No matter how innovative or effective, a medication does not work in a person who does not take it correctly! Medication adherence means using your medications as directed by your healthcare provider. Many people do not follow medication instructions closely or stop taking medications altogether without informing their provider, which can result in health complications.

Adherence to medications is becoming an increasing concern in our aging society. More than 133 million Americans are diagnosed with at least one chronic health condition, but they take their medications only 50 to 60% of the time. In the United States, we spend approximately $300 billion yearly for medical or emergency room visits, hospitalizations, and additional medications due to complications from non-adherence.

You might ask: I feel fine. Is it really harmful to miss a medication dose here and there? Some medications have obvious effects. For example, if you stop taking medication for diabetes or pain, you are likely to notice the difference. In contrast, if you miss a protective medication, such as a blood thinner or blood pressure medication, you are unlikely to notice a change. But if you miss a series of doses, you can increase your risk of stroke, heart attack, or other heart problems. Therefore, it is important to adhere to all medications prescribed to you, and to talk to your provider before making any changes.

Also, be proactive in asking questions to fully understand the optimal way to adhere to your medications. When you receive a new prescription, ask your provider 2 What & 2 Hows:

- **What** is the medication for?
- **What** should I expect?
- **How** should I use it?
- **How long** should I use it for?

When you pick up your medication, ask the pharmacist:

- **What side effects** should I watch for? (most common)
- **When should I take the medication?** (empty stomach versus after a meal, morning versus nighttime)
- **Does this medicine interact with other medications I am currently taking?** (including over-the-counter agents and supplements)

Medication adherence is straightforward if you use these tips to be proactive, and the payoff in terms of improved health can be invaluable.
Spicy Citrus Roasted Carrots

* 21/4 pounds carrots, raw
* 1/4 tsp. lemon juice
* 1/4 tsp. lime juice
* 1/4 tsp. orange juice
* 1/8 tsp. curry powder
* 1/8 tsp. paprika
* 1/8 tsp. black pepper, ground
* 1/8 tsp. onion powder
* 1/8 tsp. garlic powder
* 1/8 tsp. chili powder
* 1/2 Tbsp. extra-virgin olive oil

Directions: Preheat oven to 350° F. Peel, wash, and cut the carrots into 1/4-inch slices. Add the cut carrots to a large bowl. Add all the juices, oil, and spices. Mix well. Spray a baking sheet with cooking spray and spread the seasoned carrots evenly on the baking sheet. Roast for approximately 20 minutes. Serves 6. Per serving: 90 calories, 12 g fat (0.2 g saturated fat), 0 mg cholesterol, 145 mg sodium, 18 g carbohydrates, 2 g protein.

Note to self:
Drink more water

How much water you should drink varies depending upon your size, level of activity, health condition, and weather. As a general rule, many experts recommend drinking six to eight 8-ounce glasses of water daily.

Note: A variety of liquids count toward meeting your water needs, including coffee, tea, and fruit juices, in addition to pure water.

Here’s an easy way to drink more water and track how much you still need.

• Get four 16-ounce clear, plastic water bottles.
• Use a permanent marker to write numbers 1-4 on the lids.
• Draw a line around the middle of each bottle.
• Write times of the day above each line and near the top of each bottle showing by what time you need to drink each cup of water. You could shoot for a cup every two hours.
• At the end of every day, rinse/wash the bottles, fill them with water, and place them in the fridge for the following day.

You can cut the amounts of fat, sodium, and sugar in recipes by a quarter to a half and still retain the flavor.

Figuring out phytonutrients

The compounds that give plants their color also help their immune systems and could possibly help yours, too.

Phytonutrients protect plants (including fruits and vegetables) from ultraviolet (UV) radiation, insect attacks, and other potential harms. Although phytonutrients aren’t really nutrients — meaning you don’t need them to survive — eating foods containing phytonutrients (also called phytochemicals) may provide you with antioxidants, and have anti-inflammatory and other health-promoting effects.

Studies have linked fruit and vegetable consumption with lower risks for chronic diseases, including specific cancers and heart disease. Research is ongoing into the specific roles that phytonutrients may play in reducing certain diseases.

