

A person is jogging on a paved path that curves along a grassy hillside. The scene is set at sunset, with the sun low on the horizon, creating a warm, golden glow. In the background, a city is visible across a body of water, with mountains in the distance. Large trees with dense foliage are on the left side of the frame. A blue horizontal bar is overlaid on the top right of the image, containing the title and date.

Health and Wellness Update

January 2023

In this issue...



Recipe of the Month Roasted Zucchini



Employer Support

At-a-Glance Flier

The important role managers play in building a culture of health

Health Observance

- Preventive Care Awareness
- Cervical Cancer Awareness

Member Educational Materials

Health Tip Flier

Understanding Preventive Care
(English & Spanish)

United at Work Presentation

Choosing Care

Rally Mission

Take a brisk
10-minute walk

This monthly update is distributed **internally** and contains UnitedHealthcare health & well-being-related updates and information. Repurpose the employer educational materials to create an external communication as you see fit. **Please do not forward the document in its entirety.** Contact your designated Health Engagement Consultant with questions.

Employer Support Materials for January

At-a-Glance flier of the Month: The important role managers play in building a culture of health

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, The important role managers play in building a culture of health. In this flier, employers will learn that management support is critical to the success of health & well-being programs and how developing a broad base of managerial support is therefore an important health & well-being engagement strategy.

The important role managers play in building a culture of health

Management support is critical to the success of health & well-being programs. Studies show that management style and perception of management support are strong influencers on employee program participation. Developing a broad base of managerial support is therefore an important health & well-being engagement strategy.

Why does employee health & well-being matter to managers?

Employees are the most important asset in an organization. Investing in your employees' health & well-being can make a significant difference in job satisfaction and productivity, as well as the overall profitability of the organization. Employee participation in health & well-being programs has been shown to:

- Encourage teamwork
- Reduce absenteeism due to illnesses
- Increase productivity
- Help manage health care costs
- Improve employee morale
- Reduce turnover
- Impact recruitment

Research shows that employees in good health are more likely to deliver optimal performance in the workplace.^{1,2} So, how can you promote a culture of health among the employees in your organization?

Health & well-being program engagement is about more than just showing up at a health screening or other incentivized activity. Engaging employees in health & well-being activities at work involves creating and maintaining a sincere interest in living a healthier life, both at home and at work. Workplace health & well-being programs are only as effective as the proportion of employees who are truly engaged in the program.³

What can managers do to help build a culture of health among employees?

A manager is in a unique position to utilize programs, resources, and policies within the organization to create an environment that supports employee health & well-being. Because of this unique position, a manager may act as a cultivator for employee health & well-being. Managerial actions for creating a supportive health & well-being-focused environment include the following:

- Supporting communication**
- Fostering a culture of health**
- Leading by example**

Supporting communication

Managers can help ensure that their employees' important messages related to the health & well-being program. Helping to communicate updates, events, services, and policies helps build program awareness and participation. Consider the following if supporting health & well-being communications:

- health & well-being-related locations from HR or well-being to your team.
- health & well-being topics and program elements as an ongoing agenda item in meetings.
- employees throughout the year of health programs and incentives that are health & well-being as a part of orientation.
- well-being-branded pocket folder near desk or workstation. Remember to regularly communicate collateral to keep relevant.
- encourage your employees to participate in health & well-being programs and workplace events.
- regularly meet with designated Well-Being champions for program/event updates.
- encourage employees to share their success with those who administer the health & well-being program.

