



Wellbeing

Insights

Living a Better, More Vibrant Life



Breaking Down Bullying

Between 25% and 33% of students in the United States claim to have been bullied at school. Over 70% of students admit to witnessing bullying, but only 20% to 30% of students who are bullied notify an adult about it. There are various factors that put children at risk for being bullied, but the single primary and overarching factor is that they are perceived to be different by those who are bullying them. Some of these

differences include having a disability, being overweight or underweight, having mental health struggles, being part of the LGBT community or being from a different ethnic, cultural or socio-economic background.

Other differences that could put children at risk for being bullied might seem relatively minor, such as being new to the school, wearing glasses or 'odd' clothes, or not having many friends.

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Breaking Down Bullying

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Being bullied increases one's feelings of loneliness, depression and anxiety, as well as health complaints and disturbances in eating and sleeping. It also decreases academic performance. Research into bullying causing suicide is currently inconclusive, although it is not difficult to find specific cases that clearly link the two.

Turning to the other side of the dynamic, factors that contribute to being a bully include being naturally aggressive, easily frustrated or defiant, having a positive view of violence, having mental health struggles, being overly concerned with dominance or popularity, having friends who are bullies, being socially isolated, having parents who are not very involved, and having difficulties being present in one's home environment in general.

It is difficult not to think of many of these factors as beginning at home with caregivers who model or encourage this behavior. While some may believe that if you spare the rod you spoil the child, in actuality, violence breeds more violence. Those who are physically abused by their parents are more likely to abuse their own children. What corporeal punishment mainly conveys is that it is acceptable to be violent toward others when we are bigger than them or are in a position of authority over them. The child may end up displacing or redirecting their anger with their abusive parent, relative or sibling toward a younger sibling or a smaller, weaker classmate. While the home environment isn't solely to blame for bully behavior, it is an important consideration.

What can we do to prevent bullying?

When addressing bullying in schools, zero tolerance policies and expulsion are not effective approaches. Anti-bullying programs have been shown to have only moderate to marginal positive results, if any. However, just because zero tolerance policies are ineffective does not mean that we should be reluctant to create and enforce policies to build a safe learning environment. Having students work collaboratively on shared tasks

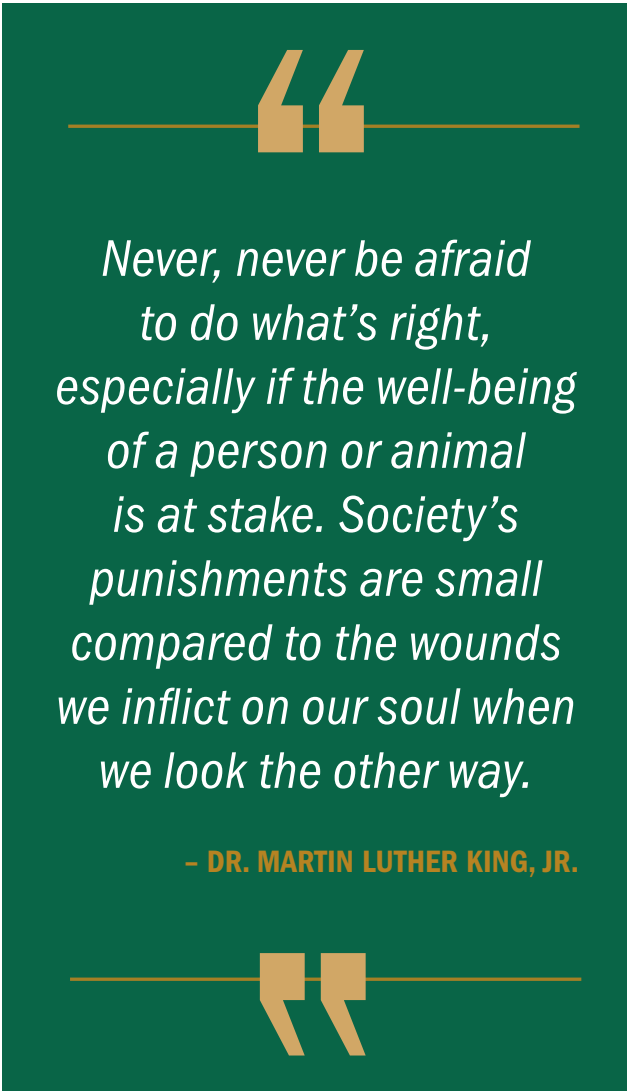
or toward common goals can help increase conflict resolution. Parenting classes and coaching could be used to improve a bully's home environment by offering the caregivers alternative discipline strategies and encouraging them to model healthier behavior and coping strategies for their children.

