



Welcome to:

Path To Wellness - Summer 2007 Edition

For leaders who value their team

Subscriber feedback

"Thanks for the great newsletter and tips". Sue, WI, USA

I enjoy your newsletter and really like that the newsletter is quarterly...better than weekly as when I receive those, I only read them when have time - but when I receive an email from Beverly, I must read it as I know it is only quarterly and I don't want to miss anything. Elizabeth, Toronto, ON

"Your wellness weeks from the e-newsletter look interesting - will be looking into these." Jo, AB

In this feature:

Corporate Wellness Programs - Talent Management

Features

- The Use Of Coaching In Wellness For Increased Results - pg 3
- [Vacation Benefits 2007 Survey](#)
- Participate in our 2007 Employee Wellness [Best Practices Survey](#)
- New Initiative - Employee [Wellness Mastermind](#) Groups - pg 7

- Beverly Is Now 1 In A Million - [CSP](#) - pg 9
- Great Ideas: Managing Across The Generational Divide - pg 10
- The War For Talent - Survey Summaries - pg 11
- Manpower White Paper, "Confronting the Coming Talent Crunch: What's Next?" - pg 12
- WELCOA - 7 Benchmarks Of Successful Wellness Programs - pg 13
- Presenting with Power and Pizzazz - [Charity Event](#) - pg 13/14
- Wellness Programming For Small To Large Companies - pg 15
 - The Portion Plate
 - Cleanse Your Way To Better Health - The Next Step In Nutrition Programming
- [National and International Wellness Awareness Days, Weeks and Months](#) for August to October 2007 - pg 17
- In The News - Wellness Statistics - pg 18
 - Percentage Of Private Sector Health Expenditure By Use Of Funds In Canada
 - Health Benefits Costs Over Time As A Percent Of Payroll
 - Top 10 Diagnoses In Canada, 2005
 - Watson Wyatt's 2006-2007 Survey Of Employee Engagement By Age Category
 - Learning To Work: Campus Recruitment Study On Key Attractors
 - The Executive Recruiter Index On Re-Careering
 - Living Healthily Is A Choice - Mortality Statistics
 - Industrial Relations Outlook 2007
- Announcements -
 - Blog - [Work Smart Live Smart - Stress And Wellness Tips](#)
 - Spring [Contest](#) closes October 31 - pg 22
- Subscribe and Unsubscribe Procedures - pg 23

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

The Use Of Coaching In Corporate Wellness For Increased Results

- Excerpts from Absolute Advantage - Welcoa

http://www.welcoa.org/freeresources/pdf/coaching_connection.pdf?PHPSESSID=cc12c8fa644f2a2ffdb97cbef4321723

When it comes to helping people get healthy the "expert talks, everyone listens" model may not be the best.

Now it's time to ask, "How can we get better results for everyone by improving what we're already doing? How can we get those results to continue, even after the programming is over? How can we get those results to expand, even beyond our original intentions?"

- Traditional wellness programming has limitations we haven't been able to get past simply by trying harder
- "Start and finish" wellness programming does little to promote integration of ongoing wellness thinking and decision making, and building upon earlier successes
- To be successful, programming should inherently build ongoing personal commitment to wellness

Traditional Wellness based on the deficit approach

Thirty years of research validate the successful impact of an asset approach to people.

Deficit Approach to People:

1. People's strengths and resources are overlooked in favor of imperfections and limitations to correct
2. People's limitations are the focus of attention because they are seen as challenges to success, while assets are ignored because there's no problem to address
3. People focus on problems and interferences more than goals that are important to them
4. People are expected to squeeze their individuality and varying realities of living into alignment with one-size-fits-all recommendations
5. Information is expected to make the difference for people
6. Advice is given often and freely
7. People complain a lot

Asset Approach to People:

1. People's strengths are highlighted and awareness of resources is expanded in search for assets to protect, develop, and build upon.
2. People's strengths, rather than weaknesses, are the focus of attention because strengths are seen as building blocks of success.
3. People focus on goals to accomplish, and problems that arise are solved along the way.
4. People regard one-size-fits-all recommendations as a starting point and expect to adapt them to their individuality and varying realities of living.
5. Information is expected to increase knowledge but not, necessarily, create behavior change.
6. People listen a lot and ask questions.
7. People view challenges as opportunities for learning.

Coach: "To Instruct, Direct, Or Prompt"

Coaching was seen as a way to move from where they were to where they wanted to be through conversation that elicited expanded and better thinking.

