



*The secret of change is to focus all your energy. Not on fighting the old, but on building the new.*

*-Socrates*

**Change:** to make someone or something different, alter or modify, to replace with something else of the same kind that is newer or better. As a noun it is the act or instance of making or becoming different.

Throughout the years of your life you have had to make many changes. None probably more apparent than from childhood to adulthood. What type of things accompanied that change? Learning and growing, being more responsible, taking on new challenges or a job. Sometimes we have to sacrifice to make changes in our lives, leaving an area we are familiar with, changing jobs, getting married, having kids. Changes can be hard but we learn and adapt to those changes.

Sometimes there are things that prompt us to make changes whether or not we want to or not. The wonderful and amazing thing about human beings is our ability to make the changes necessary in our lives to help ourselves, our families and even others. Change can be amazingly refreshing especially if we are trying to better our mental, emotional or physical health. And the great thing is that change doesn't have to be done all at once. We can take small steps to make a change.

One of the biggest things we can do to make changes, is to change our mindset. When we think positively about ourselves it helps to achieve a shift in that mindset. A mindset shift is a semipermanent change of your mind in how you think and react. If you are always looking at the negative of a situation, turn it around by asking yourself "what are the positives or what have I learned or gained from this experience."

Change is good, it can be easy or hard, but it creates something new in our life to become better at who we are. What is one small change you can make going into this new school year-whether it's at work, in the classroom, at home or even for yourself? One of my favorite mind shifts says:

**"Celebrate Progress over Perfection."**

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### In This Issue

- ◆ Embrace Your Path 21-22
- ◆ Calm App Survey
- ◆ Health Advocate
- ◆ Health and Wellness Coaching-is it right for you?
- ◆ Highmark –Where to go for Care



This summer we took our family photos since we haven't had them done in 8 years. The photographer asked us how we felt about our empty nest and this was our reaction!

## The New Chapter

For those of you that have been through this, you know. For those who have children at home and are far away from this, treasure the moments, even the crazy ones as those don't last too long. For us it is the time to begin a new chapter in our lives called the empty nest. Our youngest left for college on August 19th for her freshman year and our oldest left for college on August 21st for his senior year. People have asked me how I feel. I love my children and will miss them, but this is their time! I want them to explore the world and do all the fun, wonderful things we did in college and to learn about life. I feel good about the time I will have on some weekends not going to sporting events, but I have some projects slated to take care of stuff around the house that has been neglected probably for the past 10-15 years due to family activities. And I wouldn't change that for the world.

But this is my time again and time to share with my husband again. We did a lot of things this summer just the two of us and it was nice. Looking forward to that time back again after 21 years.

The other new chapter is that I helped my parents make a decision about going to independent living this summer. I went down to Florida to tour the place and ask questions and it was beautiful. Their house is up for sale and they have moved over to their new place. I think it will be a great transition for them and make it easier for them to concentrate on their health and wellness without worrying about taking care of a big house anymore. So whatever new chapter you are beginning, think of the things you can do to help yourself learn, grow and accept the changes.

Here are some things I thought of for my new chapter:

1. I will have to learn to shop for two people and not 4+ (I am Italian so that might take some time. Of course my friends might be happy if I drop off food at their house as I have made too much for the 20th time.)
2. Our water bill will go down significantly!! (Thank goodness)
3. There won't be empty containers in the pantry or refrigerator that I constantly throw away. I mean is it that hard to take them out and recycle them?
4. There won't be random shoes laying in the mudroom! (they do have shoe drawers and lockers.)
5. I won't have to go to the store 4 times a week because someone forgot something or their friends are coming over. (I will truly miss the friends coming over.)
6. Our internet will be faster since there won't be 12 devices on it!
7. I will have to hug my cats more since I won't be able to hug my children as often as I would like. (So if I come to health screenings with scratches on my arms and face, you'll know.)
8. **Thank goodness for Facetime, Snapchat and Instagram (never thought I would say that!)**



## Time to Start or Continue Your Path to Wellness

Welcome back to another year of health and wellness. Our program is very similar to last years program with a few additions of preventative care: osteoporosis screenings, pneumonia vaccine and shingles vaccine. I also increased the point levels for those other preventative screenings. It is truly important that you maintain those preventative screenings as they can catch something before it becomes chronic or a major health issue.

We will have health screenings/flu shots in the schools/college again this year. You will be receiving an email two weeks prior to the health screening along with a link to sign up. Be on the lookout for those. This year, if you do not bring a copy of your health insurance card for the flu shot, you will NOT be receiving the vaccine. That is a change from last year that you could email it, but we had too many people to track down so UPMC has made that change.

We will be having our health courses such as cooking with Carnie, mental health classes and of course the addition of some yoga and pound classes this year. I am hoping to start those in October. There will also be two group coaching classes, one in the fall and one in the Spring.

Last year we added the mail in pharmacy option for points as well as the Telemedicine option. Those are still in the program and if you registered last year you won't get registration points this year, but if you do have a visit, you will receive points for those.

Everything is located at [health.iu17.org](http://health.iu17.org) for information on the Embrace Your Path program. So whatever path you want to venture down to accumulate points, it is your choice to embrace your own path.

Platinum forms are due by 12/1/22 so don't wait until the last minute, go ahead and email it to me. If you decide later you do not want to attain that level, just email me and I will remove you from that.