A multifaceted approach that includes as many people as possible (teachers, administrators, staff, parents, students, family, etc.) ultimately works best. Both at home and in school we can model kindness and respect for others. We should open the lines of communication and invite both the victims of bullying and those who observe it to report it to parents and school staff. We can facilitate increased empathy in bullies by helping them see that they would not want to be treated the way they are treating their victims.

Children should be encouraged to find connections with their peers, even those who act or appear

different from them. Teach your child to celebrate and embrace diversity instead of being frightened or confused by it. We should help the victims of bullying understand that it is not their fault. Show them increased support and acceptance, especially given that they were most likely bullied for being different in the first place.

For more information visit www.stopbullying.gov.



Never, never be afraid to do what's right, especially if the well-being of a person or animal is at stake. Society's punishments are small compared to the wounds we inflict on our soul when we look the other way.

– DR. MARTIN LUTHER KING, JR.

On the Menu

Butternut Squash

You know that the fall season has arrived when plump winter squash begins to appear at farmers' markets and grocery stores. This buttery, sweet squash is a member of the *Curcubita moschata* family, whose family members include the famous fall pumpkin. Butternut squash is a versatile food that can be boiled, broiled, pureed into soups, or baked into soufflés, pies or breads. When choosing a butternut squash, select a firm squash with smooth skin and a thick neck. Keep in mind that older, larger varieties typically have more flavor than their newer, small-breed counterparts.

Butternut squash has many health benefits. The mildly sweet flavored vegetable was once such an important component of Native American life and nutrition that it would be buried with loved ones who passed away to keep them nourished on their final journey. Some of these health benefits include:

- **Eye Health:** The orange flesh of butternut squash gets its coloring from beta carotene, a component that the human body converts to vitamin A, which is essential for healthy eyes.

- **Heart Health:** The squash contains high amounts of antioxidants, such as Vitamin C, which may lower the risk for heart disease by preventing toxins from oxidizing LDL cholesterol.
- **Weight Management:** Butternut squash is low in calories per serving and contains high amounts of dietary fiber, which can aid in weight management because it slows digestion and helps keep you feeling full longer.

Keep It Fresh

Butternut squash can be stored whole at room temperature for a month or longer. Cut or cubed butternut squash will keep up to one week in the refrigerator.

Harvest Butternut Squash & Apple Soup

Ingredients:

- 3 lbs. butternut squash, cut into 1-inch chunks (about 8 cups)
- 3 cups low-sodium vegetable or chicken stock
- 2 Granny Smith apples, peeled, cored and cut into 1-inch chunks
- 1 yellow onion, chopped
- 1/3 cup chopped fresh parsley
- 4 cloves garlic, sliced
- 1 tsp. ground ginger

Directions:

Preheat oven to 400°F. Line 2 rimmed baking sheets with parchment paper. In a large bowl, mix squash, apples, onion, garlic and ginger. Spread mixture on baking sheets in a single layer and roast until tender and beginning to brown, about 45 to 50 minutes, rotating pans between oven racks halfway through. Remove from oven and purée squash mixture with broth and 1 cup water in a blender or food processor in 2 batches until smooth. Transfer to a medium saucepan and bring to a simmer over medium heat. Add more water if needed to thin soup to desired consistency. Serve garnished with parsley.

Adapted from www.wholefoodsmarket.com



Nutrition Info

Per Serving (Recipe makes 6 servings)

Calories	220
Carbohydrates	53g
Sugar	17g
Fiber	14g
Protein	6g
Sodium	105mg

Mindful Minute



Many of us can think back to moments in our lives when we felt proud of our accomplishments, were supported by loving family members or friends, or felt good about ourselves after helping others. Events like these help build our self-esteem and reinforce our confidence in ourselves, our abilities and our sense of self-worth. They become all the more invaluable when we experience negativity from others or have feelings of guilt, shame or failure that can challenge our self-esteem.

It's important to have the tools to lift ourselves up in times when we are feeling unappreciated, misunderstood or just generally down in the dumps, even when we don't have a friend there to help boost our spirits.

Positive affirmations are a simple and effective way to cultivate optimism and gratitude. When you're feeling down and need to be self-reliant in boosting yourself back up, try some of these affirmations, repeating them several times to yourself. Allow the message to sink in; truly listen to yourself as you would a trusted advisor.