Coaching is the opportunity to clarify, explore resources and options, decide, do differently, assess the outcome, and report. It's been repeatedly proven that telling people to "do it like this" doesn't work when the array of variables is complex. Coaching is conversation that elicits best thinking and decision making so people can create results that are important to them.

1. To do this, wellness practitioners need to do two things—listen a lot, and tailor their information and advice to whatever is needed to inform new behavior rather than wasting time answering questions no one is asking.
2. When wellness conversations are asset focused, people are not seen as passive recipients needing to be directed but rather are asked to lead by responding to content, assessing its applicability, and guiding the conversation to what will offer the greatest benefit.

This means wellness practitioners elicit and listen, rather than tell.

Questions to ask:

1. **What do YOU want?**
2. **What do YOU think?**
3. **What are you doing now that is working?**
4. **What are you doing now that is not working?**
5. **Close your eyes, visualize what you want, and describe it to me....**
6. **If it were possible, where would you start?**
7. **Is anything stopping you from doing it right now?**
8. **What do you need from me so I can be the best coach for you?**
9. **If you were going to set a goal during this conversation, what would it be?**
10. **What do you recommend we do/talk about next?**
11. **What do you want to take away from this conversation?**
12. **What structure do you want in place to keep you more accountable?**
13. **If you were coaching yourself, what would you ask yourself?**
14. **Will you send me an email to let me know? Or call me?**

With coaching's asset orientation, results are assessed in terms of successful strategies for long range applicability, not in terms of victory over weaknesses, because success built on a deficit approach doesn't last.

Additional Workplace Wellness Reports from Welcoa -

<http://www.welcoa.org/freeresources/index.php?category=8>

Vacation Benefits 2007 Survey

Please follow link to survey results on Canadian vacation useage -

http://www.worksmartlivesmart.com/pages/page_101.asp

or in PDF

<http://www.worksmartlivesmart.com/files/documents/public/Comprehensive%20Wellness%20Programing%20-%20Vacation%20Benefits.pdf>

**Participate in our
2007 Employee Wellness Programming Survey**

Follow the link to answer 10 easy questions regarding your comprehensive wellness plan for 2007.

Results will be tabulated for the Fall 2007 Path To Wellness

We Need You!

Click here to begin <http://www.surveymonkey.com/s.asp?u=145013276744>

Feel like you are re-creating the wheel?
Would you love to have a team to bounce ideas off of
who really know and care about wellness?

New For 2007

Employee Wellness Mastermind Groups

To find out more about joining a group of like-minded individuals
who are interested and responsible
for employee wellness programming

please read below or

visit http://www.worksmartlivesmart.com/pages/page_122.asp

WHAT IS A WELLNESS MASTERMIND GROUP?

There is energy, commitment, and excitement when like-minded people join together. The beauty of a Wellness MasterMind Group is that participants raise the bar by challenging each other to create and implement goals, brainstorm ideas, and support each other as they develop their wellness programs.

In our MasterMind Groups, Beverly will facilitate, however, the agenda belongs to the group and each person's participation is key. Your peers give you feedback, help you brainstorm new possibilities, and set up accountability structures that keep you focused and on track. You will create a community of supportive colleagues who will brainstorm together to move the group to new heights.

Occasionally, guest speakers will be invited to share their expertise as specific questions or challenges arise.

What Will You Get From It?

- . Experience, skill and confidence
- . Real progress
- . An instant and valuable support network
- . A sense that there are others out there who understand your challenges!

Participation

. Numbers limited per group and based on experience, industry or challenges

How Does It Work?

MasterMind Groups will meet on the telephone every two months for a 45-minute conference call with their Mastermind team and Beverly.

[Complete our Mastermind Survey](#) and we will tabulate your interests, challenges and experience and get back to you regarding participation.

MasterMind Groups create a win-win situation for all participants and their companies and in order to promote participation from all sectors and sizes of companies, membership fees have been set at an accessible level.

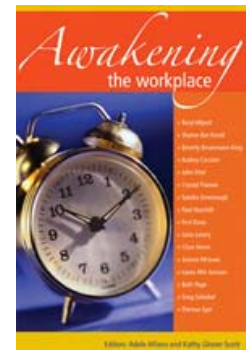
Fees:

\$500 + GST per year for membership includes 6 teleseminars per year

First group of teleseminars to start at the end of September 2007, so please register by September 15th, 2007.