Phytonutrients can be found in:
• Fruits
• Vegetables
• Whole grains
• Legumes/beans
• Nuts and seeds
• Herbs and spices

One way to figure out which foods are rich in which phytonutrients is by the food’s color. Different phytonutrients have been linked to different benefits.

• Flavonoids: Blue or purple foods, such as blueberries, blackberries, and red cabbage.
• Beta-carotene: Yellow-orange foods, such as carrots, winter squash, papaya, and melon.
• Lycopene: Red or pink foods, such as tomatoes, guava, and watermelon.
• Chlorophyll: Green foods, such as kale, spinach, and collard greens.
• Sulfide: Off-white foods, such as garlic, onions, and leeks.

Sources: whfoods.org; U.S. Department of Agriculture

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Get Moving: Change things up. Period.

If your current workout routine no longer provides you with the results you want, it could be that your body has gotten used to your exercise. Adopt the “periodizing” approach.

Periodizing involves changing your training program at regular intervals or “periods” rather than doing the same routine month after month, year after year. Using the periodizing strategy, your body works harder while still getting enough rest.

You can change up your strength-training program by altering:

• The number of repetitions per set, or the number of sets of each exercise
• The amount of resistance used
• The rest period between sets, exercises, or training sessions
• The order of the exercises, or the types of exercises
• The speed at which you complete each exercise

You can switch up your cardiovascular workout, too. If, for example, you’re a runner, don’t run the same route or with the same intensity every time. Allow for flat, easy runs, as well as some that incorporate hills and others that focus on speed and strength.

Source: The American Council on Exercise

Separating fitness fact from fiction

Many people operate under false assumptions when it comes to exercise. As a result, some individuals don’t exercise at all, shy away from certain exercises, or exercise incorrectly. It’s time to set the record straight.

Exercise will NOT make you tired. Yes, you may feel fatigued if you push yourself too hard; however, exercise typically gives most people more energy throughout the day and relieves stress. What’s more, regular exercise can help you sleep better at night, so you may wake up more refreshed.

Weight training will NOT bulk you up. It can help you to develop a sculpted, toned appearance. It can also help to burn excess fat, protect your body from injury, and prevent osteoporosis.

The more exercise, the better, isn’t always true. Working your body too hard can result in exhaustion and lead to injury. Allow your body time to rest and recuperate. Many health experts recommend 30 to 90 minutes of daily exercise, depending on your goal.

Source: Calories Control Council

Exergaming — the future of fitness?

If you’re the techie type who enjoys playing games on your TV, computer, tablet, and/or smartphone, think about trying exergaming.

Exergaming, or active gaming, is technology-driven physical activities that require individuals to exercise to play the game. Many popular gaming systems, including Xbox and Wii, offer active games.

For a safe, fun exergaming experience:

• Stretch and prepare as you would for any light to moderate workout.
• Be sure you have enough room.
• Take breaks and drink plenty of fluids regularly to decrease the risk of fatigue and dehydration.
• Get family members, friends, or co-workers to play with you.

Source: The American Council on Exercise
Extinguishing the flames of inflammation

Most people know about acute inflammation, whether they know it by that name or not. Acute inflammation happens when you injure yourself and experience pain and swelling.

This is normal, beneficial inflammation — part of the body’s natural healing process.

There is a different inflammation that isn’t normal, and most people don’t know about it, but many have it. It’s chronic inflammation, and it can occur deep within your body and often doesn’t cause any noticeable symptoms.

Chronic inflammation can contribute to heart disease, diabetes, and cancer. High blood pressure, obesity, smoking, and stress can contribute to chronic inflammation. Another big inflammation contributor: what you eat.

**Inflammation starters:**
- Saturated fats — found in red meats
- Trans fats — found in processed foods
- Refined carbohydrates — found in processed foods
- Sugars

**Inflammation fighters:**
- Vegetables
- Fruit
- Herbs and spices
- Whole grains
- Olive oil
- Nuts
- Seeds
- Legumes

Source: The Cleveland Clinic

An alternative to BMI

The news on obesity is full of talk about body mass index (BMI).

If you score above a certain number, you’re considered overweight, an even higher number and you’re obese. Along with the classification comes an increased risk of certain diseases, according to many experts.

However, not all medical professionals put that much weight on a person’s BMI score, saying a number of factors can affect the number, and that BMI was never intended to determine weight-health issues (Many healthy professional athletes are considered overweight or obese based on their BMI scores).