"I am good enough."

"Today will be a good day."

"My job is rewarding and meaningful."

Through these statements, you project your desired state and emotions, and actions typically follow to help you create your best self.

Taking Care of Your Contacts for Eye Health Month

If you are one of the 45 million Americans who wear contacts, there is no doubt your eye doctor has told you the cardinal rules of contact wearing several times: clean your hands, clean your contacts, don't sleep in them and change them as instructed. While it's tempting to break these rules that are nine times out ten inconsequential, proper contact lens care is vital to avoiding infection and long-term damage to your eyes and vision. Furthermore, even if you never get an infection, improper contact lens care can mean that you simply get less years in contacts before you've got to find another solution. Here are some important guidelines you may have missed:

- 1. Change your contact lens case frequently.** While its common knowledge that our contacts themselves have a limited lifespan, so do our cases. The case itself houses germs and bacteria that build up over time, even if you clean your lenses. Cases should be changed every 3 months.
- 2. Be sensible with eye makeup.** Put your lenses in before applying makeup, and take them out before removing. Choose water-based creams over oil-based and avoid putting eyeliner on your inner lid.
- 3. Water is not a friend to your lenses.** Most water has germs in it and is not lubricating for your lenses. In fact, water can cause soft lenses to swell, change shape and stick to the eye. This can scratch the cornea making it more susceptible to infection.

Fall Sweep:

Decluttering for Winter Months

Spring cleaning has met its match with the fall sweep. There are many reasons why autumn is the perfect time to do some cleaning. First, the days are shorter and we spend more time indoors. Not only does this give us more opportunity to tidy up but more reason to do so in order to enjoy our clean and cozy homes. Take a page from nature's book and use this month as a time to shed your unwanted clutter just as the trees shed their leaves.

Tackle closets and clothes. As you swap out your seasonal gear, use the opportunity to get rid of the things you don't wear. Any summer clothes headed for storage should pass the test: Does it fit? Do I like it? Did I wear it this year? If the answer to any these questions is no, it may be time to say goodbye.

Start an annual box system. As you go about your decluttering you will inevitably run into some items that you aren't ready to part with even though you haven't used them in some time. Allocate one large box to serve as a purgatory for these items, which will have a one-year shelf life. Next fall, open up the box and make a decision on each item. Did you miss it? If not, it's gone. If so, you can keep it and find a sensible place for it in your home. Each year you can clean out your box and replace it with any new items you can't make a decision on.

Take advantage of the weather. The nice crisp weather lends itself perfectly to cleaning out garages and attics as well. Cleaning up your lawn-care items and organizing your equipment will help you be even more excited next spring when it's time to start your lawn and garden care back up.

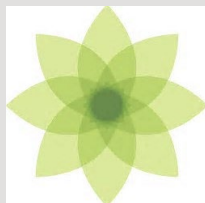
Do a room-by-room purge. This is where we get into the little items that can truly lead to clutter. Here are some categories to hit:

- **Spices & Seasonings:** While it's not necessary to stick to strict use-by dates with spices, the unopened marjoram that expired in the 90s should be tossed.
- **Freezer:** Our freezers can become a graveyard for our good intentions of preserving things we aren't ready to eat. Clear out anything with excessive freezer burn, and make a list of items that you still need to use but have forgotten about. Then, add them to your menu planning so they don't go to waste.
- **Garden Tools & Products:** Old seed packets and fertilizers should be checked for expiration and organized. Make sure all your lawn and garden tools are cleaned up and properly stored. Anything hiding in that toolbox that you have too many of or never use? Send it to a new home.



- **Magazines:** When are you really going to read that 6-month-old issue of *Home and Garden*? The answer is never; just get rid of it. Old magazines and newsletters can really pile up. Make a practice of cutting out any articles that actually hit home with you so that you don't have to feel badly about recycling the rest.

App in a Snap



Name: Moment
Price: Free
Focus: Social Wellbeing

Did you know that on average people underestimate the amount of time they spend on their phones by 50%? With the Moment app, you don't have to guess. This app was created to help people evaluate their phone use. Once downloaded it works behind the scenes to track when and how you use your phone. You can choose to set goals and limits and receive little nudges from the app when you are approaching your limits.

Emily Noll, CBIZ National Director of Wellbeing, is on the go and on her phone a lot! When she began getting tingling sensations in her hand and arm, she recognized that overuse of her phone was the culprit. She used the Moment app to assess and regulate her use and work toward striking a healthy balance.

