

Welcome

Today's presentation will begin shortly.

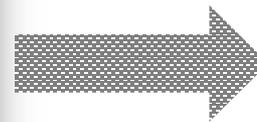
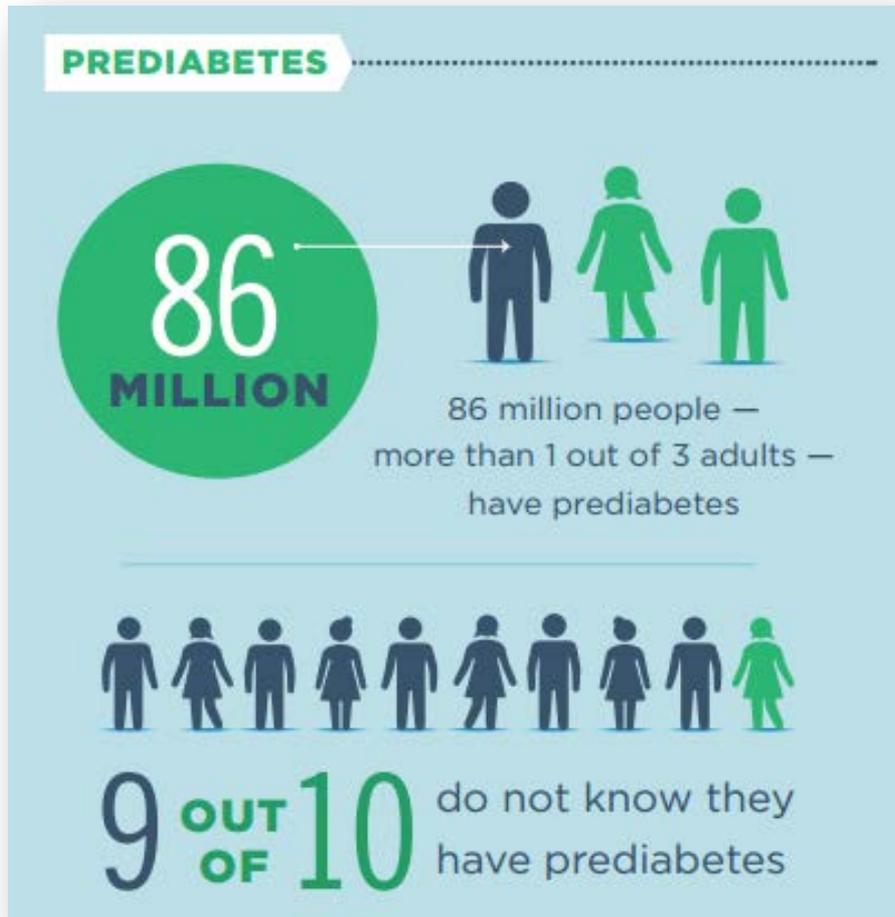
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- If you'd like to ask a question, please use the **Q&A area** of the console.
- A PDF of the presentation and other relevant resources are available in the **More Information** area of the console.
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A photograph of a woman with dark curly hair and a young girl with long dark hair, both smiling warmly. The woman is carrying the girl on her back. They are wearing bright green shirts. The background is a soft-focus outdoor setting with green grass and a light blue sky.

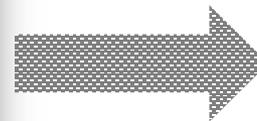
The Prediabetes Warning

Changes that can help
prevent diabetes

How does diabetes affect me?



That's **37%**
of U.S. adults
ages 20 years
or older



This means
YOU could be
prediabetic -
and not even
know it

How does diabetes affect my employees?

15-30% of people with prediabetes will develop type 2 diabetes within 5 years



Medical costs for people with diabetes are **twice as high**



People who have diabetes are at higher risk of serious health complications:



BLINDNESS



KIDNEY FAILURE



HEART DISEASE



STROKE



LOSS OF TOES, FEET, OR LEGS

However, there **ARE** ways to offset, manage, and even reverse certain types of diabetes and prediabetes!



What can you do?

Start with these three easy steps.

