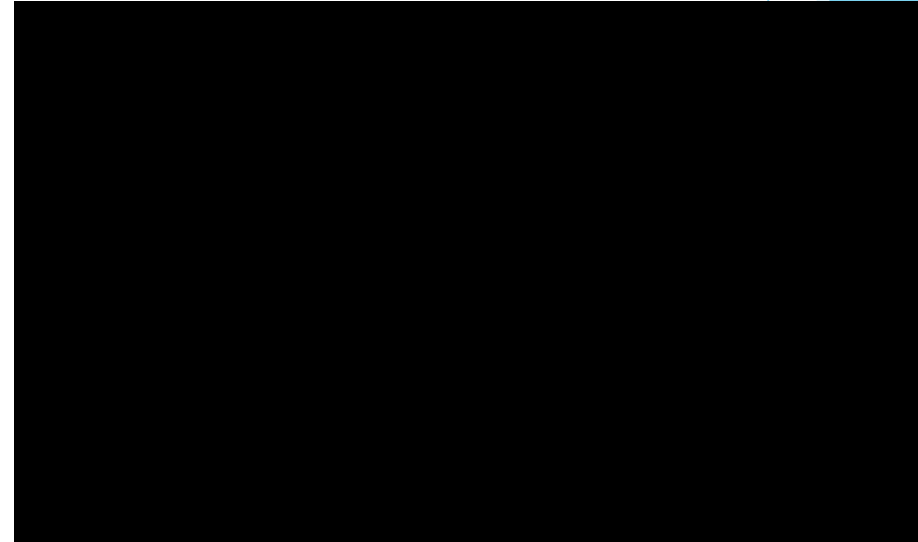


A diagnosis of metabolic syndrome may include

A high density lipoprotein level (HDL) less than 40 mg/dl (men) or under 50 mg/dl (women)

# High levels of triglycerides in the blood

- ▶ Triglycerides are the most common type of fat in the body. They store excess energy from your diet.
- ▶ Ways to lower your Triglycerides:
  - ▶ Exercise regularly
  - ▶ Avoid sugar and refined carbohydrates
  - ▶ Limit alcohol
  - ▶ If you're overweight, losing extra pounds can help raise your HDL levels, as well as cut your LDL ("bad") cholesterol levels.
  - ▶ Chose monounsaturated and polyunsaturated fats in plants, nuts and fish.

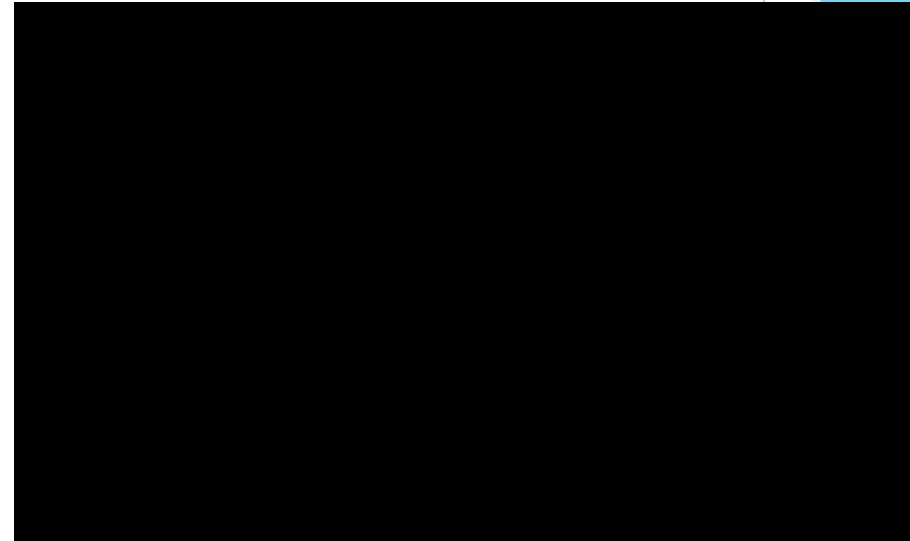


A diagnosis of metabolic syndrome might include:

- A triglyceride level above 150 mg/dl

## Elevated waist circumference

- ▶ Measuring waist circumference helps screen for possible health risks that come with overweight and obesity.
- ▶ If most of your fat is around your waist rather than at your hips, you're at a higher risk for heart disease and type 2 diabetes.
- ▶ Ways to lower your weight:
  - ▶ Eat a healthy, well balance diet
  - ▶ Increase physical activity
  - ▶ Build up support systems
  - ▶ Increase sleep



A diagnosis of metabolic syndrome might include:

- Having a waist circumference of more than 35 inches for women and more than 40 inches for men.



## High blood pressure

- ▶ The primary way that high blood pressure causes harm is by increasing the workload of the heart and blood vessels — making them work harder and less efficiently.
- ▶ Over time, the force and friction of high blood pressure damages the delicate tissues inside the arteries.
- ▶ Ways to lower blood pressure:
  - ▶ Eat a healthy diet
  - ▶ Limit salt intake
  - ▶ Manage stress
  - ▶ Quit smoking
  - ▶ Increase physical activity
  - ▶ Take medications as prescribed

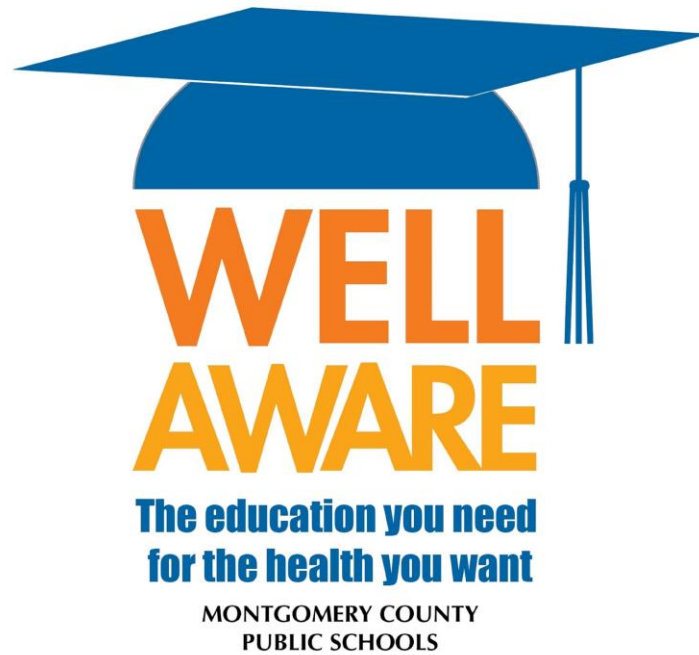


A diagnosis of metabolic syndrome might include:

- A blood pressure of 130/85 mm Hg or higher or are taking blood pressure medications.

# Who is at risk for Metabolic Syndrome:

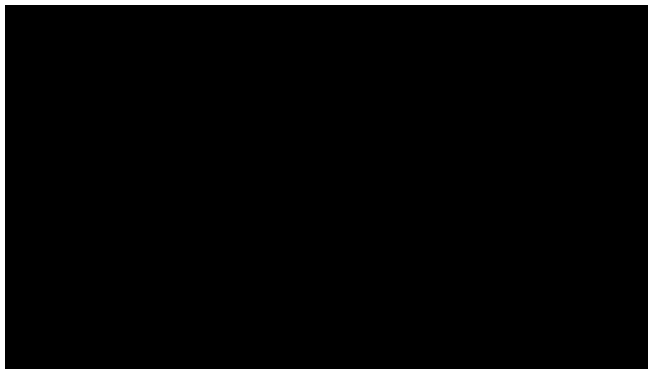
- ▶ In addition to the previously listed 5 conditions, the below will raise your risk for Metabolic Syndrome:
  - ▶ Metabolic syndrome risk increases with age
  - ▶ Those from African American and Hispanic backgrounds are at a higher risk to develop Metabolic Syndrome. In addition, African American women are about 60% more likely than African American men to have the syndrome
  - ▶ Smoking
  - ▶ Increased alcohol use
  - ▶ Stress
  - ▶ Being past menopause
  - ▶ High fat diet



