



PEO Newsletter

February 2024

Health Engagement Tip of the Month

Insights from the *America's Health Rankings 2023 Annual Report*

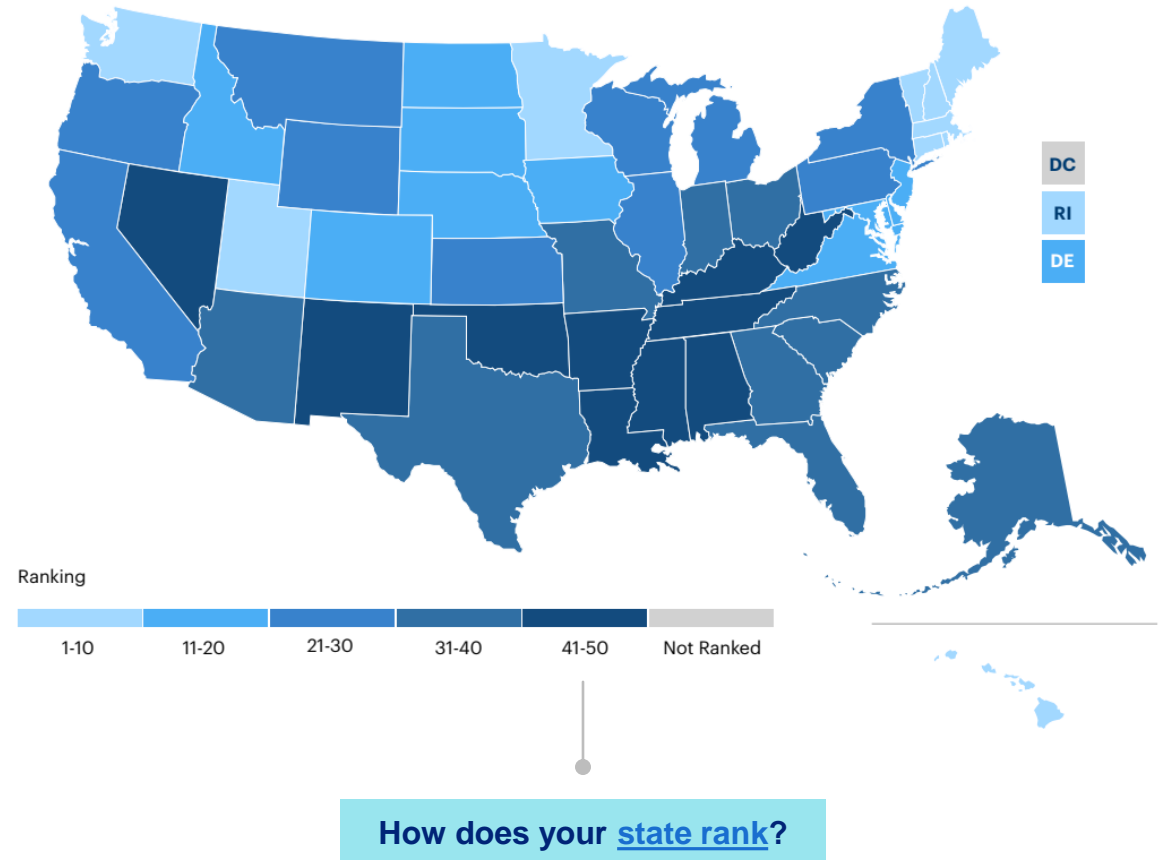
The *America's Health Rankings 2023 Annual Report* was recently released in December. As it relates to Health Engagement Strategies, the report includes the following key insights:

- The healthiest states were **New Hampshire, Massachusetts, Vermont, Connecticut and Minnesota**. **Louisiana** had the most opportunity to improve, followed by **Mississippi, Arkansas, Oklahoma and Alabama**.
- **Eight chronic conditions** — arthritis, depression, diabetes, asthma, cancer, cardiovascular diseases (CVDs), chronic obstructive pulmonary disease (COPD) and chronic kidney disease (CKD) — reached their **highest level** since *America's Health Rankings* began tracking them. For **all eight chronic conditions**, there were **striking disparities** by nearly every measured demographic group.
- In 2022, 29.3 million adults, representing 11.2% of the population, reported having **three or more chronic conditions**.

