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Wellness NEWSLETTER

HEALTH OBSERVANCE

Don't Be a Bully Month

Katherine Kline – Wellworks For You

When we hear the word bullying, many of us picture school hallways or childhood conflicts. Bullying doesn't always stop when we become adults, though; it often shows up in the workplace in quieter, more complex ways. When it's not addressed, it can quietly damage morale, productivity, and overall wellbeing.

Workplace bullying can look like persistent criticism, public belittling, exclusion from projects, or power plays masked as "just how things are done." Even passive-aggressive emails, eye-rolling in meetings, or intentionally excluding someone from conversations can contribute to a toxic work culture. According to the Workplace Bullying Institute, nearly 30 percent of U.S. workers report being bullied at work.

That's why creating a culture of respect is so important and often starts at the top.

How Leaders Can Foster a Respectful Workplace:

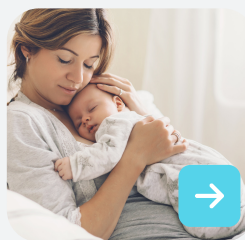
Managers, supervisors, and HR professionals set the tone for how people treat one another. Here are a few ways to lead by example:

- **Communicate clearly and respectfully.** Avoid sarcasm, blame, and vague feedback. Choose words that clarify rather than criticize.
- **Correct behavior, not character.** Provide constructive feedback in private, and focus on solutions rather than blame.
- **Encourage open dialogue.** Make it clear that speaking up about concerns is welcomed and supported.
- **Notice patterns.** If someone is frequently the target or source of tension, take time to investigate and respond thoughtfully.
- **Create belonging.** Inclusive teams thrive when differences are valued and everyone feels safe contributing.

Preventing bullying is not about being overly cautious. It is about making sure everyone can do their best work without fear, shame, or tension. When people feel safe and supported, everyone benefits.

A respectful workplace leads to better wellbeing. Let's continue to build that environment together.

Source: <https://workplacebullying.org/wp-content/uploads/2024/01/2021-Full-Report.pdf>



2 SUPPORTING MOTHERS AND BABIES

National Breastfeeding Month

Supporting breastfeeding is about more than meeting legal requirements. It's about creating a culture of respect, flexibility, and care.



3 EXPLORING SPIRITUAL WELLNESS

Pause, Reflect, Reconnect

When we pair gratitude with creativity, we invite that presence into our hands, our hearts, and our daily routines.



4 Featured Recipe

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National Breastfeeding Month: Supporting Mothers and Babies

Returning to work after having a baby is a major transition, and for breastfeeding parents, it often comes with added stress. National Breastfeeding Month is a chance to recognize both the health benefits of breastfeeding and the importance of workplace policies that empower parents to make feeding decisions that work best for them. While breastfeeding can support physical and emotional wellbeing, the reality is that many parents wean earlier than planned, not because they want to, but because work makes it difficult to continue.

In fact, studies show that full-time working mothers in the U.S. are significantly less likely to breastfeed for six months compared to part-time or non-working mothers. Many report a drop in supply after returning to work, or cite lack of privacy, inadequate break time, and limited support from supervisors as key barriers. While some parents may choose formula for any number of valid reasons, no one should feel forced into that choice due to workplace limitations.

Provide Time and Space to Pump

Federal law requires employers to provide a clean, private, non-bathroom space for expressing milk. Meeting this need without delay, inconvenience, or stigma helps normalize the process and reduces stress.

Be Flexible with Schedules

Offering flexibility, whether through remote work, adjustable hours, or a phased return, can help parents maintain milk supply and ease the transition back to work.

Support All Feeding Choices

Whether a parent chooses to breastfeed, formula feed, or use a combination of both, that decision deserves respect. Creating an environment that supports autonomy helps parents feel confident and reduces pressure.

Normalize and Communicate Supportive Policies

Clear guidelines and inclusive conversations send a message that your organization values family health and supports all parents. Educating managers on how to respond with empathy is just as important as the policy itself.