## Module 2: How to Prevent or Reverse Metabolic Syndrome

# Prevention: Diet

- ▶ Changes in diet are important in treating metabolic syndrome.
  - ▶ Include a variety of foods in your diet
  - ▶ Use healthy fats
  - ▶ Choose whole grains instead of white rice/bread
  - ▶ Eat more fruits and vegetables
  - ▶ Be considerate of portion sizes
  - ▶ Read food labels carefully



Sources: Johns Hopkins Medicine, NHLBI, American Heart Association, Cleveland Clinic

American Heart Association. Healthy for Good™

Locally Sponsored by: U HEALTH UNIVERSITY OF UTAH

## FOUR WAYS TO GET **GOOD FATS**

Replace saturated fats with unsaturated fats as part of a healthy eating pattern. Unsaturated fats can help lower bad cholesterol and triglyceride levels, and they provide essential nutrients your body needs. Here are four easy and delicious ways to get more of the good fats.

 **GO FISH**

Eat at least 8 ounces of non-fried fish each week, which may be divided over two 3.5- to 4-ounce servings. Choose fatty or oily fish like albacore tuna, herring, lake trout, mackerel, sardines and salmon to get essential omega-3 fatty acids.

 **BE NUTTY**

Munch on a small handful (about 1 oz.) of unsalted nuts and seeds for good fats, energy, protein and fiber. Good choices include almonds, hazelnuts, peanuts, pistachios, pumpkin seeds, sunflower seeds and walnuts.

 **ADD AVOCADO**

Snack, cook and bake with avocado to add healthy fats, fiber and essential vitamins and minerals.

 **CHECK THE OILS**

Use cooking and dressing oils that are lower in saturated fat. Good choices include avocado, canola, corn, grapeseed, olive, peanut, safflower, sesame, soybean and sunflower oils.

**EAT SMART   ADD COLOR   MOVE MORE   BE WELL**

LEARN MORE AT [UOFUHEALTH.ORG/HEALTHYFORGOOD](http://UOFUHEALTH.ORG/HEALTHYFORGOOD)

© American Heart Association 2010

# Prevention: Physical Activity

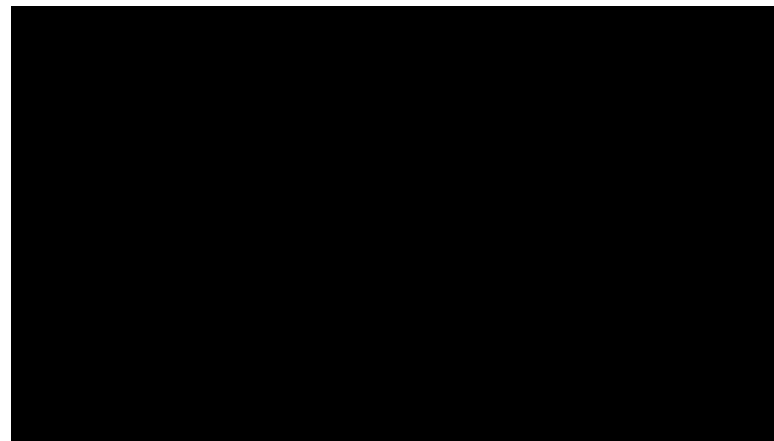
## ▶ Exercise helps

- ▶ By adding lean body mass, or muscle tissue. Muscle tissue burns more calories than fat tissue at rest.
- ▶ By lowering blood pressure and can help prevent type 2 diabetes.
- ▶ You feel better emotionally, reduce appetite, improve sleep, improve flexibility, and lowers LDL cholesterol.

## ▶ Talk with your healthcare provider before starting any exercise program.

## Tips for Exercise Success:

- Make the time. Schedule a convenient time to move. Make it a habit but be flexible!
- Keep reasonable expectations. Start small and gradually work up to your set goal.
- Chose activities that are fun! Add variety! Ask family and friends to join
- Track and celebrate your success!