If you want an alternative measure to judge whether you need to address health and lifestyle issues, consider waist size. To measure your waist size (circumference), place a tape measure around your bare abdomen just above your hip bones. Be sure the tape is snug, but does not compress your skin, and is parallel to the floor. Relax, exhale, and measure your waist.

**You may be at higher risk for certain health problems if:**
- You are male with a waist greater than 40 inches.
- You are female (and not pregnant) with a waist greater than 35 inches.

Source: Centers for Disease Control and Prevention

Earwax explained

Earwax is healthy — in normal amounts. Its protective, lubricating, and antibacterial properties keep your delicate, intricate ear canal and eardrum safe.

Ideally, the ear canals should never have to be cleaned. Ears should only be cleaned if enough earwax gathers to cause symptoms such as:
- Earache, fullness in the ear, or a sensation that the ear is plugged
- Partial hearing loss, which may be progressive
- Tinnitus, ringing, or noises in the ear
- Itching, odor, or discharge
- Coughing

Source: American Academy of Otolaryngology — Head and Neck Surgery
The Whole You Emotional Health:

Liar, liar

What are some common ways liars use words and tone to obscure the truth when answering questions? Be on guard when people:

1. Repeat a question verbatim. They may be stalling for extra time to prepare a dishonest reply.
2. Take a guarded tone.
3. Don’t use contractions when they deny an allegation.
4. Tell stories in strict chronology. To keep their stories straight, liars tend to stick to chronological order when relating an event. When people are telling truthful stories, they do so in the way they remember the event, not in strict chronological order.
5. Use softening language in a response. Instead of saying “I didn’t steal your lunch,” they may say “I didn’t take your lunch.”
6. Overemphasize their truthfulness with phrases such as “To tell you the truth…”,”Honestly…”, or “I swear to you…”

Sources: TED, LieSpotting.com

Tricks to make a new, healthy habit stick in 30 days

Take a 30-day pledge:
Vow to stay with your change for 30 days.

- Commit to the habit daily: If you want to exercise, do it daily during the 30-day time commitment.
- Be consistent: During the 30 days, try to do the habit at the same time each day and in the same place.
- Cut off negative thoughts with “but”: Any time you start to talk yourself out of your new habit, interrupt the thought with “but.” “I don’t have time to exercise, but I will find time because exercising is important to me.”

Source: U.S. Department of Health & Human Services

Conversation starters for talks about mental health

If you’re worried that someone you care about may have a mental-health issue, it can be tricky to know how to talk about it. To start the conversation, try asking these questions, then actively listen to the response.

- I’ve been concerned about you. Can we talk about what you’re experiencing? If not, whom are you comfortable talking to?
- I care and want to listen. What do you want me to know about how you’re feeling?
- Who or what has helped you deal with similar issues in the past?
- Sometimes talking to someone who has dealt with a similar experience helps. If you know others with similar experiences, who are they?
- It seems like you are going through a difficult time. How can I help you to find help?
- How can I help you find more information about mental-health problems?
- I’m concerned about your safety. If you ever have thoughts about harming yourself or others, whom could you contact for help?

Generally, questions that allow “Yes-No” answers are not as useful as more open-ended questions.

Source: U.S. Department of Health & Human Services
Where did I put that statement?

Have you ever been unable to locate an important document that you put in a safe place but now can’t remember where?

To prevent future panic attacks and wasted time on a scavenger hunt, create a records management system.

**Gather all important papers and documents. Put them in three piles:**

1. **Active files** — documents and records you deal with regularly and need to reference frequently, such as appliance manuals, warranties, service contracts, bank statements, bills to be paid, credit-card information, family health records (*including vaccination histories*), health-benefit information, insurance policies, loan statements and payment books, password list, receipts for items under warranty, and receipts for charitable tax deductions

2. **Dead storage** — all active file papers older than three years, except for items such as appliance manuals and other documents that you still reference regularly

3. **Items to shred** — canceled checks for non-tax-deductible expenses, expired warranties, and pay stubs

Now, create a filing system. Designate one person to serve as file manager and keep the filing current and consistent.

