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April 2023



April, Spring has Sprung!



Welcome to the April edition of the Employee Health & Wellness Newsletter. As we move into the spring season, it's a time of renewal and rejuvenation, and we hope this newsletter provides you with helpful tips and resources to support your well-being.

Register NOW for the Heart & Soles Run!



The 2023 Heart & Soles Run is on **Saturday, May 6** at Santa Clara University. Registration fees benefit local youth health & wellness programs provided by the YMCA of Silicon Valley, Boys and Girls Club of Silicon Valley, and the SCCOE. [Register here](#) to join Team SCCOE and use Coupon Code: **SCCOEHS23** to get a \$15 discount for SCCOE employees. All participants will get a race T-shirt and bib.

REGISTER NOW, PRICE WILL INCREASE AT THE END OF THE DAY ON FRIDAY, APRIL 7, 2023!



Exercise Goofs

Regular exercise is one of the best habits you can maintain to protect your health, mentally, and physically.

Make the most of your workout goals, and avoid these common exercise mistakes.

- Inconsistent workouts-- Fitting in occasional or weekend exercise won't deliver the fitness benefits of steady sessions three to five times per week. Avoid doing a week's worth of exercise in a single session; it can reduce the value of your exercise time and raise your risk for injury.
- Skipping a warmup before you exercise-- Warming up your muscles promotes their flexibility before you put them to work, which is especially important as we age. For example, spend a few minutes doing squats and arm circles, or walking before jogging.

- Overdoing weight lifting-- Practice caution to avoid potential muscle strain and soreness, especially if you're just starting a routine. Begin by using lighter weights, and gradually add extra weights and reps over time.
- Poor posture-- Always keep your back straight and avoid slouching your shoulders, whether walking, weight lifting, or golfing. For posture advice, seek guidance from a physical therapist.

The best approach is to adopt a routine with the recommended goal of 150 minutes weekly of moderate-intensity exercise (that gets your heart and lungs pumping, such as brisk walking) and strength training at least twice per week. Just starting an exercise plan? week.

Example: shorter aerobic workouts (at least 20 minutes) each day or longer sessions (at least 50 minutes) three times per week.

The Fitness Center at Ridder Park is open! To gain access to the fitness center, every staff member will be required to complete the Ridder Park Fitness Center Release form, which is posted on the SCCOE intranet: <https://intranet.sccoe.org/> under Forms & Templates, Business, Other.

**This article was provided by PersonalBest4U*



Looking for NEW at home workouts?

Below are some recommendations for some fun workout channels on YouTube:

- [Growwithjo](#)- Free, Fun Fitness, Perfect for beginners. Easy to follow, fun , walking workouts.
- [Madfit](#)- Worouts that are fun for all levels.
- [POPSUGAR Fitness](#)- Free strengthening, heart-pumping, empowering, and downright feel-good workouts you can do t home or on the go. Find 10, 15, 30-minute workouts ranging from beginner to advanced.
- [375DanceStudios](#)- Improve cognitive ability, memory, coordination, self esteem and fitness through dance!

DISCOUNT FOR TRIOSPA



TrioSpa— Special offer for SCCOE Employees: FSA/HSA eligible for services (Please print the coupon).

[Personal Services Menu](#)

- 10% OFF Any Waxing Service
- \$10 OFF Massage Session, Facials, & Peels

[Click here to view and print the TrioSpa Coupon](#)

DISCOUNT FOR MASSAGE ENVY



Message Envy — Special offer for SCCOE Employees: FSA/HSA eligible for membership and services (show your work badge to qualify). Discount can be used for members of your immediate household as well! Participating locations: Santa Clara, Milpitas.

- \$5 off per month for a membership
-



Mindful Monday

Mindful Monday has been such a great success that we have decided to extend it until June. If you haven't already, feel free to join us every Monday from 12 to 12:15 p.m. or from 12:30 to 12:45 p.m., via Zoom.

[Please fill this Google form out to participate.](#)

Mindful Monday remaining series dates:

- April 10
- April 17

- April 24
 - May 1
 - May 8
 - May 15
 - May 22
 - June 5
-



Join us for the Employee Wellbeing Workshop

In conjunction with the HEARD Alliance, and TeacherWISE, the SCCOE is excited to offer a five-part workshop series on Employee Well-being.

The Employee Wellbeing Workshop consists of five meetings focused on different aspects of personal well-being. Participants will connect with others to create a Community of Practice centered around adult well-being. After completing this program, participants will be able to:

- Assess their current well-being
- Identify specific components of their wellbeing to improve
- Explain and use strategies to improve their wellbeing
- Create, implement, and revise SMART goals to improve their wellbeing
- Demonstrate effective coping skills for decreasing and managing stress

Dates:

Tuesday, April 4
Tuesday, May 9
Tuesday, June 6

Time: 4:00 to 5:00 p.m.

Audience: SCCOE employees or public and charter school district employees in Santa Clara County interested in learning about and improving their well-being.

