



Welcome to:

Path To Wellness - July 2006 Edition

For leaders who value their team

Welcome to our **** 3342 **** subscribers from around the world.
[Remember to let us know if you move.]

Subscriber feedback

"Thanks for sending out this e-newsletter. It is great to hear what other people are doing in their workplace" Sam, Brisbane, Australia"

In this feature:

Corporate Wellness Programs - Shift Work

Features

- Beyond 9 to 5 - Shift Work Stress - Symptoms and organizational tips
- Case Example From Circadian On The Results Of Effective Education
- Many Too Sleepy For Sex - NSF 2005 Poll Results
- Napping On The Job
- A 10 Minute Nap May Do The Trick

Wellness Programming For Small To Large Companies

- **Make Their Day - Recognition Tips**
- **Healthy Vending Machines**

Wellness Awareness Days, Weeks and Months for 2006

Wellness Statistics

Announcements -

- **Upcoming Wellness Events - Canadian Dates**
- **"Awakening The Workplace" - A valuable resource**
- **New Blog - Work Smart Live Smart - Stress And Wellness Tips**
- **Revamped website - www.WorkSmartLiveSmart.com**
- **Fall Contest closes October 31**

Resources

Subscribe and Unsubscribe Procedures

This free e-newsletter highlights information on employee and corporate wellness for the beginner to the seasoned professional. It provides you with how-tos and updates you on significant research and statistics that may assist you in your wellness initiatives. We welcome your input, your questions and your best practises.

Thank You For Subscribing,
Beverly Beuermann-King,
www.WorkSmartLiveSmart.com

BEYOND 9 TO 5

With the invention of the light bulb came the introduction of the 24-hour society. Other than our own biological clock, including our need for rest and sleep, there are very few limits to when we can perform almost any task.

Before the light bulb, few people worked outside of daylight hours. Now nearly 20% of employees in industrialized countries are employed in shift work and approximately 30% of Canadians work non-standard hours.

Industrialists in the 1800's realized that they could more efficiently operate their equipment and increase their profits if they ran around the clock. Shutting down and subsequently starting back up was expensive and inefficient. From the steel mills and automobile production plants to food and service industries, production is now scheduled on a 24 hour bases.

We can see growth towards even more sectors working on a 24-hour clock with the advancement of technology. Call centers to brokerage houses - the need to be connected, kept informed and to do business around the world, means that more and more individuals will be working non-standard shifts.

Though shift work may be 'good' for business, it can take a huge toll on the workers and their families. If not handled properly, it can in fact cause the company more than they may have bargained or budgeted for through accidents, absenteeism and lowered productivity.

Shiftworkers have been found to experience:

- Higher levels of sleep problems and fatigue - 15% of shift-workers experience sleep apnea (Circadian)
- Twice the likelihood of cardiovascular disease after five years of shiftwork (Circadian) and higher odds of developing a chronic condition after four years (Statistics Canada, 2003)
- 2-3 times the occurrence of gastrointestinal disorders such as heartburn, indigestion, ulcers, diarrhea and constipation (Circadian)
- Difficulty controlling chronic diseases such as diabetes and epilepsy
- Increased consumption of unhealthy foods, caffeine and cigarettes
- Increased levels of drug and alcohol abuse
- Increased irritability and moodiness
- Forgetfulness and lack of concentration
- Less time spent with family and friends
- Higher rates of divorce and spousal abuse
- An increased sense of personal isolation

Organizations with shiftworkers have been found to experience:

- An increase in industrial accidents due to worker fatigue, with the most serious accidents happening between the hours of 2:00 am and 6:00 am.
- Shiftworkers who report moderate to severe fatigue have a 15 times increase in worker's compensation claims - 2X as many motor vehicle accidents
- Higher rates of absenteeism - due to increase health issues, family conflict and personal/social commitments
- More than 2 times the rate of turnover than day shift only operations
- An increase in organizational health care expenses - Much of the increase found in shiftwork operations is due to a rise in prescription medication to fight off ails of the shiftworker.