Source: usa.gov

Romance without ruining your financial health

With Valentine’s Day this month, many people are making special plans for their sweethearts. You want to show that certain someone just how much he or she means to you, but that doesn’t mean you must spend a lot of money on lavish gifts and fancy dinners. Consider starting low-cost traditions.

- **Make a video slideshow** featuring the two of you or put together a music mix, either of your favorite “together” songs or ones the person could listen to while working out.
- **Write a poem** or a list of all the things you love about the other person.
- **Cook a homemade dinner** — together.
- **Find an inexpensive activity**, such as ice skating, bowling, or going to a movie.
- **Compose a scrapbook of photos**, ticket stubs, and other reminders of the special experiences that you have enjoyed since Valentine’s Day last year.

To save energy, draw curtains to keep in heat on cold days.

Making ‘cents’ of money apps and privacy

Use of financial apps — including those for mobile banking, product price comparisons, credit-card purchases, and budget tracking — is on the rise.

Apps can save you time and money, but be careful, particularly with free apps that don’t come from your financial institution.

Read the privacy policy before downloading and using an app. The privacy policy can be long and complex, but it will tell you how the app maintains accuracy, access, and security. The policy also should outline how it uses the personal information it collects and whether it provides information to third parties.

For worksheets on locating important financial records and creating a home filing system for your piles of papers, go to Feb.HopeHealth.com
For more information on the programs listed below, please call 621-2493 or visit our website at lifework.arizona.edu.

ADOA Health Impact Program (HIP)
Life & Work Connections (LWC) has partnered with ADOA Benefit Options Wellness to offer classes and wellness opportunities that fulfill the requirements of the Health Impact Program — benefitoptions.az.gov/wellness. LWC health screenings, presentations, fitness classes, and nutrition and fitness consultations are some of the activities that fulfill the requirements as HIP activities. Consult the LWC website for details regarding enrollment, eligibility, qualifying activities, and incentives.

Maricopa County Employee Wellness
Life & Work Connections offers work/life and employee wellness programming every month at the Phoenix Biomedical Campus. Check lifework.arizona.edu/wws/phoenixcampus for the schedule. Contact Jodi Charvoz, Registered Dietitian Nutritionist and ACE Personal Trainer, to schedule a nutrition or fitness consultation at jcharvoz@email.arizona.edu.

Open Employee Health Screening Dates
February 19, March 19, April 16, May 21, June 18
Registration required. Please register online at lifework.arizona.edu/wws/health_screenings_worksite_wellness.

This program is for benefits-eligible employees. The screening includes blood pressure, total cholesterol and HDL, body composition, cardiac endurance step test, nutrition, fitness, and resilience consultation. If you are concerned about your risk for diabetes, you may also have the A1c diabetes screening for a $10 charge. This screening measures your long-term glucose levels (A1c). Neither blood test requires that you fast.

Nutrition Presentation Series
Tuesday, February 10, 10:00 to 10:30 a.m. Kuiper Space Sciences Building
Wednesday, February 11, noon to 12:30 p.m. Kiewit Auditorium
Presenter: Nancy Rogers, MS, RDN
Pre-Diabetes and Diabetes Management with Diet

Prostate Screening
Tuesday, February 24, 7:00 a.m. to noon
For more information, please check lifework.arizona.edu/wws/health_screenings.

Mobile Onsite Mammography (MOM)
Thursday, March 26, 7:00 a.m. to 3:00 p.m.
For more information please check lifework.arizona.edu/wws/health_screenings.

Walks with Campus Leaders
Check our website for scheduled noon time walks on campus with administrators, deans, and department heads. Come and support our top leaders as they set the example of getting some physical activity during the work day.

Resistance Bands for Strength Classes
Mondays: Kiewit Auditorium, noon to 12:40 p.m.
Wednesdays: Student Union, Tubac Room (4th floor), noon to 12:40 p.m.
University Services Building (USB), 12:30 to 1:00 p.m. (check website for day and location) lifework.arizona.edu/wws/strength_training.

Creative Walking for Health Pathways
Take a look at lifework.arizona.edu/cwp/home and use it to guide a walking adventure on the UA main campus! Start with the general area on campus you’d like to visit (north, central, historic, or south campus). Under each location, you will find options to fit your mood: Parks and Quiet Places, Water Features, Architectural Landmarks and Sculptures, Views and Vistas, or Museums, Galleries, and Libraries. Discover the incredible wealth of walking destinations you can enjoy!