Registration Link: <https://forms.gle/rVvtnPELgH6baGNM6>

Zoom Link: <https://sccoe.zoom.us/j/5544526149>



**Join the Youth Health and Wellness Team for the
Adult Social-Emotional Learning
Professional Learning Network**

An opportunity to reflect, connect, learn, and plan out individual next steps with others working to implement Social Emotional Learning in schools.

"In order to create conditions for students to engage in Social Emotion Learning, adults need to feel empowered, supported, and valued, and they need to be well. This calls on districts to foster a supportive staff community that promotes adults' own Social Emotional Learning." - CASEL

This Professional Learning Network supports educational leaders as they strengthen their structures, knowledge, and skill set in implementing Social Emotional Learning.

In partnership, the Santa Clara County Office of Education and the HEARD Alliance would like to invite you to join us in this five-part Professional Learning Network series, where we will learn more about how to strengthen adult social emotional learning competencies and capacities using research-based practices from Collaborative for Academic, Social, and Emotional Learning (CASEL) and resources from the Berkeley Greater Good Science Center.

Date:

Thursday, Apr 27, 2023

Time: 3:30 to 5 p.m.

Audience: School Site Administrators, Directors of Student Services, District SEL Team Members, and School Site SEL Leadership Team Members.

Registration Link: <https://na.eventscloud.com/693561>

More Resources for Emotional Wellbeing

[Headspace App](#)

Headspace makes mindfulness practice easy with short, animated segments on topics like stress and anxiety, mental focus, and sleep

as well as overcoming common obstacles like attitude, anger, impatience, self-compassion, and more.

- [Sign up for a free account](#) identifying yourself with the Santa Clara County Office of Education.
- [Learn more about the Headspace app](#) and [how meditation works \(1:13 video\)](#) with Headspace

[Calm app](#)

Kaiser members have free access to the full-service Calm app and non-Kaiser have access to basic modules on this app. Calm is designed to lower stress and reduce anxiety with guided mindfulness training for mental resilience, confidence, happiness, mindful eating, pain, relationships, and more.

- Kaiser members [sign up for the Calm app through the Kaiser website](#)
- Non-Kaiser members can access the basic plan by downloading the Calm app on a mobile device or going to [Calm.com](#).

[Take a peek at the Calm app](#) (1:13 video)





Fresh Air and Family Bonding

Longer days and warmer weather give us the chance to get outside and focus on creative ways to bond with loved ones. Below you will find resources and kid-friendly activities to help you and your family celebrate the start of Spring.

[Kids Lead the Way for National Nutrition Month](#)

Bring joy to your kitchen with kid-friendly recipes and fun, simple activities that let kids lead the way. Try our fun [Snacktivities](#) for tasty recipes and activities to energize your day.

[Take a hike! National Walking Day is April 5th](#)

Enjoy outdoor time as a family by taking a brisk walk while listening to fun, educational podcasts from The Walking Classroom. Get 28 free podcasts on science, social studies, and language arts on our app.

[6 Ways to Build a Network of Support for Your Child at School](#) | [en español](#)

Try these six tips to connect with school staff and other families in your community.

[What is School Breakfast: Fact Snacks | en español](#)

Watch this video to find out what school breakfast is all about, why it's important, and how you can get involved in your child's health from *Kohl's Healthy at Home*.

[Growing Community and School Partnerships in Rural North Carolina | en español](#)

See how a local farmer, public housing leaders, and elementary educators came together to introduce students and families to the many benefits of gardening.

[Ways to Keep Active Together](#)

Use this training to learn about the benefits of prioritizing play and movement as a family, with tips for how you can foster physical activity and play year-round.

[Resources for Vaping Prevention](#)

Visit our Tobacco-Free and Vaping-Free Resource Hub to learn more about the dangers of vaping, signs and symptoms, and how to start conversations with youth about the risks of e-cigarette use.

**This article was brought to you by the [Alliance for a Healthier Generation](#)*

Need a dinner idea? Try this easy and delicious recipe!

APRIL 2023

MAKE A GREAT PLATE.

Bites of salmon soak up tangy lemon and Dijon flavors.

Grilled Salmon Skewers

INGREDIENTS

1 tbsp extra-virgin olive oil

1 tbsp lemon juice

½ tbsp Dijon mustard

2 tbsp fresh chopped parsley

2 cloves garlic, minced

½ tsp salt

1½ lbs. skinless salmon, cut into
1-inch squares

2 lemons, thinly sliced



DIRECTIONS

Soak 16 bamboo skewers in water for an hour. **Preheat** grill to medium. In a bowl, mix together oil, lemon juice, Dijon, parsley, garlic and salt. **Thread** salmon and fold lemon slices onto double/parallel skewers, leaving an inch at each end. **Brush** all sides with marinade.

Grill 3-4 minutes per side or until salmon is opaque. **Serve** (2 skewers per person).

Makes 4 servings. Each: 283 calories • 34g protein • 3g carb • 0g sugar • 0g fiber •
412mg sodium • 14g total fat • 2g saturated fat • 5g mono fat • 5g poly fat

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Career

Fighting Burnout With Strengths

By Jim Asplund and Corey Tatel



Burnout is one of the most pressing issues facing the global workforce: 28% of [workers in a Gallup study say they are burned out “very often” or “always” at work](#). Fighting burnout is something that nearly all workers must do at some point, especially given only 24% of workers report that they “rarely” or “never” feel burned out at work.