Information from www.Circadian.com

Organizational Strategies To Combat Shift Work Stress

Education is the key to a successful shift work operation

- Offer training and support services during the night shift as opposed to tacking it on to their schedules
- Training and education on meal management, fatigue and alertness strategies and sleep disorders can result in a sizeable reduction in health care costs. By stressing alertness, you can improve safety, productivity and costs. This can be done by providing training and literature that will help employees maximize their ability to work and sleep at non-traditional times.

Visit http://www.worksmartlivesmart.com/pages/page_45.asp to learn more about our **Stress Smarts For Shift Workers** workshop

Allow employee involvement in the shift work schedule - the best shift system is one that sees the least disruption to sleep patterns and still allows for the maximum amount of social and family time

- Ensure a forward rotating schedule
- The length of the shift should be less than 3 nights in a row or more than 3 weeks in a row to prevent the body from adjusting or to allow the body to more fully adjust to the night shift
- Higher the 'right' people for the job using a **Sleep Personality Profile** like the one developed by Dr. Martin Moore-Ede - this allow you to see if the person is a fixed sleeper, a napper or a extended sleeper
- Ensure a bright and well lit environment to promote alertness
- Manage the 'danger' hours (4-6 am) - change tasks, implement napping rooms, increase ventilation, promote exercise and nutrition breaks

To view tips for
Individual coping strategies -
please visit

http://www.worksmartlivesmart.com/pages/page_22.asp

for our **Stress Smarts For Shift Workers** article.

CASE EXAMPLE FROM CIRCADIAN ON THE RESULTS OF EFFECTIVE EDUCATION

In extended hours operations, where employees face health, safety, and lifestyle challenges that their day-working counterparts do not, that the vast majority of shiftwork facilities offer no form of shiftwork lifestyle training.

A group of heavy-equipment operators and their families was given a training program called "Managing a Shiftwork Lifestyle" at one of the mining sites. After collecting and analyzing 28 days' worth of sleep-wake data from the workers, CIRCADIAN's training experts gathered the workers in short groups to deliver practical tips on health and safety, including special considerations such as diet, fatigue management, sleep quality, and balancing work and home life. The participants filled out a post-training survey and, by comparing pre- and post-training data, CIRCADIAN was able to conclude the following net results:

- A full one-hour increase in daytime sleep, leading to renewed alertness, safety, and productivity
- An 18% drop in those who found it "very" or "often" difficult to fulfill home responsibilities
- A reduction in average gastrointestinal index (a scientifically validated health assessment instrument) from 17.9 to 13.6—a huge health-care cost savings

A full description of this study that was published in the Industrial Health Journal. To read this article in its entirety, visit www.circadian.com/publications/profits.html

MILLIONS TOO SLEEPY FOR SEX, ACCORDING TO POLL

National Sleep Foundation Poll Finds Sleep Problems Widespread, Often Ignored, with Far Reaching Consequences

Many of America's adults are sleeping poorly, and it's taking a serious toll on professional relationships, productivity, public safety and even the most intimate aspects of our lives, according to a poll released by the National Sleep Foundation (NSF). The poll shows that sleep problems are widespread and on the rise, but they are often ignored.

NSF's *Sleep in America 2005* poll finds 75% of adults frequently have a symptom of a sleep problem such as waking a lot during the night, or snoring. Although they say they have these symptoms, most ignore them and few think they actually have a sleep problem.

Poor sleep and sleepiness cause disruptions in nearly every facet of one's life.

- 60% of adults licensed to drive say they have driven drowsy in the past year, an increase over recent years
- 4% have had an accident or near accident because they were too tired, or actually dozed off while driving.