1
Learn about what
can be done to
treat, manage, or
reverse
prediabetes

2
Educate your
employees on
lifestyle changes
and behavior
modifications

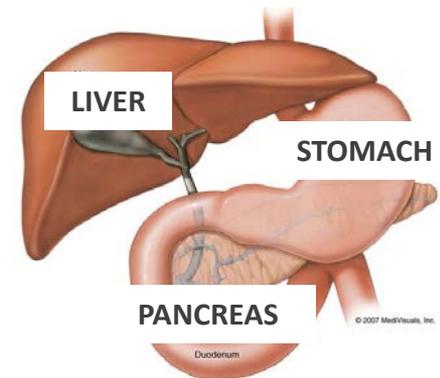
3
Walk the walk,
and encourage
healthy habits in
the workplace

Step 1:

Learn the facts about diabetes

Let's understand a bit about diabetes:

- When you eat, food is broken down into glucose, a form of sugar giving cells energy
- A hormone called insulin helps glucose enter the body's cells
- Without insulin, glucose cannot be absorbed and blood glucose (blood sugar) stays too high
- Diabetes occurs when the pancreas doesn't produce enough insulin, or cells stop responding to it



TYPE 1 DIABETES: The pancreas doesn't make insulin.
It must be delivered by injection or a pump.

TYPE 2 DIABETES: The pancreas can't make enough insulin and/or the body doesn't use it properly.

PREDIABETES: The pancreas produces insulin but the body does not use it properly. Blood glucose is higher than normal, but not high enough to be classified as diabetes.



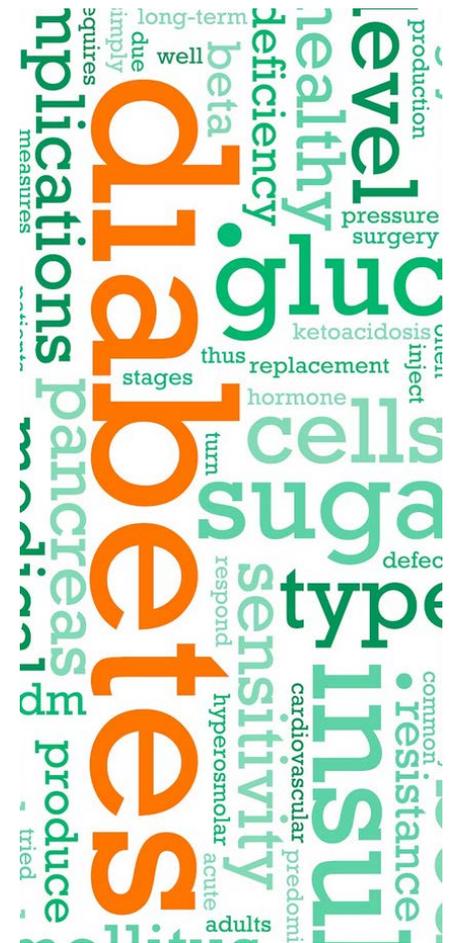
Step 1:

Learn the facts about diabetes

A person with certain risk factors is more likely to develop prediabetes and type 2 diabetes.

These risk factors include:

- Age, especially 45+
- Being overweight or obese
- A family history of diabetes
- Having an African American, Hispanic/Latino, American Indian, Asian American, or Pacific Islander racial or ethnic background
- A history of diabetes while pregnant (gestational diabetes) or having given birth to a baby weighing 9 pounds or more
- Being physically active less than 3 times a week



Step 1:

Learn the facts about diabetes



- It comes down to managing blood glucose. This is often achieved through lifestyle modifications - mainly healthier diet and exercise choices.
- Weight loss, combined with exercise is the most important factor in preventing and/or offsetting type 2 diabetes and prediabetes.
- In a study by the Cleveland Clinic: Of overweight individuals who lost 10% or more of their body weight, 90% did not develop type 2 diabetes!

Step 2: Educate yourself and your employees

Exercise to offset prediabetes

Exercise improves insulin resistance! The more active you are, the more glucose your body uses for energy, which lowers blood sugar.

CARDIOVASCULAR ACTIVITY

5 Days/Week: 30-60 minutes of moderate-intensity exercise

3 Days/Week: 20-60 minutes of vigorous-intensity exercise

“Cardio” is any activity that raises your heart rate. Walking, running, riding a bike, classes at the gym, swimming, even everyday activities like housework

STRENGTH TRAINING

2-3 Days/Week: Work every major muscle group

2-4 sets of an exercise for adults – using weights or body weight. Pushups, squats, lunges are moves you can do anywhere.