Fostering a culture of health

Leading by example

Regardless of how many programs and policies an organization may implement around health & well-being, employees look to their leaders for cues on how to model their behavior. Consider establishing and following these well-being practices:

Leading by example:

- Participating in worksite health & well-being events and offerings
- Leading Walk-and-Talk meetings, as well as physical activity and stress management breaks
- Ensuring healthy snacks are available at staff meetings and company events
- Sharing with your team how the health & well-being program has positively impacted you (if applicable and if comfortable doing so)

Encouraging employees to:

- Use lunch time to step away from their desk
- Take frequent stretch, walk, and stress management / meditation breaks
- Engage in Walk-and-Talk meetings
- Obtain the recommended 7 - 9 hours of sleep per night
- Use PTO to recharge
- Stay home when sick

Discouraging employees from:

- Using work email during non-work hours
- Skipping lunch breaks or not taking breaks from sitting at their desk

Building a culture of health

If health makes it easier for employees to improve their health. Managers influence and create a culture of health in five dimensions of culture support:⁴

- Well-being values** – establishing health & well-being as a priority within the organization
- Supporting norms** – making health & well-being the norm in an organization
- Touch points** – supporting policies (all and formal) that encourage healthier behaviors on a day-to-day basis
- Support** – providing assistance among managers for achieving healthy behaviors goals
- Climate** – using health & well-being programs to create a sense of community connection

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Member Educational Materials for January

National Health Observance: Preventive Care Awareness and Cervical Health Awareness

January's Health Observance is Preventive Care Awareness and Cervical Health Awareness. Looking for educational information related to this topic? If so, check out the following UnitedHealthcare educational resources:

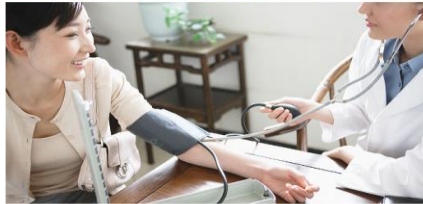
- [Preventive care checklist: Common tests and screenings for your age](#)
- [Preventive care tips](#)
- [Understanding cervical cancer exam](#)
- [Understanding cancer](#)

Preventive care

A yearly wellness exam is a good way to make sure everything checks out

Is it time to schedule your yearly checkup? Checking in on your health and getting recommended preventive care may help paint a more accurate picture of your overall health. That's one of the many reasons preventive care is important.

When you schedule your wellness exam with a network provider, your visit may come at no added cost.¹ Before you schedule your exam, double-check that you're choosing a network provider.



[Find a doctor](#)



Get a preventive care checklist

Wondering what to expect at your appointment? Use the form below to see a checklist of common tests and screenings for your age and gender.

Age:

 Years

Gender:

Male Female

[Create checklist](#)

Health Tip Flier of the Month: Understanding Preventive Care (English & Spanish)

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

UnitedHealthcare | Health Tip

Health tip: Understanding preventive care

Preventive care is routine health care that is meant to help you stay healthy. When you schedule regular appointments and screenings, it may help you manage and maintain your health.

Preventive care is generally focused on the following

- Evaluating your health when you are symptom-free
- Receiving checkups and screenings
- Decreasing the risk of developing health issues even if you are in the best shape of your life

Understand the difference between preventive care and diagnostic care

- Preventive care is designed to help you stay healthy, and may be covered by most health plans with \$0 out-of-pocket when you see an in-network provider.
- Costs may be incurred for diagnostic care based on plan coverage. Check your plan documents for additional details.

Schedule an appointment with your doctor today

Routine preventive care may help you manage and maintain your health, and is generally covered at 100 percent by most health plans.

Preventive Care

Preventive care includes routine well exams, screenings, and immunizations intended to prevent or avoid illness or other health problems.

Diagnostic Care

Diagnostic care includes care or treatment when you have symptoms or risk factors and your doctor wants to diagnose them.

When is care considered preventive?

A procedure can be considered preventive care in some situations, but not in others. This is important, because a service has to be considered preventive in order to be exempt from copays, coinsurance or deductibles. If it's not, these charges may apply.

Preventive care example

A woman has an annual wellness exam and receives blood tests to screen for anemia, kidney and liver function, and has a urine analysis done. If the physician orders lab work during a preventive care visit some of the tests may be covered as preventive care, such as a cholesterol screening.