- Sleep-related issues are cited as the most common reason people are late for work. Almost 3 in 10 working adults say they have missed work, events/activities or made errors at work because of sleep-related issues in the past three months.
- For partnered adults, sleep problems are doubly disruptive, as one partner's sleep problem can cause the other to lose, on average, nearly an hour of sleep a night.
- Nearly one-fourth of partnered adults say they have sex less often or have lost interest in sex because they are too sleepy.
- Two-thirds of partnered adults say their partner snores, while 6 out of 10 of all adults (59%) say they snore. More than one-half (57%) of those who snore say their snoring bothers others.
- One-third of partnered adults (33%) say they have problems in their relationship because of their partner's abnormal sleep.
- Three in ten adults with partners (31%) take measures to try to prevent their own sleep from being disturbed because of their partner's sleep problem. Most sleep in a separate bed, bedroom or on the couch (23%).
- About two in 10 say if they had a sleep problem they assume it would go away and would take no action.
- One-fourth of respondents say their sleep problems have some impact on their daily lives.
- 10% of adults say they have unpleasant tingling in their legs that worsen at night. These adults are at risk for Restless Legs Syndrome (RLS), a sleep disorder that often results in uncomfortable leg sensations when they try to fall asleep. Because they are often restless at night, people with RLS can disturb the sleep of their bed partner.
- More than one in four respondents (26%) are at risk for sleep apnea, according to the findings. (Sleep apnea, or pauses in breathing during sleep, is a serious sleep disorder associated with hypertension and stroke; apneic episodes can happen several times during the night, disrupting sleep. Snoring can be a symptom of sleep apnea, though everyone who snores does not have the sleep disorder).

- America's adults average 6.9 hours of sleep each night, slightly less than the range of the 7-9 hours recommended by many sleep experts. However the 2005 poll also indicates that more people now say they are sleeping less than six hours on weekdays (16%) and weekends (10%) compared to respondents in NSF's 1998 poll which found 12% sleeping less than 6 hours on weekdays and 8% getting that amount on weekends.
- On at least a few nights of the week, the most popular activity in the hour just before bedtime is watching television for nearly 9 out of 10 adults, while just over a quarter (27%) say they had sex. What sleep experts would consider poor sleep hygiene is evident in other activities, such as being on the Internet (28%), doing work related to their job (18%), drinking an alcoholic beverage (13%) and exercising (11%).
- The data show that compared to adults of average weight, those considered obese are more likely to get less than six hours of sleep on weeknights (18% vs. 11%), and frequently have daytime sleepiness (37% vs. 26%). They also are nearly six times as likely to be at risk for sleep apnea (57% vs. 10%), and are nearly twice as likely to think they have a sleep problem (30% vs. 17%).
- Napping - more than one-half of respondents nap at least once a week; one-third report napping two or more times.
- The majority of America's adults do not use anything to help them sleep, 11% said they used alcohol, beer or wine at least a few nights a week.

Visit NSF's newly redesigned Web site, www.sleepfoundation.org for a Summary of Findings of the 2005 *Sleep in America* poll along with other sleep-related information and useful assessment tools.

NAPPING ON THE JOB

While secretly hiding to catch a nap on the job is irresponsible and dangerous, banning napping altogether may not be the best idea either. For

some shift workers, napping is essential. It can be extremely effective at eliminating fatigue-related accidents and injuries and reducing workers compensation costs. Although most employers do not allow napping in the workplace, a ban on napping may soon prove to be a legal liability. Thus, efforts to make workplace policies nap-friendly may soon gain popularity as the issue increases in global significance.

A short nap of 20-30 minutes can help to improve mood, alertness and performance. Nappers are in good company: Winston Churchill, John F. Kennedy, Ronald Reagan, Napoleon, Albert Einstein, Thomas Edison and George W. Bush are known to have valued an afternoon nap.

Types of Naps

Naps can be typed in three different ways:

1. **Planned napping** (also called preparatory napping) involves taking a nap before you actually get sleepy. You may use this technique when you know that you will be up later than your normal bed time or as a mechanism to ward off getting tired earlier
2. **Emergency napping** occurs when you are suddenly very tired and cannot continue with the activity you were originally engaged in. This type of nap can be used to combat drowsy driving or fatigue while using heavy and dangerous machinery
3. **Habitual napping** is practiced when a person takes a nap at the same time each day. Young children may fall asleep at about the same time each afternoon or an adult might take a short nap after lunch each day

Tips for Good Napping

- **The right length:** A short nap is usually recommended (20-30 minutes) for short-term alertness. This type of nap provides significant benefit for improved alertness and performance without leaving you feeling groggy or interfering with nighttime sleep.