These insights help support the need for a focus on health engagement. Use the following links to learn more and potentially share *America's Health Rankings 2023 Annual Report* insights.

- [2023 Annual Report – Executive Brief](#)
- [2023 Annual Report](#)
- [2023 Annual Report – State Summaries](#)
- [2023 Annual Report website](#)

Overall ranking heat map



Employer Support Materials for February

At-a-glance flier of the Month

Creating a Culture of Health & Well-being

The At-a-glance Library of fliers is intended to support the planning, implementation, and evaluation of your workplace health and well-being program. These key resources offer strategies, innovative ideas, and step-by-step guides to create and maintain a thriving well-being program and drive a workplace culture of health.

[Click here](#) to view this month's employer At-a-glance flier, Creating a Culture of Health & Well-being. In this flier, employers will learn that creating a culture of health and well-being may be beneficial to both the employer and employees. This flier explains that This type of culture may combat burnout and increase employee satisfaction, while acting as a key component of a successful worksite well-being program.

UnitedHealthcare | Wellness

At-a-glance: Creating a culture of health and well-being

 Creating a culture of health and well-being is a key component of a successful worksite well-being program. Below are some important steps to building and cultivating a health-promoting, supportive culture.

What is it?

While the meaning of "culture of health and well-being" may differ from company to company, creating a culture of health and well-being may be beneficial to both the employer and employees. This type of culture may combat burnout and increase employee satisfaction, while acting as a key component of a successful worksite well-being program.

Why create it?

The primary benefits of building a culture of health and well-being are closely linked to flexibility in the workplace. Here are just a few "must-haves" for accepting a new role in 2022:¹

- 55% of employees desire a flexible work schedule, including working remotely
- 52% of employees would like the organization that they work for to have a health and wellness program
- 51% of employees say that their employer needs to recognize the importance of life outside of work

Additionally, fostering a culture of health and well-being in the workplace may support greater engagement, retention, trust and satisfaction among employees.

How to create it

Leadership commitment and involvement (at all levels)

"Leaders" need to act as role models to create and reinforce the culture. This can be accomplished when leaders consistently do the following:

- Assist with the creation of a supportive, health-promoting environment

- Communicate about the well-being initiative and why it is important to them, the employees and the organization
- Actively participate in the well-being program
- Educate and motivate all levels of leadership on the positive role they can play to support wellness initiatives

Company practices, policies and embedded with well-being

To be effective, a culture of health and well-being needs to be integrated into the day-to-day operations of the organization. Implement policies and practices that promote and support employee well-being. Sample "supportive" policies include:

- A "Healthy Meeting Policy" to ensure healthier foods and beverages are available at meetings and company events
- Flexible work schedule
- Offer reimbursement for offsite fitness facilities
- Provide signage to encourage physical activity (e.g., "Take the Stairs")

A workplace environment that supports healthy decisions

It is important to have a workplace environment that supports healthy decisions... make the healthy choice the valued and easier choice. Environmental supports include:

- Ensure employees have access to affordable, healthy foods
- Encourage employees to be more physically active by offering movement breaks throughout the day or map out nearby walking routes
- Create areas for employees to relax and de-stress
- Sponsor or organize social events throughout the year

Source:
1. Maki, R. <https://www.merriam.com/referent-and-income-education/wrightly/20th-annual-employee-benefits-trends-study-2022>, March 2022.
Accessed May 2023.
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Member Educational Materials for February

National Health Observance: National Heart Month & Eye and Vision Health Month

February's health observances are National Heart Month and Eye & Vision Health. Looking for educational information related to these topics? If so, check out the following UnitedHealthcare educational resources:

- [Heart Disease](#)
- [DASH eating plan tips](#)
- [Heart Healthy Diet Supplements](#)
- [Eye Health](#)
- [Computer Vision Syndrome](#)

Health Tip Flier of the Month: Eating Mediterranean

UnitedHealthcare Health Tip Fliers may be a visual and engaging way of providing member-level education. Check out this month's Health Tip Flier on Eating Mediterranean ([English](#) & [Spanish](#)).