United Healthcare

UnitedHealthcare | Consejo de Salud

Consejo de salud: Información sobre el cuidado preventivo

El cuidado preventivo es el cuidado de la salud de rutina que tiene como objetivo ayudarte a mantenerte saludable. La programación de exámenes y citas regulares puede ayudarte a controlar y cuidar su salud.

El cuidado preventivo por lo general se enfoca en lo siguiente

- Evaluar su salud cuando no tenga síntomas
- Recibir chequeos y exámenes de detección
- Disminuir el riesgo de desarrollar problemas de salud incluso si está en la mejor forma de su vida

Conozca la diferencia entre cuidado preventivo y cuidado de diagnóstico

- El cuidado preventivo está diseñado para ayudarlo a mantenerse saludable y puede estar cubierto por la mayoría de los planes de salud con un desembolso de \$0 cuando consulta a un proveedor dentro de la red.
- Es posible que se incurra en costos por cuidado de diagnóstico según la cobertura del plan. Revise sus documentos del plan para más detalles.

Recuerde programar una cita con su médico hoy

El cuidado preventivo de rutina puede ayudarlo a controlar y mantener su salud, y generalmente está cubierta al 100 por ciento por la mayoría de los planes de salud.

Cuidado Preventivo

El cuidado preventivo incluye exámenes de salud de rutina, exámenes de detección y vacunación destinados a prevenir o evitar enfermedades u otros problemas de salud.

Cuidado de Diagnóstico

El cuidado de diagnóstico incluye cuidado o tratamiento cuando tiene síntomas o factores de riesgo y su médico desea diagnosticarlos.

¿Cuándo se considera cuidado preventivo?

Un procedimiento puede considerarse cuidado preventivo en algunos casos, pero no en otros. Esto es importante, porque un servicio tiene que ser considerado preventivo para estar exento de copagos, seguros o deducibles. Si no es así, se pueden aplicar estos cargos.

Ejemplo de cuidado preventivo

Una mujer se realiza un examen de salud anual y le hacen análisis de sangre para detectar anemia y analizar la función renal o hepática, y también un análisis de orina. Si el médico indica pruebas de laboratorio durante una visita de cuidado preventivo, algunas pruebas, como los análisis de colesterol, pueden tener cobertura como cuidado preventivo.

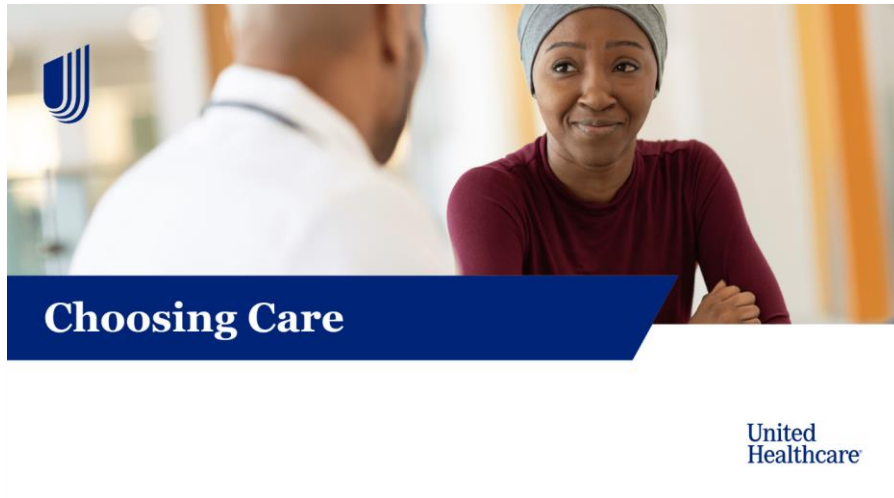
United Healthcare



Member Educational Materials for January

United at Work Presentation of the Month: Choosing Care

Click [here](#) for the Choosing Care education presentation where we will review the right care for you and your family that may lead to better health outcomes. While we will discuss the importance of having a primary care physician during this presentation, you will also learn about care setting options and when it is appropriate to use each one, as well as tools to help determine the cost of care in different care settings.