- **The right environment:** Your surroundings can greatly impact your ability to fall asleep. Make sure that you have a restful place to lie down and that the temperature in the room is comfortable. Try to limit the amount of noise heard and the extent of the light filtering in. While some studies have shown that just spending time in bed can be beneficial, it is better to try to catch some zzz's.
- **The right time:** If you take a nap too late in the day, it might affect your nighttime sleep patterns and make it difficult to fall asleep at your regular bedtime. If you try to take it too early in the day, your body may not be ready for more sleep.

Benefits of Napping

- Naps can restore alertness, enhance performance, and reduce mistakes and accidents. A study at NASA on sleepy military pilots and astronauts found that a 40-minute nap improved performance by 34% and alertness 100%.
- Naps can increase alertness in the period directly following the nap and may extend alertness a few hours later in the day.
- Scheduled napping has also been prescribed for those who are affected by narcolepsy.
- Napping has psychological benefits. A nap can be a pleasant luxury, a mini-vacation. It can provide an easy way to get some relaxation and rejuvenation.

Negative Effects of Napping

- **Sleep inertia** is defined as the feeling of grogginess and disorientation that can come with awakening from a deep sleep. While this state usually only lasts for a few minutes to a half-hour, it can be detrimental to those who must perform immediately after waking from a napping period. Post-nap impairment and

disorientation is more severe, and can last longer, in people who are sleep deprived or nap for longer periods.

- Napping can also have a negative effect on other sleeping periods. A long nap or a nap taken too late in the day may adversely affect the length and quality of nighttime sleep. If you have trouble sleeping at night, a nap will only amplify problems.

Obstacles to Overcome

While research has shown that napping is a beneficial way to relieve tiredness, it still has stigmas associated with it.

- Napping indicates laziness, a lack of ambition, and low standards.
- Napping is only for children, the sick and the elderly.

Though the above statements are false, many segments of the public may still need to be educated on the benefits of napping.

Information from www.SleepFoundation.org

Organizational Strategies On Napping

Kogi suggested rules of thumb for on-duty napping by nightshift workers:

- Facilitate the habit of napping at the workplace by encouraging it
- Select prudent timing in the arrangement of naps so that the workers can nap in turn during the midnight and early morning hours
- Provide a good sleeping environment in a quiet, dark, and air-conditioned area.
- Collectively plan the nap periods as part of multifaceted measures for improving shift-work conditions.

Sakai K, Kogi K (1986) Conditions for three-shift workers to take nighttime naps effectively. In: Night and shift: Longterm effects and their prevention, eds. by Haider M, Koller M, Cervinka R, 173-80, Verlag Peter Lang, Frankfurt am Main.

A TEN-MINUTE NAP MAY DO THE TRICK -

Amber Brooks PhD, Leon Lack PhD

Thinking about taking a nap, but not sure how much napping will help you wake up refreshed? A new study finds that ten minutes may be the magic number when it comes to napping. The study found:

- The benefits of the five-minute nap were similar to taking no nap
- Twenty and thirty-minute naps offered improvements up to an hour and a half after the nap, though immediately following these naps there was a period of reduced performance, sleep inertia and sleepiness.
- The ten-minute nap yielded the most benefits with the least side effects. This nap triggered improvements in cognitive function, sleepiness, fatigue, vigor, etc., and the effects lasted for up to 155 minutes.

WELLNESS PROGRAM HIGHLIGHT FOR SMALL (VERY SMALL) TO LARGE (VERY LARGE) COMPANIES

MAKE THEIR DAY - RECOGNITION TIPS

When your work gets overwhelming and everything becomes a priority, recognition can get a little spotty. It is easy to put it off for later. Don't. Stay consistent. When there aren't enough minutes in an hour, you need your

team more than ever. Show your appreciation and they will reward you with greater effort and loyalty. To offer meaningful recognition that builds trust and loyalty without overloading yourself with new responsibilities keep these tips in mind:

Keep it simple -

Recognition can quickly become overwhelming if you take on too much. Start by focusing on simply seeing and acknowledging what your team members accomplish. A few well-chosen words really can be enough. Remember that elaborate programs will never offer the kind of return that sincere words of appreciation from the manager or coworker can provide.