UnitedHealthcare | Health Tip

Health tip: Eating Mediterranean



The Mediterranean Diet is modeled after the eating styles of adults living in certain regions bordering the Mediterranean Sea, where rates of chronic disease are among the lowest in the world.¹ In fact, research shows that the presence of heart disease seems to be lower among people living in Italy, Greece, and other countries around the Mediterranean, compared to those living in the United States. These studies suggest that diet may play a role.²

The traditional Mediterranean diet is characterized by a high intake of olive oil, fruit, nuts, vegetables, and whole grains; a moderate intake of fish and poultry; a low intake of dairy products, red meat, processed meats, and sweets; and wine in moderation, consumed with meals.

More than a diet and more of a lifestyle, the Mediterranean Diet focuses on

- Plenty of exercise
- Mostly plant-based meals
- Limiting red meat consumption, instead focusing on increasing fish intake
- Moderate healthy fats, particularly olive oil and nuts/seeds
- Use of herbs and spices instead of salt to flavor food
- Serving fresh fruit for dessert
- Drinking wine in moderation

Practical tips to make your diet more "Mediterranean."


- Increase your day-to-day activity such as taking the stairs, standing/walking during phone calls, and planning physical outings.
- Substitute beans for meat, snack on nuts instead of chips, and try having Greek yogurt with nuts or fruit for dessert.
- Swap butter and refined seed oils for olive oil in cooking, use hummus, tahini, nut butter or mashed avocado on a sandwich/wrap, instead of mayonnaise or cheese.
- Make meat your side and vegetables your main course such as adding meat into a stir fry, use canned and water-packed tuna or salmon for a quick and easy way to increase fish intake.
- Enjoy a 5 oz. glass of red wine with dinner, if you don't drink, there is no need to start, having a glass of Concord grape juice provides you with the similar health benefits.

¹May Clinic, Mediterranean diet for heart health. <https://www.mayoclinic.org/healthy-lifestyle/nutrition-and-healthy-eating/in-depth/mediterranean-diet/art-20047811>. Last 2023. Accessed August 2023.
²Centers for Disease Control and Prevention. <https://www.cdc.gov/dietphysicalactivity/mediterranean-diet.html>. Accessed August 2023.
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UnitedHealthcare | Consejo de Salud

Consejo de salud: Seguir una dieta mediterránea



La dieta mediterránea sigue el modelo de los estilos de alimentación de los adultos que viven en determinadas regiones a orillas del mar Mediterráneo, donde las tasas de enfermedades crónicas se encuentran entre las más bajas del mundo.¹ De hecho, las investigaciones demuestran que la presencia de enfermedades cardíacas parece ser menor entre los habitantes de Italia, Grecia y otros países del Mediterráneo, en comparación con los habitantes de los Estados Unidos. Estos estudios sugieren que la dieta podría desempeñar un papel.²

La dieta mediterránea tradicional se caracteriza por una alta ingesta de aceite de oliva, frutas, frutos secos, verduras y granos integrales; una ingesta moderada de pescado y aves de corral; una ingesta baja de productos lácteos, carnes rojas, carnes procesadas y dulces; y un consumo moderado de vino durante las comidas.


Más que una dieta, la dieta mediterránea es un estilo de vida que se centra en

- Mucho ejercicio
- Comidas en su mayoría vegetales
- Consumo limitado de carnes rojas y mayor consumo de pescado
- Consumo moderado de grasas saludables, especialmente aceite de oliva y frutos secos/semitas
- Uso de hierbas y especias en lugar de sal para condimentar la comida
- Consumo de frutas frescas como postre
- Consumo moderado de vino

Consejos prácticos para hacer su dieta más "mediterránea":

- Aumente su actividad diaria, como ir por las escaleras, pararse o caminar durante las llamadas telefónicas y planificar salidas físicas.
- Sustituya la carne por frijoles, como frutos secos como colación en lugar de papas fritas, y pruebe a tomar yogur griego con frutos secos o fruta para el postre.
- Cambie la mantecilla y los aceites de semillas refinados por aceite de oliva en la cocina, use hummus, tahini, mantecilla de nuez o punt de aguacate en un sandwich/wrap, en lugar de mayonesa o queso.
- Trate que la carne sea un acompañante y que las verduras sean su plato principal, puede agregar carne sofrita o usar atún o salmón entado en agua como una manera rápida y fácil de aumentar la ingesta de pescado.
- Disfrute de una copa de vino tinto de 5 oz en la cena, si no bebe, no hay necesidad de empezar, tomar un vaso de jugo de uva Concord le brinda beneficios de salud similares.