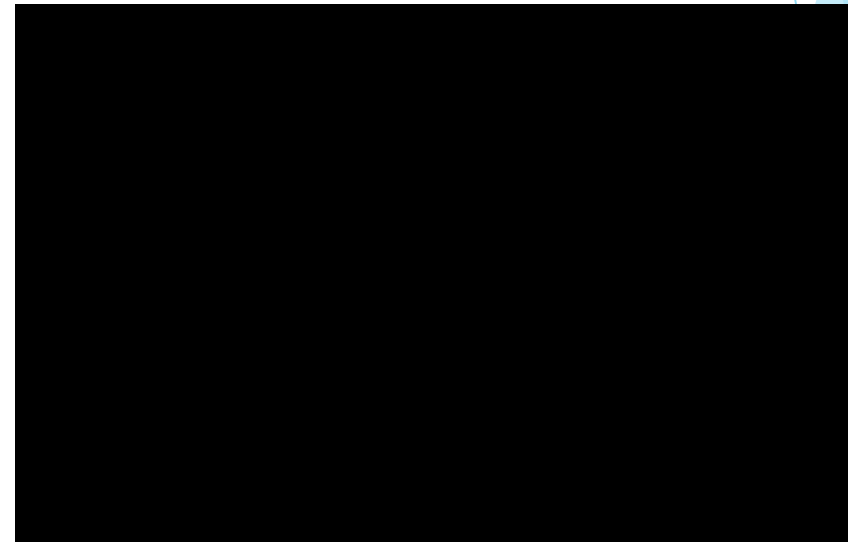


# Prevention: Weight Loss

- ▶ Moderate weight loss can greatly lower your risk for Metabolic Syndrome, Diabetes, Heart Disease and Stroke
  - ▶ Achieved with as little as 5%-10% loss
  - ▶ More efficient blood circulation
  - ▶ Decreased risk of certain cancers, gallstones, osteoarthritis, and sleep apnea
- ▶ Keeping weight off:
  - ▶ Know your triggers
  - ▶ Commit to the long term effort
  - ▶ Learn from others who have had success
  - ▶ Find a supportive network of family, friends, health professionals
  - ▶ Hold yourself accountable and find healthy motivation and rewards

## What is N.E.A.T?

Non-exercise activity thermogenesis is a fancy way to describe the calories burned through all the movements you do during the day that are NOT exercise. It can make a HUGE difference in weight loss or gain (especially if you have a desk job). Increasing your daily activities can increase your calorie expenditure!



# Prevention: Stress Management/Self Care

- ▶ Stress can cause you to eat more or less to fulfill emotional needs. It can also cause you to choose foods that are high caloric, or high fat.
- ▶ When you feel less stressed and more in control of your life, you may find it easier to stick to healthy eating and exercise habits.
- ▶ Try these techniques to combat stress:
  - ▶ Before eating, ask yourself what need is being met
  - ▶ Don't skip meals and eat well balanced including proteins and fiber
  - ▶ Identify comfort foods and minimize them in your home/office
  - ▶ Track eating habits
  - ▶ Learn coping skills, relaxation skills, mindfulness
  - ▶ Get adequate sleep



**Cortisol - The Stress Hormone**

# Prevention: Sleep

- ▶ Evidence shows that sleep deprivation is a risk factor for obesity, type 2 diabetes, hypertension, predictor of stroke, and cardiovascular disease.
- ▶ Sleep deprivation increases cortisol (stress hormone)
- ▶ Improve sleep by:
  - ▶ Getting regular physical activity (but not right before bed)
  - ▶ Cut back on caffeine and avoid before bed
  - ▶ Develop bedtime routine including tea, dim lights, minimize tv/phone viewing