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# Calm App Survey



We are looking for employee input. We have the chance to offer the calm app to our benefit eligible employees and want to know if you will use this service if we offer it. The calm app provides an experience for resilience and mental fitness and they are dedicated to giving people tools to help

them find more calm and mindfulness in their everyday lives. Calm features content to help with some of the world's most important mental health issues (anxiety, insomnia and stress as well as many others.) Their programs are designed to support feelings of creativity, calm, resilience, happiness and success.

What Calm offers to our employees:

- ♦ App can be downloaded to up to 5 devices per employee (so you can provide it for your classroom or office, your home devices, your spouse and children)
- ♦ unlimited content on the calm app: calm for work, meditation, music, sleep stories, calm body and tools for building healthy habits
- ♦ Comes in 7 native languages, 100 different narrators so there's stuff for everyone
- ♦ Webinars and Masterclasses are also available through the app.

This survey will supply us with information so we can make an informative decision for adding this benefit to our programs.

Link to Survey:

<https://forms.gle/a3pKpJSPVFYhoqQb9>

Please fill this out by September 16th!

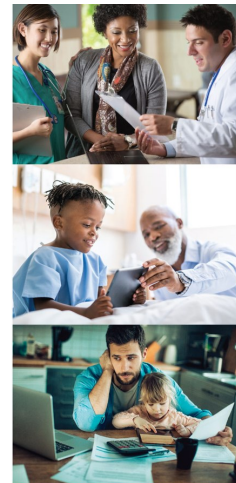


# Health Advocate

**DID YOU KNOW?** Health advocate not only helps with our wellness piece, they can do so much more. Health Advocate can provide help for your whole family: employees, spouses, dependents, parents and parents-in-law!

Your Personal Health Advocate can help in the following ways:

- ♦ Coordinate care with your providers
- ♦ Provide support for your medical condition
- ♦ Help you find the right doctors
- ♦ Research and arrange second opinions
- ♦ Help with confusing paperwork issues
- ♦ Provide special help for Mom & Dad



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## Who are the Personal Health Advocates?

### ✓ **Registered Nurses**

with experience in clinical care, case management, nursing education, supervision and administration

### ✓ **Benefits experts**

with experience in claims management and provider group administration

### ✓ **Full-time medical directors**

### ✓ **Trained clinical professionals**

including social workers, behavior change counselors, nutritionists, dieticians, dental care and pharmacy

**1-866-695-8622**

# Health and Wellness Coaching



Carmen Terry, MS, NBC-HWC

Nationally Board Certified Health and  
Wellness Coach

One of the favorite parts of my job is Health and Wellness Coaching. Some of you may wonder what health and wellness coaching is?

Health and Wellness Coaches partner with their clients seeking to enhance their well-being through self-directed, lasting changes and aligned with their values. We believe the client is an expert on their own life, and make sure that all clients understand their self worth and belief in themselves to make the changes necessary, all while ensuring that interactions are positive, respectful and non judgmental.

In my coaching practice, I work with clients on a variety of issues from nutrition, sleep, stress, exercise, chronic illness or other issues that impact their health and well-being. I believe that clients are the experts in their body and life and want to be at their best. Whether you are struggling for a couple weeks, months or even longer, it's okay and understandable. No one is at their best 100% of the time, including me. I want clients to feel empowered to make the changes necessary all while helping them find their own resources to continue on a healthy path. All of us have the power to make changes and my job is to help you believe that!

I work with clients in a variety of ways. Typically our first visit is about 90 minutes so I can understand where you are, where you have been and where you want to go. These visits are usually face to face visits. All visits after that are scheduled at the clients convenience such as in person visits at a location convenient to the client, teleconference visits or zoom visits. Subsequent visits usually take around 30-45 minutes depending on the client. All information we discuss is confidential and private.

So if you aren't sure whether you want to work on something just send me an email or give me a call and we can just talk to see if Health and Wellness coaching is for you. And the best part for you is that it is free for any employee or spouse!

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# Highmark-Where to go for Care

## Where to go for care when you need help.



The symptoms/condition you have determine your best setting for care.



	Doctor's Office/ Clinic	Urgent/Express Care	Emergency Dept
	Check ups, illness, and chronic care	Urgent but not life-threatening	Serious, life-threatening, or involving severe pain
Symptoms/ Conditions	Cold & sinus symptoms Stomach problems High blood pressure Behavioral health issues Other chronic conditions	Headaches/migraines Asthma/breathing conditions Flu Urinary tract infections	Difficulty breathing Chest pain Uncontrolled bleeding Severe injury Stroke symptoms*
Estimated cost by comparison	Lowest	Low or Moderate	Highest
Hours of operation	Business hours, but please check with your provider for after hours and weekend availability.	Mornings, evenings, and weekends, when your PCP is not available	24/7

If you believe you are having a medical emergency and you need immediate treatment, go directly to any hospital emergency room or call 911.



\* Numbness or weakness in your face, arm, or leg, especially on one side. Confusion or trouble understanding other people. Difficulty speaking. Trouble seeing with one or both eyes.

The information provided is intended to provide general information only and does not attempt to give you advice that relates to your specific circumstances. This information is not intended to be a substitute for professional medical advice, diagnosis, or treatment. Always seek the advice of your physician or other qualified health provider with any questions or concerns regarding a medical condition.

Source: Varvick, L. J., Seave, D., & Conway, B. (2019). When to use the emergency room-adult. Retrieved from: <https://medlineplus.gov/ency/patientinstructions/000593.htm>.