¹May Clinic, Mediterranean diet for heart health. <https://www.mayoclinic.org/healthy-lifestyle/nutrition-and-healthy-eating/in-depth/mediterranean-diet/art-20047811>. Last 2023. Accessed August 2023.
²Centers for Disease Control and Prevention. <https://www.cdc.gov/dietphysicalactivity/mediterranean-diet.html>. Accessed August 2023.
Esta información es para fines generales de información y no debe ser interpretada como consejo médico. Los individuos deben consultar a un profesional de la salud apropiado para determinar qué puede ser adecuado para ellos.
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Member Educational Materials for February

United at Work Presentation of the Month: Eating Mediterranean

According to the American Heart Association, the Mediterranean diet may play a big role in preventing heart disease and stroke and reducing risk factors such as obesity, diabetes, high cholesterol and high blood pressure. Click [here](#) for the Eating Mediterranean health education presentation. This presentation will cover the health benefits associated with the Mediterranean diet and teach you how to adopt Mediterranean eating habits. There is also a sample meal plan provided for eating Mediterranean.



Quiz & Answers - English

Eating Mediterranean Questionnaire

Name: _____

Please circle your answers to the following questions.

1. The Mediterranean diet is predominantly plant-based and includes primarily vegetables, fruits, legumes and whole grains.
a. True
b. False
2. The Mediterranean lifestyle includes a lot of walking and other physical activity.
a. True
b. False
3. Olive oil and nuts are a large source of fat in the diet.
a. True
b. False
4. Following a Mediterranean Diet has been shown to reduce the risk of heart disease and stroke?
a. True
b. False
5. Most people who consume the Mediterranean diet do not consume meat at every meal.
a. True
b. False

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Quiz & Answers - Spanish

Comiendo Mediterráneo Cuestionario

Nombre: _____

Por favor rodee con un círculo la respuesta correcta a las siguientes preguntas .

1. La dieta Mediterránea se basa predominantemente de plantas e incluye principalmente verduras, frutas, legumbres y granos integrales.
a. Cierto
b. Falso
2. El estilo de vida Mediterráneo incluye caminar mucho al igual que otras actividades físicas.
a. Cierto
b. Falso
3. El aceite de oliva y las nueces son una gran fuente de grasa en la dieta.
a. Cierto
b. Falso
4. Seguir una dieta Mediterránea ha mostrado reducir el riesgo de enfermedades cardíacas y derrame cerebral o accidentes cerebrovasculares?
a. Cierto
b. Falso
5. La mayoría de las personas que consumen la dieta Mediterránea no consumen carne en todas las comidas.
a. Cierto
b. Falso

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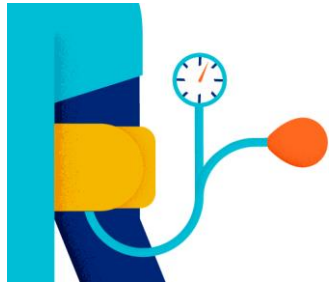
 [Click here](#) for the entire United at Work catalog.



UHC Rewards activities of the month

Biometric screening and daily exercise

Through UnitedHealthcare Rewards, **incentives are available for covered employees and spouses for completing a variety of activities**, including getting a biometric screening and achieving daily exercise goals. See below for more information about these two incented activities. To learn more, check out the 3-minute [UnitedHealthcare Rewards recorded overview](#).



Get a biometric screening

This wellness screening measures blood pressure, body mass index (BMI), glucose and cholesterol levels, and more. Members have three options to complete the screening

1. Use a provider results form
2. Go to a lab for a screening
3. Use an at-home testing kit



Daily exercise

Upon connecting a tracker, members can earn incentives each day they meet daily exercise goals. Two daily incentives are available as follows:

- Daily goal 1: Track 15 active minutes or 5k steps per day
Daily goal 2: Track 30 active minutes or 10k steps per day



Get started

Download the UnitedHealthcare® app and activate UHC Rewards to start earning.



Next Month's Preview...


Member educational materials



Health Observances
National Nutrition Month
National Colorectal Cancer Awareness Month



Health Tip Flier of the Month
Mindful eating
(English and Spanish)



United at Work Presentation
Understanding digestive health
(English and Spanish)

Employer support



At-a-glance flier
Creating a mindful work environment