Put it in writing -

People generally love thank you notes and written words of appreciation. They love them so much in fact that they hang on to them for weeks, months, or sometimes years! It takes you a few minutes longer to create a note than it does to just tell someone how much you appreciate their contribution. The effort is worth your while. Most employees will refer back to a note more than once. They may share it with their families or coworkers giving your recognition even greater impact.

Make recognition the header of your to do list -

Finding it difficult to squeeze recognition into your workday? Remember to make it the header of your to do list. Build elements of recognition into everything you do. Think respect, praise, appreciation, and new opportunities. It takes some effort and discipline to change how you think about recognition but the payoff is increased loyalty and commitment from your team.

Cindy Ventrice is the author of *Make Their Day! Employee Recognition That Works*. For more information on how to build team morale and improve retention please visit www.maketheirday.com or contact Cindy at cventrice@maketheirday.com - 831-476-4224

Visit

**Stress Smarts For Leaders For StressLess Teams -
Assessing Team Member Stress -**

http://www.worksmartlivesmart.com/pages/page_51.asp

for a related workshop on additional strategies leaders can implement.

HEALTHY VENDING MACHINE PROGRAM

Suggested List of items for healthy vending machines snacks

Snacks

Healthiest	Healthier	Excluded
Animal crackers, graham crackers	Granola bars, whole-grain fruit bars	Cookies (including lowfat)
		Candy, candy bars, chocolate bars, toaster pastries, marshmallow/cereal treats
	Baked chips, corn nuts, rice cakes, cereal/nut mix	Regular chips, cheese-flavored crackers, cracker sandwiches
Nuts and seeds – plain or with spices	Nuts with light sugar covering; honey roasted	Candy - or yogurt-coated nuts
Trail mix – cereals and dried fruit (no fat added)	Popcorn/nut mix	Trail mix with chocolate, yogurt or candy
Fresh, canned or individually packed fruit –natural juices only	Canned or individually packaged fruit in light syrup	Canned or aseptic-packed fruit in heavy syrup
Dried fruit – raisins, dried cranberries; fruit leather	Fruit-flavored snacks	Candy- or sugar-coated dried fruit
	Pretzels – any flavor	Candy - or yogurt-coated pretzels
Fat-free popcorn	Light popcorn	Popcorn – Butter, butter lovers, movie style
Beef jerky - 95% fat free		Sausages, pork rinds
Yogurt, preferably non-fat, low-fat or light		
Sugar-free gelatin	Fat-free pudding	Pudding made with whole milk

Beverages

Healthiest	Healthier	Excluded
Milk, any flavor – preferably non-fat or low-fat (1%)		
Juice – fruit or vegetable that contains at least 100% juice	Juice – fruit or vegetable that contains at least 50% juice	Fruit flavored soft drinks
Water, pure	Flavored or vitamin-enhanced fitness water, sparkling water	
	Low-calorie, diet sodas; low-cal iced tea; low-cal coffee	Regular soft drinks, sports drinks

Rationale for Guidelines Snacks and Beverages

Healthiest - must meet both criteria

- **3 grams of Total Fat or fewer per serving** - Nuts and seeds exempt from restrictions.
- **30 grams of Carbohydrates or fewer per serving** - All candies are considered unhealthy.
- Fruit in any form is permitted, regardless of carbohydrate count.
- Milk - Lowfat (1%) or Nonfat preferred, any flavor
- Water - Pure
- Juice - at least 50% fruit or vegetable juice

Healthier - must meet both criteria

- **5 grams of Total Fat or fewer per serving** (Nuts and seeds exempt from restrictions.)
- Water - Flavored or vitamin enhanced
- Low-Calorie Beverage - (<50 calories per 12 oz serving)

How To Get Started

1. Decide how many healthy items you would like in your vending machines. For many organizations, 100% healthy is too high. If this is the first "health" initiative in your organization, you might decide to try for 50%. Decide what makes sense for your organization!
2. Promote with signage - we recommend that you use labels that denote the color-coding of products as Healthier and Healthiest.