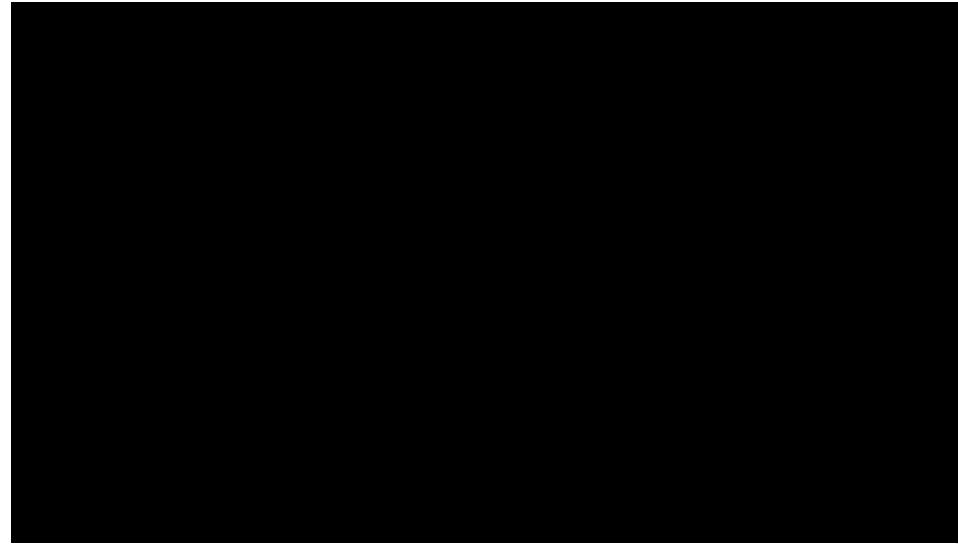
## SLEEP HACKS FOR BETTER HEALTH

 <b>ROUTINE</b> Choose a regular time of the day/night when you go to bed and wake up each day.	 <b>KEEP YOUR ROOM COOL</b> Colder rooms help you fall asleep faster and maintain a deeper sleep.
 <b>KEEP YOUR ROOM DARK</b> Sleeping in a dark room reduces the stimulation of light telling your body to be active.	 <b>REDUCE SCREEN TIME</b> Turn off electronic devices 30-60min before bed to reduce the stimulation of blue light.
 <b>EXERCISE</b> Try exercising in the morning. Elevated body temps and heart rate can make it harder to fall asleep.	 <b>CAFFEINE INTAKE</b> Caffeine has a half-life of about 5-6 hours so keep this in mind as bedtime nears.



# Prevention: Quit Smoking

- ▶ Set your quit date
- ▶ Choose your method (or combination), and keep track in a quit smoking journal
- ▶ Talk to your doctor about medications to help
- ▶ Plan for your quit date and after:
  - ▶ Have healthy snacks available (fruits, nuts, popcorn, mints and gum)
  - ▶ Find healthy ways to fill time (exercise, puzzles/games, talking with support system, knitting, gardening, etc.)
  - ▶ Avoid triggers



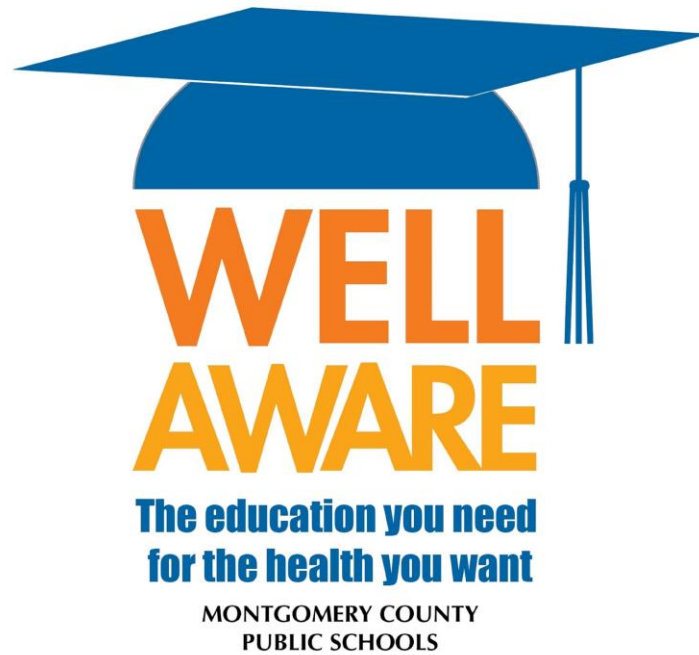
# Prevention: Get the most from your visit with your healthcare provider