Employee Wellness Facebook Page and Twitter
For all the latest, “like” us at Employee Wellness — The University of Arizona or follow the link at lifework.arizona.edu.

Smart Moves Food
Many Student Union restaurants are serving foods that are good for you and good for the environment, designated by a Smart Moves icon next to it on the menu. Visit smartmoves.arizona.edu.

Weight Check Dates
Want to keep yourself accountable by a weight check, a quick chat with a registered dietitian nutritionist, and a helpful handout? Stop by the LWC office from 8:00 to 11:30 a.m. or the Student Union, Copper Room (4th floor) from 9:00 to 11:00 a.m. once a month January through June — no need to register. Visit lifework.arizona.edu/wws/availableclasses/weightchallenges for updates, times, and locations.

Tai Chi for Health
Tai Chi is a mind/body activity known for its health benefits, including stress reduction, balance, and joint pain improvement. UA Life & Work Connections offers free Tai Chi for Health and Tai Chi for Energy classes. Registration is required. Check lifework.arizona.edu/wws/classes/taichi for the current class schedule.

Healthy Recipes
Need inspiration for your next meal? Want to eat real food? Go to our website for delicious taste-tested recipes!

Guided Potlucks
Here’s a new way to liven up your departmental meetings! Choose a venue, you bring the food, and a Life & Work Connections Dietitian Nutritionist will (Continued on page 8)
Your Health Matters:

Showing some love

There are many simple ways to show people that you love them. It really is the thought that counts. Here are a few ideas to try this month with your significant other, children, parents, siblings, friends, etc.

**Feb 1 – 7:** Write (don’t type) someone a note recounting a special time you shared with him/her or how that person has positively impacted your life. Thank that special someone for being part of your life.

**Feb 8 – 14:** Make someone a favorite meal from scratch.

**Feb 15 – 21:** Do a chore for someone else — something that the person really dislikes doing.

**Feb 22 – 28:** Spend quality time just chatting with someone. Be sure the TV is off and phones are nowhere in sight.

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Mark Your Calendars

*(Continued from page 7)*

highlight the health benefits of the foods you are eating. For details, please check LWC’s website.

**Continuous Offerings**

For more information on any programs, please call 621-2493. For program information for Maricopa County, please check lifework.arizona.edu/wwa/offcampus.

**Individual Counseling/Consultation:** Free, voluntary, and confidential counseling. Issues include but are not limited to alcohol and drug abuse, marital or relationship difficulties, parenting issues, stress, anxiety, depression, and job/career difficulties.

**Supervisor Consultation:** Regarding individual and work group issues. Call for an appointment.

**Child Care and Family Resources:** For information on the Child Care Voucher and Sick Child and Emergency Back-Up Care Programs, please call 621-4365. For a personalized phone or in-person consultation, infant/toddler, preschool, or school-age care needs, please call 621-9870. Visit lifework.arizona.edu for forms, guidelines, and detailed information.

**Elder Care and Life Cycle Resources:** This service provides a broad spectrum of programs and services to address elder care issues for employed caregivers. Individual consultations are available by calling 621-9870.

**Nutrition/Fitness Coaching:** Call Nancy Rogers, MS, RDN, at 621-4601, or Jodi Charvoz, MED, RDN, ACE, at 626-4760 for more information or to schedule an appointment.

**Work/Life Support:** Please call 621-9870 to learn more about new ways of working. Consultations and group presentations are available regarding University workplace/workforce issues. Flexible scheduling, alternative work arrangements, planning tips, and strategies.

**Employee Mini Health Screening:** We will come to your department, for groups of 12 or more, assess blood pressure, total cholesterol/HDL, % body fat at your location. Please call 621-4760 to schedule a department screening or for more information.

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“‘Silent’ and ‘listen’ are spelled with the same letters.”
— Author Unknown

“Change is inevitable — except from a vending machine.”
— Robert C. Gallagher

“Do not repeat anything you will not sign your name to.”
— Author Unknown

“Without Valentine’s Day, February would be... well, January.”
— Jim Gaffigan

“Love one another and you will be happy. It’s as simple and as difficult as that.”
— Michael Leunig