Supporting breastfeeding is about more than meeting legal requirements. It's about creating a culture of respect, flexibility, and care. When parents feel empowered to make the right choice for their family, without workplace obstacles, everyone benefits. Healthy families, supported employees, and inclusive work environments go hand in hand.

Source: <https://www.parents.com/these-new-laws-will-support-pregnant-and-nursing-employees-7092020>

Pause, Reflect, Reconnect



Exploring Gratitude for a Path to Spiritual Wellness

Wellworks For You

Creative expression can open doors that words sometimes cannot. While every person's path to healing and wellness looks different, one practice often makes its way into the conversation; gratitude.

Gratitude is not just about being polite or optimistic. It is about slowing down long enough to notice. To take stock of what is already here. When we do that with intention we begin to feel connected, within ourselves, to others, and to something larger than us. That is the heart of spiritual wellness. Not perfection or enlightenment, but presence.

When we pair gratitude with creativity, we invite that presence into our hands, our hearts, and our daily routines. We make the intangible feel a little more real. You don't have to be an artist to benefit. In fact, the goal is not to create something perfect. It's to create something true.

Here are a few ways to explore gratitude as a spiritual practice through creative expression:

Create a Gratitude Collage

Flip through old magazines or photos and cut out words, colors, or images that remind you of people, places, or memories you're grateful for. Arrange them in a way that feels meaningful. Let your hands guide you.

Draw or Paint a "Sanctuary Space"

Imagine a place where you feel most at peace. It could be real or imagined. Use color, shape, and texture to bring it to life on paper. This can become a visual reminder to return to when you feel overwhelmed.

Start a Visual Gratitude Journal

Instead of writing full entries, draw one small thing you're grateful for each day. A steaming cup of tea. A smile from a stranger. A favorite tree. Over time, the journal becomes a quiet archive of joy.

When we take the time to notice what is good, we begin to feel more grounded. When we express that gratitude creatively, we give it space to grow. Spiritual wellness is not something to strive for. It is something we return to again and again, in small moments of presence, reflection, and care.

Source: https://therapyinanutshell.com/the-healing-power-of-gratitude/?utm_source=chatgpt.com

FEATURED RECIPE

Chicken Piccata

Protein

4 SERVINGS | 35 MINUTES



INGREDIENTS

- 1 cup all-purpose flour
- 1 teaspoon salt
- 1/2 teaspoon ground black pepper
- 4 skinless, boneless chicken breast halves – trimmed and cut in half horizontally
- 1/2 cup butter
- 3/4 cup dry white wine
- 1 lemon, juiced
- 1 teaspoon capers
- 1 lemon, sliced
- 2 teaspoons chopped fresh parsley

NUTRITION

Serving Size: 1 Chicken Breast

Per Serving:

Calories: 483
 Carbohydrates: 26g
 Saturated Fat: 16g
 Total Sugars: 2g

Per Serving:

Protein: 29g
 Dietary Fiber: 2g
 Cholesterol: 126mg
 Sodium: 809mg

Source: <https://insanelygoodrecipes.com/chicken-piccata/>

DIRECTIONS

1. Combine the flour, salt, and black pepper in a medium bowl. Coat the chicken with the flour mixture evenly. Shake off any excess flour.
2. Melt the butter in a skillet over medium heat; be careful not to brown the butter. Sear the chicken until the juices run clear, and it's no longer pink inside, about 10 minutes. Remove from the skillet and keep warm.
3. Pour the white wine into the skillet, scraping the bottom to melt any remaining browned bits of food. Stir in the lemon and reduce heat to low. Cook the sauce, stirring often, for 10 minutes, or until slightly thickened.
4. Add the capers and chicken. Toss the chicken to coat.
5. Place the chicken in a serving dish. Top with sauce and garnish with lemon slices and parsley. Enjoy!

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