- ▶ Tips to be prepared before your next visit:
  - ▶ Write down questions prior to visit
  - ▶ Be honest with your provider
  - ▶ Bring someone to help remember provider feedback
  - ▶ Bring pen/paper to write down information from provider
  - ▶ Ask for various treatment options
  - ▶ Inquire about medicine/treatment prescription instructions, side effects, potential results
  - ▶ Schedule follow up, and ask the best way to contact provider for questions

Sources: Johns Hopkins Medicine, NHLBI, American Heart Association, Cleveland Clinic

**DOCTOR'S VISIT**  
7 Ways You Mess Up Your Checkup

- 1 Your cell phone is fused to your hand.**  
Don't answer that call, text or email. Your health is more important than making plans with friends or answering work emails.  
*Silence & stash it until you've done with your visit.*
- 2 You've Googled it. Several times.**  
Doing research is helpful, but don't go overboard. Bring a list of things you found during your research ... and stick to the facts.
- 3 You have your doctor confused with a mind reader.**  
The doctor needs to know why you're there, along with your expectations of the visit. If you need a refill or you think you'd like to be tested for something, say so.  
*Speak up! Don't be afraid to tell the doctor exactly what's wrong.*
- 4 Your pants are on fire.**  
Your doctor needs to know the best way to treat you, so be honest. Don't lie about your drinking habits, sexual activity or drug use (including prescriptions). Family history is important as well for determining if certain procedures are needed.
- 5 You feel funny disagreeing with your doctor.**  
If you don't like the treatment your doctor is suggesting, let him know so he can discuss other options. Trust your intuition. If you don't think a diagnosis is correct, ask about getting a second opinion.  
*Can't do it alone? Give a good friend or family member a list of the questions you have and bring them along.*
- 6 You tell your doctor what you think she wants to hear.**  
If you don't take vitamins every day, don't say you do. If you miss doses of your prescription, admit it. And if you're not actually putting in 30 minutes of exercise 3 days a week, don't claim you are.
- 7 You don't listen.**  
Follow through with doctors' orders if you agreed to them. And if you don't follow through, tell them, so they don't think the treatment failed.  
*Listen to and follow through with your doctor's diagnosis and directions.*



## Module 3: Medical Plan and Well Aware Employee Wellness Resources

# Exercise regularly

Regular **exercise** can have a profoundly positive impact on depression, anxiety, ADHD, and more. It also relieves stress, improves memory, helps you sleep better, and boosts your overall mood. And you don't have to be a fitness fanatic to reap the benefits.

- ▶ MoCo Rec facilities are free for MCPS employees

<https://www.montgomerycountymd.gov/rec/howto/employee-wellness.html>

- ▶ Free exercise classes from Well Aware (Zumba, HIITCamp, Yoga, Tai Chi, Mindfulness)

<https://www2.montgomeryschoolsmd.org/staff/wellness/toolbox>

- ▶ Join the Well Aware daily email distribution list for a list of classes(Zumba, Yoga, HIITCamp, Barre, etc.)!

<https://forms.gle/cMcz5c5sJnsT23iCA> (or email [wellness@mcpsmd.org](mailto:wellness@mcpsmd.org))

- ▶ Well Aware fall physical activity challenge (see wellness website)

<https://www2.montgomeryschoolsmd.org/staff/wellness/challenges/fall/>

- ▶ Kaiser Permanente Members:

- ▶ ClassPass via [www.kp.org/exercise](http://www.kp.org/exercise)

- ▶ <https://www2.montgomeryschoolsmd.org/staff/wellness/discounts/kaiser>

- ▶ Carefirst Members

- ▶ <https://www2.montgomeryschoolsmd.org/staff/wellness/discounts/carefirst>

- ▶ Well Aware Wellness Toolbox

- ▶ <https://www2.montgomeryschoolsmd.org/staff/wellness/toolbox>

- ▶ WellBeats (Coming February 1, 2022)

# Manage stress

Stress management is beneficial to reduce blood pressure, heart disease, digestive troubles and many more physical ailments. It also helps improve sleep, **mental health**, and focus.