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 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

Beverly is now One in a Million

**Many thanks to Beverly's clients in assisting
Beverly to become
1 in a 1,000,000**

**We are pleased to announce that
In July 2007, in San Diego, CA,**

**Beverly Beuermann-King was awarded
her
Certified Speaking Professional
Designation**



**This is the highest earned designation of the
International Federation For Professional Speakers.**

**This award is achieved through continuous education,
outstanding performance and professional business management.**

**There are less than 40 CSP's in Canada
and less than 550 around the world.**

**[Click here](#)
to see more about this
outstanding achievement and what it means to your business.**

Great Ideas: Managing Across The Generational Divide

PROFIT-Xtra - Canadian Business Online, July 19, 2007 -

http://www.canadianbusiness.com/entrepreneur/human_resources/article.jsp?content=20070716_121853_4512

Cam Marston in *Motivating the "What's In It For Me?" Workforce*, suggests that if you understand the viewpoint of Generation X and Y workers, you can learn to lead them effectively.

His advice includes:

1. **Don't confuse them by phrasing orders as suggestions:**

Boomer managers are often reluctant to give clear, direct, specific instructions. Although they really mean "Do it," they couch their orders in phrases such as "You might want to consider..." or "Have you thought about..." Gen Xers and New Millennials (Gen Yers) hear these as suggestions. They're caught off guard when you're later surprised to find out they didn't carry out your order. Their attitude is "If you want me to do something, tell me. I'm not interested in trying to figure out some vague suggestion."

2. **Talk with them about more than just work:**

Younger workers are looking for an employer who is interested in them. When you talk with them, instead of always steering the conversation to work, let them talk about things that are important to them. When you try to lead them, they won't listen to you unless you've listened to them first.

3. **Be a leader, not a friend:**

Knowing and being interested in your employees isn't the same as becoming their friends. What they're looking for is a role model, a mentor, and a leader—not a buddy. You need to be out front, pushing for your people to succeed, coddling employees only when it is appropriate and kicking them in the backside when things go wrong.

4. **Reward good work quickly:**

Gen X and Y employees are used to instant feedback and gratification. As soon as you get good results from them—such as client praise for good customer service, a deadline met early or a sales target exceeded—you need to celebrate that. Have something ready to acknowledge their good behaviour, whether through gifts or other perks or (a better bet) a heartfelt thank you.

The War For Talent - Survey Summaries

- 43% of companies cite skills shortage as top business concern (behind competitive pressure & growth) (Ken Blanchard Companies Survey)
- Bad hires & promotions lead to lower morale (68%), lower productivity (66%), lost customers (54%), higher training costs (51%), higher recruiting costs (44%) (Right Management Survey 2006)
- Cost of turnover is approximate 2 times employee salary
- 25% of companies are ready for "mass exodus" of employees. 31% haven't thought much about it (Merrill Lynch survey).

Retaining Talent Statistics

- Primary reasons employees stay at companies and are engaged (Towers Perrin Global Workforce Study, Executive Report 2005) include:
 1. Manager understands what motivates them
 2. Challenging work
 3. Career advancement
 4. Visibility, honesty & consistency of their manager
 5. Interest in employee
- Compensation & benefits are often less of a reason why people leave. Typically due to management, work environment, direct supervisor (RHI Employee Data).
- Employees that feel their manager does not respect them are 3 times more likely to leave their employer over the next 2 years than those who feel respected (Sirota Survey Intelligence)

Retention Best Practices

1. All employee surveys & post departure surveys.
 2. Comp & benefits are competitive
 3. Management evaluation (360 degree surveys)
 4. Leadership Development Programs
- 77% of companies do not have enough successors to their current senior-level managers working in their organizations (Right Management Consultants Survey)
 - 77% of companies will increase talent management initiatives over the next 3 years---including performance management systems, succession planning and recruiting (Human Resource Information Management, Talent Management Survey 2006).

66% Of Employers In Canada Are Struggling To Find Qualified Job Candidates - Manpower White Paper, "Confronting the Coming Talent Crunch: What's Next?" www.manpower.ca

Manpower surveyed nearly 33,000 employers across 23 countries and territories in late January, including 1,000 in Canada, to determine the extent to which talent shortages are impacting today's labour markets.

The survey results revealed that 60% of employers in Canada and 40% of employers worldwide are having difficulty filling positions due to the lack of suitable talent available.