Fit City is managed and operated by the YMCA of Greater San Antonio and is owned by the Bexar County Community Health Collaborative. Contact a Fit City representative at 210-582-0999.

Please send in highlights from your impactful wellness programs and we will highlight them in upcoming issues of this newsletter.

WELLNESS AWARENESS DAYS, WEEKS AND MONTHS

To view the complete 2006 list of more than **420 National and International celebrations** [click here](#).

- **Be Kind To Humankind Week** - <http://www.bekindweek.org> - Aug 25-31
- **National Family Week** - <http://www.familyservicecanada.org> - Oct 1-7
- **National Health Education Week** - <http://www.nche.org> - Oct 15-21
- **Healthy Workplace Week** - <http://healthyworkplaceweek.ca> - Oct 23-29

- **TAKE BACK YOUR TIME** October 24, 2006 is a major U.S./Canadian initiative to challenge the epidemic of overwork, over-scheduling and time famine that now threatens our health, our families and relationships, our communities and our environment.
<http://www.simpleliving.net/timeday/default.asp>

Shift Work Celebrations to keep in mind for 2007

- National Nightshift Workers Day - May 10, 2007
- National Sleep Awareness Week (<http://www.sleepfoundation.org> - Mar 25 - Mar 31, 2007
- Better Sleep Month (<http://www.bettersleep.org>) (US) - May
- Healthy Aging Month (<http://www.healthyaging.net>) (US) - September

STATISTICS:

Insomnia Costing Companies

Employees who suffer from insomnia have a significantly higher rate of absence at work than those who sleep well, according to a study published in the February, 2006 issue of the Journal Sleep. The study found that:

- Insomniacs miss an average of 5.8 days of work per year, while good sleepers miss only 2.4 days.
- Additionally, not only did insomniacs miss work more frequently, but their absences lasted longer.

U.S. Newswire, "Study in the Journal Sleep Shows that Insomnia Leads to Higher Rate of Absence at Work"

Emergency Physicians

Emergency department (ED) physicians suffer less from severe drowsiness when allowed a 4-hour nap during their 24-hour shifts, concluded research published in *Critical Care Medicing*. An EEG was performed to check brain activity, and psychometric tests were given to assess mental alertness and drowsiness.

- "Alpha power" (a measure of alertness) declined significantly over the course of the 24-hour shift regardless of whether participants napped.
- "Delta activity" (a measure of drowsiness) showed participants were significantly less drowsy when they had rested than if they had not.
- This study supplements other research findings indicating that long work hours contribute to often-fatal medical errors.

Bright Office Light Increases Employee Performance

Improved office lighting can increase employee performance by up to 20%, according to a new study by Circadian Technologies, Inc. and Matsushita Electric Works, Ltd. of Japan. While standard American office lighting conditions vary between 200 and 300 lx (a standard measure of lighting intensity), the study found that special fluorescent tubes and ballasts delivering 750 lx brought dramatic improvements in alertness and mood.

- The results suggested notable—though inconsistent—improvements when subjects were exposed to varying light conditions.

- In conditions where lighting levels remained a consistent 750 lx, overall performance improvements of 10%-20% were the norm, with some alertness and mood parameters showing the best improvements during the morning hours, and others showing improved afternoon performance.

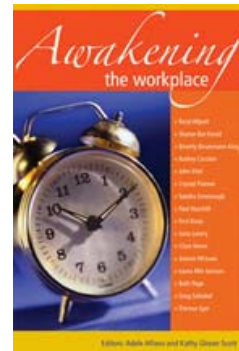
"These findings could translate into considerable economic savings that clearly offset the energy costs for lighting with higher intensities," said Anneke Heitmann, Ph.D., Circadian's senior researcher and co-author of the study.

ANNOUNCEMENTS - We have been busy!

AWAKENING The WORKPLACE

**A great addition to your wellness library or
for your team's personal growth**

People are changing and evolving in regards to how they see themselves in relation to their work and their expectations for finding connection, fulfillment and success.



Awakening The Workplace is an exciting new book that has been recently released and is full of tips, tools and stories by more than 16 contributing authors from around the world (including Beverly) who specialize in workplace connection, renewal and wellness.