- ▶ Free mindfulness classes from Well Aware including yoga, tai chi, and meditation

<https://www2.montgomeryschoolsmd.org/staff/wellness/toolbox>

- ▶ Join the Well Aware daily email distribution list for a list of classes(Yoga, Tai Chi, Mindfulness, etc.)!

<https://forms.gle/cMcz5c5sJnsT23iCA> (or email [wellness@mcpsmd.org](mailto:wellness@mcpsmd.org))

- ▶ MCPS Employee Assistance Program

<https://www.montgomeryschoolsmd.org/departments/eap/>

- ▶ Online resources from MCPS including mindful moment video series.

<https://www.montgomeryschoolsmd.org/mainstory/story/668253/Mindful-Moments/>

- Carefirst
  - [www.carefirst.com](http://www.carefirst.com)
  - Sharecare Inspirations and Relax 360 app (Videos, meditations, etc.)
  - Video visits for mental health
  - <https://www2.montgomeryschoolsmd.org/staff/wellness/discounts/carefirst>
- Kaiser Permanente
  - [www.kp.org](http://www.kp.org)
  - Calm App
  - Video visits for mental health
  - [Mental Health and wellness Apps](#)
  - <https://www2.montgomeryschoolsmd.org/staff/wellness/discounts/kaiser>

# Eat Right

A **healthy diet** can help counter the impact of **stress** by shoring up the immune system and lowering blood pressure.

- ▶ Healthy eating webinars recorded and archived on the MCPS Employee Wellness Website

<https://www2.montgomeryschoolsmd.org/staff/wellness/videos/>

- ▶ Healthy Cooking Demonstration Videos

[https://youtube.com/playlist?list=P\\_LJpjQA5SDb6YAa4L\\_n\\_plwZHU\\_YjD4dJ6n](https://youtube.com/playlist?list=P_LJpjQA5SDb6YAa4L_n_plwZHU_YjD4dJ6n)

- ▶ Carefirst Members:

- ▶ Scaleback Lifestyle Change Program
- ▶ Health and Nutritional Coaching
- ▶ <https://www2.montgomeryschoolsmd.org/staff/wellness/discounts/carefirst>

- ▶ Kaiser Permanente Members:

- ▶ Health and Nutritional Coaching
- ▶ <https://www2.montgomeryschoolsmd.org/staff/wellness/discounts/kaiser>

# Covid Specific Resources:

EAP (Employee Assistance Program):

HELP with life's challenges, BIG OR SMALL

With the ongoing global health crisis and recent events in our country, many of us are finding ourselves increasingly stressed about our health, the economy, and racial injustice. Please know that in these unprecedented times, the [MCPS Employee Assistance Program \(EAP\)](#) is available to support you and your family.

We are offering:

- ▶ telephone counseling,
- ▶ video conferencing,
- ▶ direct email communication, and
- ▶ relevant webinars

MCPS BE Well 365 for Staff:

- ▶ Financial information
  - ▶ Housing support, Debt, Balancing Budget, sick leave bank, union supports
- ▶ Well Being/Self Care
  - ▶ Video visits, Mindful moment MCPSTv, Well Aware, Happiness Lab Podcast, Headspace App, MoCo Virtual Rec Room
- ▶ Community
  - ▶ Govt resources (MoCo, etc.), LGBTQ+ specific resources, Manna food center, Digital library card
- ▶ Personal
  - ▶ Substance abuse, intimate partner violence, crisis support, suicide hotline

<https://www.montgomeryschoolsmd.org/coronavirus/staff-resources/>