Passing Cyber-Kindness to Your Kids

Social media has its advantages: connecting with old friends, keeping in touch more consistently with loved ones, getting live updates on the struggles and achievements of those we care about, etc. It can be fun, informative and entertaining. However, too much cyber-connectedness can take a toll as harmful comparisons of your life to others' filtered experiences get you feeling down. Comments can make you feel angry, embarrassed, left out and ashamed. Or you start rolling your eyes at exasperating posts as your tolerance dwindles.

Keeping it all in perspective as an adult is hard enough, so how can we expect our kids to know how to navigate the turbulent waters of social media without some serious guidance? According to *kidshealth.org*, approximately 90% of teens have used some form of social media and 75% have a profile on a social networking site. How do we teach them to take the high road, practice diplomacy and, more importantly, be sensitive to others?

We all like to think our child would never be the bully, but the reality is that in many cases children don't even realize when they fall into the social media traps of cruelty. They take cues from others in an effort to fit in, don't think before hitting post and may turn a blind eye when someone else is in need.

Here are some tips to help you openly communicate with your kids about this topic:

- 1. Know how to talk to your tween/teen.** Talk with your child, not at them. Teens have a need to feel validated and not talked down to, so just stay calm and open-minded. Be direct but not disrespectful to your child or to his/her feelings. For more advanced tips on communication, check out *How to Talk So Your Kids Will Listen & How to Listen So Your Kids Will Talk* by Adele Faber and Elaine Mazlish.
- 2. Stay educated.** Keep current on the sites your children or their peers are using. Galit Breen,

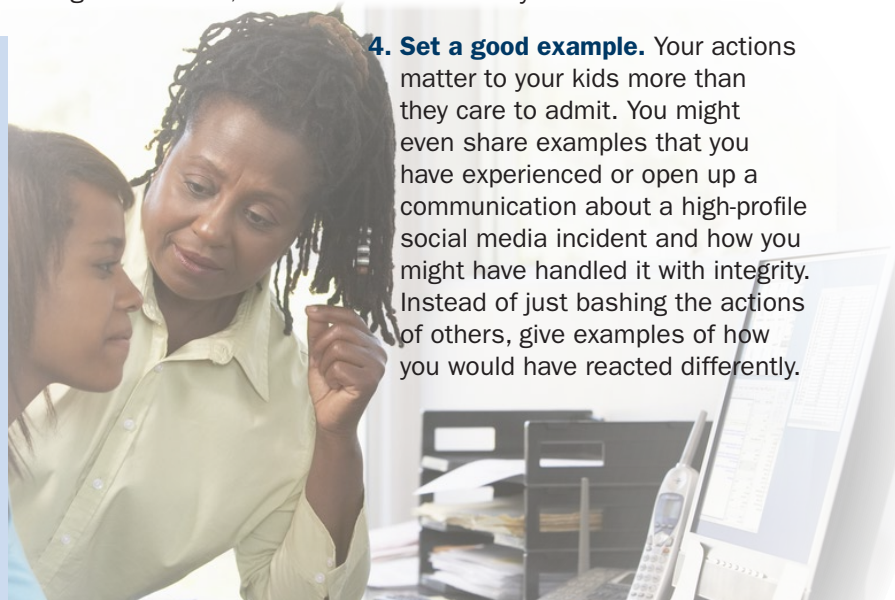
author of *Kindness Wins*, has a video series which familiarizes you with modern-day social media sites and arms you with tips and insight on how to navigate and teach kindness in the process. *Familyeducation.com* is really good with being in the know on the latest trends, as well as promoting apps that we, as parents, can use to monitor our kids' virtual behaviors.

3. Make a social media agreement.

This is a contract in which you set terms on how your child will conduct themselves online, usage limitations and how you will monitor them. This protects their privacy to some degree as well so that you both have a commitment you can respect. Follow it up with a chat on privacy settings, sensitivity and pausing before hitting enter. Your contract might include questions to ask before posting: Will your words hurt others? What would family members (Grandma, Mom, Dad, etc.) think of your post? Do you truly know who you are "friends" with?

4. Set a good example.

Your actions matter to your kids more than they care to admit. You might even share examples that you have experienced or open up a communication about a high-profile social media incident and how you might have handled it with integrity. Instead of just bashing the actions of others, give examples of how you would have reacted differently.



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