Contributing issues to the talent shortage include:

- demographic shifts like aging population and lower birth rates;
- inadequate education programs;
- globalization;
- social evolution;
- and entrepreneurial practices like outsourcing and offshoring

The top 10 jobs that employers are having difficulty filling in Canada are (ranked in order):

- Sales Representatives
- Customer Service Representatives/Customer Support
- Engineers
- Drivers
- Mechanics
- Labourers
- Chefs/Cooks
- Electricians
- Skilled Trades
- Nurses

Worldwide, employers having the most difficulty finding the right people to fill jobs are those in Mexico (78 per cent reporting shortages), Canada (66 per cent) and Japan (58 per cent). The talent shortage appears to be least problematic in India, where only 13 per cent of employers reported having difficulty filling positions.

WELCOA - 7 Benchmarks Of Successful Wellness Programs -

<http://www.welcoa.org/freeresources/index.php?category=8>

According to recent benchmarking studies, there are a number of common elements inherent in successful health promotion initiatives.

1. The first benchmark of a results-oriented wellness program is strong senior level leadership.
2. The second is the creation and integration of a well-functioning team.
3. The third is the collection of data.
4. The fourth benchmark of a results-oriented wellness program is the crafting of an annual operating plan.
5. The fifth is choosing the appropriate health promotion interventions to offer employees and their dependents.
6. The sixth benchmark is creating a supportive, health promoting environment.
7. The seventh and final benchmark of a results-oriented wellness program is carefully evaluating program outcomes.

Presenting With Power And Pizzazz - [Charity Event](#)

For executives, leaders, salespeople and entrepreneurs

Thursday October 11, 2007

Travelodge, Toronto Airport, Ontario, Canada

Your leaders may be brilliant at what they do. They may know their industry inside out and backwards. But if their presentations are stiff and boring, their chances of making their point stick are few indeed.

Your leaders can join some of the speaking industries most gifted presenters and polish up their Presentation Skills. They will learn how to grab 'em and keep 'em!

They will learn more about:

- How to engage their audience and deliver their message
- How to effectively use stories, humour and personal anecdotes to strengthen their message
- Using technology and PowerPoint to enhance and not detract from their message
- How to deliver their message to the media

Check-in is at 9:00 a.m. at the Travelodge on Dixon Rd, Mississauga with our official welcome at 9:30 and wrap up at 4:00. Lunch will be provided.

Their investment \$287.00.

Space is limited, so if they sign up before September 21, 2007 they will receive \$50.00 off registration = \$237.00

<http://www.canadianspeakers.org/displaycommon.cfm?an=1&subarticlenbr=272>

Register -

<https://www.paymyassociation.com/displayemailforms.cfm?SessionId=E2DEDE3A-2C6C-4281-9E2D58176146875D&emailformnbr=65011>

What do we need you to do:

We are asking you to let your leaders know about this wonderful fundraising event. A portion of this money will go in support of [Laura's Hope](#), which focuses on research for Juvenile Huntington's Disease.

So send your leaders an invitation, post it on your website and blog, and send it in your monthly newsletter. The more leaders that we can reach, the more impact we will have.

For more information contact: Beverly Beuermann-King, CSP / CAPS TO President
info@WorkSmartLiveSmart.com

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

1. **The Portion Plate** - <http://www.theportionplate.com/abouttheplate.html>

Filling your plate with the correct portion sizes is imperative during weight loss or weight management programs. The Portion Plate is an interactive tool for teaching consumers appropriate food portions. Unlike a text-based paper educational brochure, The Portion Plate is an actual melamine, dishwasher-safe plate that offers a tangible demonstration of how much food we should eat - 1/2 of your plate should be fruits and vegetables, 1/4 of your plate whole grains and the remaining 1/4 lean protein.

Are your portions distorted? [CLICK HERE](http://hp2010.nhlbihin.net/portion/) for an interesting QUIZ - <http://hp2010.nhlbihin.net/portion/>

Portion Plate Teaching Messages - Fact Sheet

1. The Portion Plate aids in consumer decision-making.

- It is a strategy that someone can start using right away with their next meal. The research suggests that portion control is behaviourally, an easier strategy to begin using

2. Visual cues help re-train the mind and help increase awareness of proper portion sizes.

- The plate is something that is easily understood by using recognizable visual cues that the intended audience can understand and relate to
- The research states that people are not necessarily aware that they are over-eating and if they are aware, they are confused as to what a correct portion size is

3. The divisions on the plate help teach proper proportions and the components of a healthy diet. ($\frac{1}{4}$ lean meat; $\frac{1}{4}$ whole grains; $\frac{1}{2}$ fruits and vegetables)

4. The colour-coded fonts and plate design offers opportunities to incorporate teaching principles of the New Food Guide Pyramid.