- 8-12 repetitions improve strength
- 10-15 repetitions for middle-age/older persons starting exercise

Step 2: Educate yourself and your employees

Changing the mindset about exercise

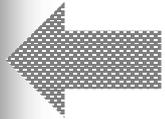
- **Ignore the “I have to” mindset:**
 - “I have get my blood sugar down”
 - “I have to lose weight”
 - “I have to stop making excuses”
- **Change this to “I want to”:**
 - “I want to feel better and be healthier”
 - “I want to have more energy”
 - “I want to keep up with my kids”
- **Then let yourself “feel” the rewards:**
 - “I feel better when I exercise”
 - “I feel more in control of my health”



The moment you view something as a chore is the moment you start losing motivation to do it

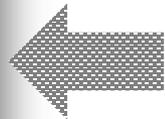
Treat exercise as something that can help you feel better

Step 2: Educate yourself and your employees



Start making fitness fun for both yourself AND your employees

- Invest in a fitness tracker – compete with your friends and co-workers
- Join a recreational team, or even start a company team
- Plan a family or company outing, host a “field day”
- Organize a step/stair or other fitness challenge and give a reward or prize
- Encourage groups to workout together – go to a class with friends, or host fitness classes onsite
- Plot a walking path and post it around the workplace for those who can walk during lunch or breaks



Remember: Competition is a huge motivator!

Step 2: Educate yourself and your employees

Better nutrition and healthy eating

- One of the most important ways to offset prediabetes is to learn how to eat better
- Reduce and conquer unhealthy foods:
 - 1) Eliminate most white food products – aka “refined carbohydrates”, or high glycemic foods
 - 2) Swap high “GI” foods for better versions of the same. Ex: a sweet potato for a white potato
 - 3) Avoid salt, processed/fast foods, saturated and trans fats, and sugary beverages
 - 4) Eat smaller portions, balanced meals
 - 5) Plan ahead for meals focused on lean protein, vegetables, fruits and foods high in fiber
 - 6) Choose good carbohydrates like whole grains



**You are what you eat!
Healthy food CAN taste
great. Invest in a healthy
cooking class for yourself
or employees.**

Step 2:

Educate yourself and your employees

Recent research findings:

Q. What's more important – eating better, or exercising, to offset prediabetes?

A. It appears that they may both offer distinct and cumulative benefits. A recent study found exercise and calorie restriction had positive effects, BUT the group that did both saw 2x the improvement in insulin sensitivity.

Q. What if I already have prediabetes, and am trying to make the best dietary choices I can. Is there any research on the “best” foods?

A. Good food choices are full of fiber, but lower in sugar and calories. Choose beans, low fat dairy, fish, vegetables, berries, leafy greens, no-sugar-added applesauce, and whole grains like oats, quinoa, or barley. Research also shows a more plant-based diet can help ease diabetic nerve pain.

Q. What about workout tricks and tips, since exercise is so important?

A. A 2015 study shows cardiac rehab patients who exercised to personalized, up-tempo music playlists did up to 70% more weekly exercise. Which means music can be the key to a longer workout!

Step 3: Encourage Healthy Habits

We often need a little help to change lifestyle habits. Offer the resources your employees need to combat prediabetes.

- **Time Well Spent - LunchWell Campaign**
 - This campaign that helps employees make smarter lunch choices and encourages healthier eating habits
- **ConditionCare**
 - A program offering support through access to health professionals like dietitians and nurses, who can help employees get and stay healthy with guidance to manage chronic conditions, like diabetes
- **National Diabetes Prevention Program (led by the CDC)**
 - Trained lifestyle coaches help participants improve food choices, increase physical activity, and learn coping skills to maintain weight loss and healthy lifestyle changes
- **SpecialOffers**
 - Available to all members, offering discounts on products and services that promote better health and well-being



Conclusion



“Diabetes is not like a cancer, where you go in for chemo and radiation.

You can change a lot through a basic changing of habits.”

~ Sherri Shepard

2015 “Wellness on the Run” Webinars

Employer Events

- July 22: The price of lost sleep – how sleep affects productivity and how to address it
- August 19: When they’re down and out – strategies to help employees work through stress and depression
- September 23: Building a culture of health – putting together a plan and reaping the rewards

Check out the webinar archive for recordings of past events

Q&A

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