If you would like to **learn more** about this exciting new book, please visit http://www.WorkSmartLiveSmart.com/pages/page_59.asp

NEW BLOG

Work Smart Live Smart - Stress and Wellness Tips

Look to find stats, tips and opinions on dealing with work and daily-life stress and on finding balance and wellness strategies that will lead to more joy, success and meaning in your life.

To view this exciting new blog, please visit <http://stressandwellnesstips.blogspot.com>

WEBSITE REVAMPED

www.WorkSmartLiveSmart.com

New Look - Updated Information - Valuable Resources

It has been an exciting process - and now it is almost 100% complete. The www.WorkSmartLiveSmart.com site has been overhauled to make it easier for you to access valuable information.

You will find:

- * 420 wellness days, weeks and months listed by the quarter
- * Over 65 articles related to your personal and corporate wellness
- * Workshops divided by topic along with a description, participant objectives and testimonials
- * A shopping cart for our stress products including the newly released book **Awakening The Workplace**
- * Access to video and audio recordings of previous workshops
- * And a meeting planner's resource center

Take a look and let me know what you think
<http://www.WorkSmartLiveSmart.com>

Work Smart Live Smart™ CONTEST

- Contest closes October 31 - Enter Now http://www.worksmartlivesmart.com/pages/page_33.asp and Good Luck!
- Beverly will be presenting her wellness workshops at a number of locations in **Ontario** throughout the fall - and also in:
 - **Vancouver, British Columbia from Dec 4-10, 2006**
 - **Brandon, Manitoba - February 2, 2007**

If you are interested in arranging a workshop for your team around one of these dates, please feel free to contact Beverly at 705-786-0437 or info@worksmartlivesmart.com

- Plans are underway for the **2006 Health, Work & Wellness Conference in Vancouver October 12-14**. Please join them for their tenth anniversary.

RESOURCES:

Sleep Aids: Everything You Wanted To Know...But Were Too Tired To Ask

<http://www.sleepfoundation.org/publications/sleepaids.html>

REPRINT:

Please feel free to use any of this information for employee newsletters or for justifying new programs. All we ask is that you note the source -

Path To Wellness, July 2006 - Beverly Beuermann-King,

www.WorkSmartLiveSmart.com

Coming to a mailbox near you - the Fall 2006 workshop brochure.

To view workshop themes
from workplace stress, handling negative attitudes, to finding balance
that may be right for your team,
please visit <http://www.WorkSmartLiveSmart.com>

COMMENTS/SUBMISSIONS/PROGRAM HIGHLIGHTS:

If you would like to submit an article/a how-to/or a how-you-went-about/or highlight an upcoming wellness event, please send Beverly your information at info@WorkSmartLiveSmart.com

Subscribe and Unsubscribe Procedures:

Feel free to pass along this email. To subscribe - Simply log-on to www.WorkSmartLiveSmart.com - enter your email address - you will be forwarded to the subscribe/unsubscribe page - fill out the required information and you will be immediately added to the list. Or send a return email with **subscribe** in subject bar, and your name, company, city, and province in the body. Please include all information as we tailor some of the information by location, and we may have more than one subscriber per company.

Occasionally, we have participants who wish to be taken off of our e-newsletter list or some that have received this email in error. Please accept

our apologies and/or our thanks for being open to our wellness information. To **unsubscribe**, log-on to www.WorkSmartLiveSmart.com - enter your email address - you will be forwarded to the subscribe/unsubscribe page - click on unsubscribe and you will be immediately removed from the email list or send a return email with unsubscribe in the subject bar, along with your name, company, city and province in the body. Please include all information as we may have several contacts from one company.

ABOUT THE AUTHOR:

Beverly Beuermann-King is the owner and stress and wellness specialist for [Work Smart Live Smart](http://www.WorkSmartLiveSmart.com) and has been a mental health education consultant to the Canadian Mental Health Association. Beverly is also a professional designate of the Canadian Association of Professional Speakers and board member of the Toronto Chapter.

NEXT ISSUE - October 2006

Wishing You A Happy and Safe Summer!

Beverly