5. Luncheon-size plate helps people serve themselves smaller portions and control unintentional over-eating.

6. The messaging on the kids plate links healthy eating with healthy outcomes such as being a better student, athlete etc. Healthy eating helps kids play better and learn better. It deliberately avoids any reference to eating with appearance.

**** Great Programming Prize Idea** - Kids and Adults Placemats and Plates run about \$5 and \$12 US

2. Cleanse Your Way To Better Health - The Next Step In Nutrition Programming

Everyday, we are exposed to toxins. Stress, lack of exercise, overeating, eating the wrong kind of foods, and genetics can contribute to excess fat and obesity. Studies have documented that another primary contributor is preservatives and toxins associated with processed foods, unfiltered water, and air pollution. If our bodies are overburden with toxins, we start seeing the effect on our health: our skin is affected, we feel tired, get headaches, digestion problems and find it hard to lose weight.

Today, millions of people throughout the world cleanse on a regular basis to promote good health, giving their bodies time to rest and recover. Cleansing regularly helps your body to eliminate impurities and reduce unhealthy cravings. But here's the best part: Cleansing effectively provides you an extra side benefit - losing unwanted fat quickly in a safe, natural way.

Replenish & Revitalize

- ❖ Safely lose unwanted pounds and inches
- ❖ Cleanse harmful impurities from your system
- ❖ Burn fat and build muscle
- ❖ Naturally reduce unhealthy cravings
- ❖ Gain energy and improve mental clarity

Help your employees become healthy, clean and lean for life by offering a wellness program around cleansing.

For more information on the benefits of cleansing and to see for yourself why doctors and famous authors John Gray and Jack Canfield recommend Cleansing: visit www.thecleansingzone.isagenix.com or call 908-888-6588

**To view a workshop on
Joy, Success And the Meaning Of Life -
Simplify Your Life And Create Balance Without Feeling Overwhelmed**

please visit http://www.worksmartlivesmart.com/pages/page_56.asp

WELLNESS AWARENESS DAYS, WEEKS AND MONTHS

To view the 2007 list of more than 475 National and International celebrations [click here](#).

- National Relaxation Day - <http://www.ediversitycenter.net/relaxationday.php> - August 15
- Global Forgiveness Day - <http://www.holidayinsights.com/moreholidays/August/forgivenessday.htm> - August 27
- Be Kind To Humankind Week - http://www.bekindweek.org/?page_id=2 - Aug 25-31
- Healthy Aging Month (<http://www.healthyaging.net>) (US) September
- National Arthritis Month (<http://www.arthritis.ca>) (CND) September
- World Suicide Prevention Day - <http://www.med.uio.no/iasp/english/wspd/2007/>
Stop A Suicide Today Day <http://www.stopasuicide.org> - Sept 10
- Pause the World Day - <http://www.earthcharter.org/> - Sept 21
- Self-Help Awareness Week - <http://www.selfhelp.on.ca/shaw.html> - Sept 23-29

IN THE NEWS - STATISTICS:

- **Canadian Institute For Health Information - Percentage Of Private Sector Health Expenditure By Use Of Funds In Canada**
 - 35.3% Drugs
 - 32.4% Other Professionals
 - 9.2% Hospitals
 - 8.9% Other Institutions
 - 6.6% Administration
 - 4.5% Other Health Spending
 - 2.5% Capital
 - .6% Physicians
 - Total Expenditure 2006 \$44 billion
- **Conference Board Of Canada - Health Benefits Costs Over Time As A Percent Of Payroll**
 - 1990 - 3.2%
 - 1994 - 4.1%
 - 2004 - 6.7%
 - 2005 - 7.3%
 - 2006 - 8% - Best Estimate
- **Top 10 Diagnoses In Canada, 2005 - IMS Health**
 - Hypertension
 - Depression
 - Health Check-up
 - Diabetes
 - Anxiety
 - Acute Upper Respiratory Infection
 - Hyperlipidemia
 - Normal Pregnancy Supervision
 - Ear Infection
 - Contact Dermatitis and Other Eczema
- **Top 10 Therapeutic Classes In Canada, 2005 - IMS Health**
 - Cardiovasculars
 - Psychotherapeutics
 - Hormones