Quiz

Choosing Care Questionnaire

Name: _____

Please circle your answers to the following questions.

1. A call to your primary care provider or a Virtual Visit should be your first action step when you have a non-emergent health concern.
a. True
b. False
2. Which of the following is a reason to visit your primary care provider or complete a Virtual Visit session?
a. Sinus problems
b. Pinkeye
c. Flu
d. All of the Above
3. A Virtual Visit would not be a good choice for which of the following?
a. Cold
b. A minor injury requiring a bandage or a sprain
c. Fever
d. Skin Rash
4. Which of the following would be an appropriate use of the emergency room?
a. Chest pain
b. Major burns
c. Kidney stones
d. All of the Above
5. The average cost of an emergency room visit is over \$1,700.
a. True
b. False
6. The Find Cost and Care tool from UnitedHealthcare can provide you a preview of your estimated health care costs.
a. True
b. False

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Quiz Answers

Choosing Care Questionnaire-Answers

Name: _____

Please circle your answers to the following questions.

1. A call to your primary care provider or a Virtual Visit should be your first action step when you have a non-emergent health concern.
a. **True**
b. False
2. Which of the following is a reason to visit your primary care provider or complete a Virtual Visit session?
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b. False
6. The Find Cost and Care tool from UnitedHealthcare can provide you a preview of your estimated health care costs.
a. **True**
b. False

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



Member Educational Materials for January

Rally Mission of the Month: Take a brisk 10-minute walk

Rally Missions may help support members in taking small steps to live healthier lives. Consider promoting this month's Rally Mission, take a brisk 10-minute walk.

Rally is available at no additional cost to members as part of health plan benefits with UnitedHealthcare. Use the Rally Member Flier linked below to help promote Rally to members.



Get support to eat healthier, sleep better and move more

Rally® can offer small steps for a healthier lifestyle—and help you earn rewards along the way.

- Take the Health Survey**
Use your results to help set health goals.
- Get personalized recommendations**
Build healthier habits with well-being programs, activities and more.
- Earn rewards**
Take healthy actions, achieve goals and earn Rally Coins.

Visit myuhc.com > Health Resources > Rally

United Healthcare | RALLY

Rally Health® provides health and wellness information and support as part of your health plan. It does not provide medical advice or other health services, and is not a substitute for your doctor's care. If you have specific health care needs, consult an appropriate health care professional. Participation in the health survey is voluntary. Your responses will be kept confidential in accordance with this law and will only be used to provide health and wellness recommendations on behalf of your activities. Rewards are available through the Rally Rewards program. See the Rally Rewards program for details. © 2022 UnitedHealthcare Insurance Company or its affiliates. All rights reserved. Provided by United HealthCare Services, Inc. or their affiliates. BIC: 0211457143; 1/22 © 2022 UnitedHealthcare Insurance Company or its affiliates. All rights reserved. 01-145956-01



Roasted Zucchini

Ingredients:

3 cloves garlic, minced
1 Tablespoon extra-virgin olive oil
1 Tablespoon chopped fresh rosemary or 1/2 teaspoon dried rosemary, crushed
½ teaspoon freshly ground black pepper
1 pound zucchini and/or yellow summer squash, sliced ½-inch thick
¼ teaspoon Kosher salt, if desired

Instructions:

Preheat oven to 425 degrees F.

In a small saucepan, cook garlic in hot oil over medium heat for 30 seconds.
Stir in rosemary and pepper.

Place zucchini in a 13x9x2 baking pan; add oil mixture. Toss to coat. Roast uncovered in the preheated oven for about 20 minutes or until crisp-tender, stirring once. Before serving, sprinkle Kosher salt over zucchini, if desired.



Nutrition Information

	Per Serving
Calories	54
Fat	4 g
Saturated fat	1 g
Cholesterol	0 mg
Protein	2 g
Carbohydrates	5 g
Fiber	1 g
Sodium	155 mg