Given burnout’s prevalence, Gallup examined employees in our CliftonStrengths database to see if people with different strengths chose different ways of dealing with burnout. Gallup asked over 3,000 employees how they help themselves feel more productive when overwhelmed or frustrated by their job. The coping strategies we asked them about ranged from reframing how they think about their stressors, to engaging in activities unrelated to work, to seeking support from others.

Unsurprisingly, people had various coping strategies, the most common being very consistent with their dominant strengths. However, [the most common coping strategies were not always effective](#), and some employees preferred these ineffective approaches.

The Most Common and Effective Burnout Strategies

People have different ways of managing burnout, using some strategies more often than others.

When faced with situations that increase experiences of burnout, employees most commonly think about how they've approached similar situations before (85%), remind themselves that they can succeed in their current situation (84%), or find a friend to talk to or "vent" to (83%). They least commonly look for a way to avoid dealing with their current situation (32%), take a vacation from work (45%), or spend more time with their family and friends outside of work (50%).

Certain burnout coping strategies work better for some than others, but many provide consistent benefits to workers who use them. The most effective coping mechanisms people use involve positively adjusting how they think about or interpret their workplace stressors. For example, when confronted with burnout, the following actions decrease feelings of burnout across all employees surveyed: Reminding themselves they can succeed in their current situation (42% reduction), reframing their current situation as a challenge (41% reduction), and finding positive aspects of their current work situation (34% reduction).

Strategies that involve avoidance or do not enhance self-confidence are less effective. Workers who respond to feelings of being frustrated or overwhelmed by looking for a way to avoid dealing with the situation or lowering expectations of themselves do not experience reductions in burnout.

Check out [Prevent and Overcome Burnout: A Strengths-Based Guide](#) to explore more natural coping mechanisms.

Strengths Reveal the Coping Strategies We Rely On

What strategies do employees turn to when they begin to feel burnout at work? The answer may depend on their strengths.

Gallup sorts the [34 CliftonStrengths into four broad categories](#):

- **Executing.** Themes that help people make things happen. When employees who lead with [Executing themes](#) feel frustrated or overwhelmed by their job, they are more likely than others to take actions that give them a sense of accomplishment. They tend to return to work as quickly as possible, exercise, or engage in physical activity.

- **Influencing.** Themes that help people take charge, speak up and make sure others are heard. Employees with dominant [Influencing themes](#) who experience burnout often turn to coping strategies that allow them to make an impact on others or the future. They are more likely than others to spend more time with their family or friends outside of work or think about how their work contributes to their future goals.
- **Relationship Building.** Themes that [help people build strong relationships](#) that hold a team together. Employees highest on these themes tend to reframe their work stress from the perspective of others. They are more likely to consider how others they work with would feel about the same situation or think about how their work affects people.
- **Strategic Thinking.** Themes that [help people absorb and analyze information](#) that informs better decisions. Strategic thinkers tend to allow themselves the space to think through their frustration when burned out. They are more likely than others to stop and take time to think through their situation or take more breaks during the workday to relax.

The graphic below shows the most frequently used burnout coping strategies for individuals with different strengths profiles. To see which categories you fall into, [download this guide](#) for preventing and overcoming burnout.

Burnout Coping Strategy Preferences				
	Lead With Executing Themes	Lead With Influencing Themes	Lead With Relationship Building Themes	Lead With Strategic Thinking Themes
Start getting back to work as quickly as possible	71%	62%	56%	55%
Exercise or engage in physical activity	66%	65%	59%	61%
Spend more time with family or friends outside of work	50%	55%	50%	46%
Think about how their work contributes to their future goals	65%	73%	63%	68%
Think about how others they work with would feel about the same situations	59%	60%	61%	52%
Think about how their work affects others	68%	70%	71%	67%
Stop and take time to think through their situation	72%	74%	74%	80%
Take more breaks during the workday to relax	51%	58%	52%	62%

Get the data • Download image

GALLUP

These strategies vary in their effectiveness. In fact, we have found that many employees prefer less effective strategies than others that are readily available to them.

When was the last time you considered what you do to deal with burnout? Have you ever considered the effectiveness of your approach? [This guide](#) explores how our instinctual coping strategies aren't always what's recommended, and it provides strengths-based tips for handling burnout as an individual or for organizations.

**This article was brought to you by Gallup.com. [To read the article directly on their webpage click here.](#)*



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About the Santa Clara County Office of Education

Working collaboratively with school and community partners, the Santa Clara County Office of Education (SCCOE) is a regional service agency committed to serving, inspiring, and promoting student and public school success.. The SCCOE is a premier service organization driven by the core principles of equity, diversity, inclusion, and partnership. For more information about the Santa Clara County Office of Education, please visit www.sccoe.org and follow us @SCCOE on [Facebook](#), [Instagram](#), and [LinkedIn](#).

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