- Anti-infectives systemic
 - Cholesterol agents
 - Anti-spasmodics/anti-secretory
 - Analgesics
 - Diabetes therapy
 - Diuretics
 - Bronchial therapy
- **Sanofi-Aventis Health Care Survey - 2006** found that 63.5% would still choose their employee health benefits as opposed to an extra \$15,000 in cash per year (36%)
 - **Watson Wyatt's 2006-2007** survey of employee engagement found that there were no major age category differences with regards to the strongest and second-strongest drivers - Customer Focus and Strategic Direction and Leadership. However the third strongest drivers differed by age category as workers progressed through their careers.
 - Under 30 saw Training and Development as important
 - 30-39 saw Feedback on Performance and Progress as significant
 - 40-49 saw Process Improvement and Innovation as they look towards making a difference
 - 50+ had benefits as important driver in engagement as they move towards retirement
 - Companies that moved beyond engagement to effectiveness by excelling in all four areas of commitment, line of sight, enablement and integrity, were among the top financial performers
 - **According to From Learning to Work: Campus Recruitment Study**, an online survey that polled almost 30,000 students from 143 post-secondary institutions across Canada earlier this year, the No. 1 attribute young people value most when considering full-time employment after graduation is opportunity for advancement. Other key factors include having good people to work with, good managers to report to and work-life balance. Initial salary, surprisingly, ranked only ninth on their wish list, down from its No. 7 spot when a similar survey was first conducted two years ago.

- **The Executive Recruiter Index On Re-Careering** - Joe Griesedieck - vice chairman of Korn/Ferry

The good news is most Baby Boomers simply don't want to retire. They are much more interested in re-careering. Here's why:

- 22 percent are bored with the mere thought of retirement.
- 21 percent have a need to be productive.
- 20 percent reported needing to have an intellectual challenge.
- 13 percent have insufficient savings.
- 13 percent find they need the personal interaction.

- **Living Healthily Is A Choice** - Statistics Canada, Canadian Institute for Health Information, American Society of Aesthetic Plastic Surgeons

Canadians are living longer than ever before and in better health. Those who are dying prematurely can blame, not infectious diseases as past generations did, but bad habits and self-destructive choices like smoking, drinking, unhealthy food and sloth.

Here are the facts:

- Canada ranks in the top three countries in the world for life expectancy.
- Average life expectancy in the early 1920s was 59 years. Now we can look forward to reaching at least our 79th birthday.
- In 1998, there were an estimated 3.7 million Canadians 65 and over, up from 2.4 million in 1981, a rise of almost 60 per cent. By 2021, there will be 7 million seniors — 18 per cent of the population.
- Overall, smoking rates among Canadians have declined from 50 per cent in 1965 to 29 per cent in 1997. But smoking still accounts for one quarter of deaths of people aged 35 to 84.
- Men are twice as likely as women to die before 70, largely as a result of heart disease, cancer, injuries and suicide.
- Although women live longer than men, they are more likely to suffer depression, stress overload (often due to efforts to balance work and family life), chronic conditions such as arthritis and osteoporosis, and injuries and death resulting from family violence.

- The number of overweight men has increased steadily from 22 per cent in 1985 to 34 per cent in 1997. The percentage of overweight women increased from 14 to 24 per cent in the same period.
 - The use of alternative medicines, including herbs and vitamins, is on the rise. In 1998-99, some 38 per cent of people polled reported treating their cold or flu symptoms with herbal or vitamin supplements. Another 26 per cent used home remedies.
 - The American Academy of Anti-Aging Medicine says Americans will spend \$750 million U.S. this year on physician-administered anti-aging procedures.
 - They will spend an additional \$5 billion on anti-aging nutritional supplements.
-
- **Conference Board reports in its Industrial Relations Outlook 2007 -** Labour's bargaining priorities will be largely driven by its aging membership— 45 per cent of union members are 45 years or older. As a result, unions are giving defined benefit pensions and health benefit plans their full attention in negotiations in 2007.

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>

Work Smart Live Smart™ CONTEST

- Contest closes October 31 - Enter Now
http://www.worksmartlivesmart.com/pages/page_33.asp
and Good Luck!

Congratulations to Maila, Toronto, ON - our Spring 2007 winner!

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>

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, Summer 2007 - Beverly Beuermann-King,
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 [Path To Wellness](#) - 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, Certified Speaking Professional (CSP), is the owner and stress and wellness specialist for [Work Smart Live Smart](#) 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 president of the Toronto Chapter.

NEXT ISSUE - Fall 2007

Wishing You A Happy and Safe Fall!
Beverly