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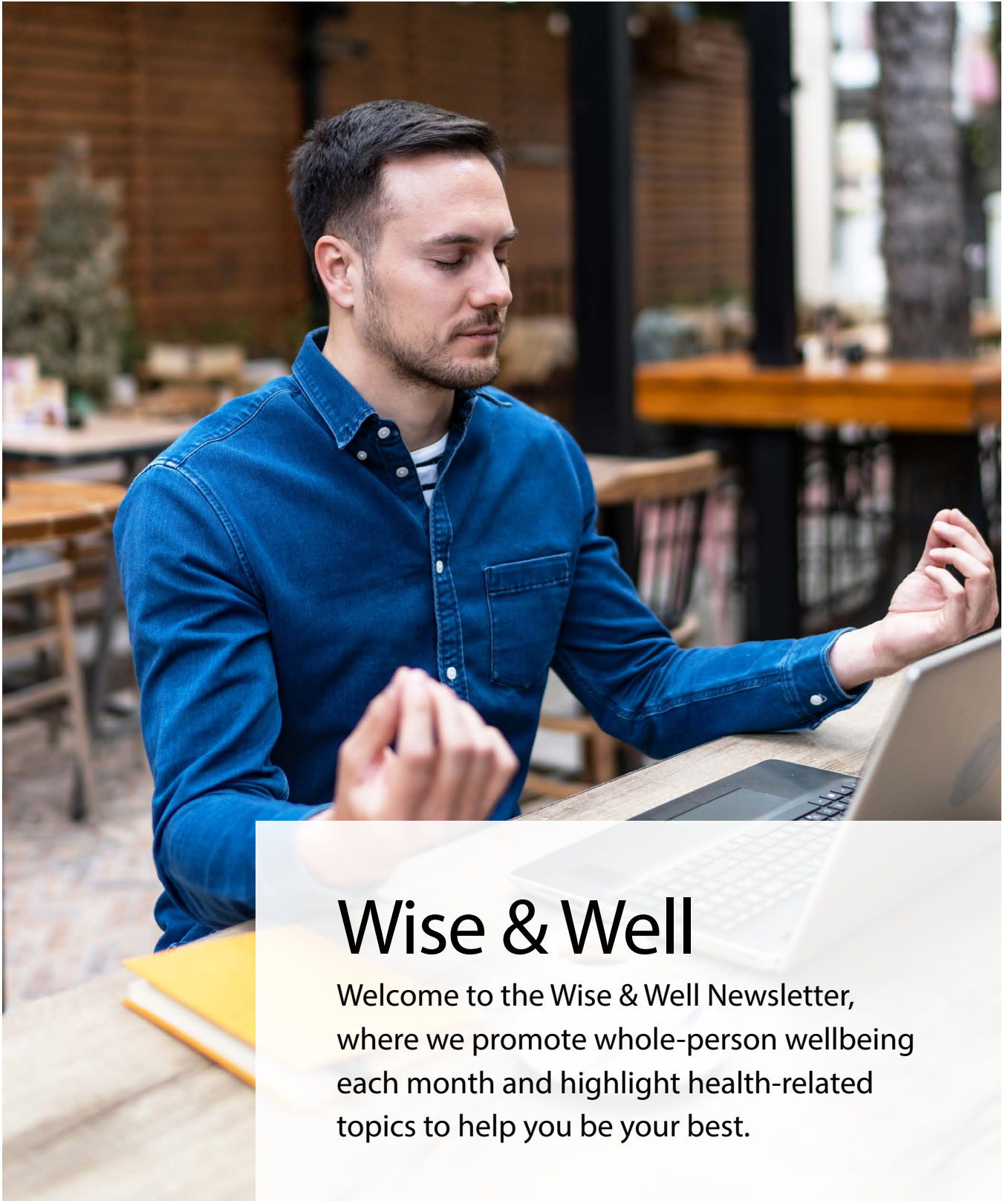
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Wise & Well

Welcome to the Wise & Well Newsletter, where we promote whole-person wellbeing each month and highlight health-related topics to help you be your best.

Preventing Burnout Through Mindfulness

Imagine this: Your alarm goes off promptly at 6:00 a.m., but you were already awakened by the ping of an email from the laptop in your office 15 minutes ago. Before you even lift your head off the pillow, you run over the list of meetings and deadlines that completely fill your day until early evening. It feels like you've been living this routine for months on end, and it's only Tuesday.

This isn't just a bad morning — it's the daily reality for millions of Americans and the perfect recipe for burnout. Anything that threatens our mental wellbeing this persistently deserves serious attention and burnout — a state of complete mental, physical, and emotional exhaustion caused by prolonged stress — is at the top of that list. Burnout can arise from any sustained effort and take a serious toll on overall health. With stress-related exhaustion on the rise across our work and home life, understanding how mindfulness can help prevent burnout is more important than ever.

Unlike clinically diagnosed conditions, which typically affect about 1 in 5 U.S. adults, burnout has the potential to affect the entire population. Burnout often develops gradually, fueled by prolonged stress and a growing disconnection from our internal cues.

Fortunately, there are many practical ways to toss a monkey wrench at the problem and ultimately disrupt this cycle. Chief among them is mindfulness, the practice of being fully present with openness and without judgment. Mindfulness provides strong protection against the types of stress that most commonly lead to burnout. While it has roots in ancient meditation traditions, today's notion of mindfulness has become a science-backed approach embraced by modern psychology.

Practice Makes Perfect Protection

Regular mindfulness practice helps manage stress before it becomes overwhelming, creating a buffer between external pressures and your internal wellbeing. The best part? It's more accessible than ever. From quick breathing exercises to structured meditation, there are countless ways to incorporate mindfulness into your routine. Healthcare providers and therapists can also recommend tailored approaches.

Even if you feel fine, consistent mindfulness is key. However, it's equally important to listen to your body. Signs that it's time to prioritize self-care include persistent fatigue, irritability, difficulty concentrating, decreased satisfaction and physical tension. While these don't always indicate burnout, they signal the need to pause and recalibrate.

Getting Started

Our Wise & Well team understands that starting a mindfulness practice can feel daunting. But even simple techniques can make a big difference. The more we integrate mindfulness into daily life, the better we protect our mental wellbeing.

Your Mindfulness Checklist

1. Set aside 3-5 minutes daily for breathing awareness.
2. Practice one "single-task focus" activity each day (eating a meal without distractions).
3. Take three conscious breaths between activities to create mental transitions.
4. Schedule brief body scan breaks to release physical tension.
5. Notice early warning signs of stress in your body.
6. Share these mindfulness techniques with others in your life.



Mindfulness in Action

Let's revisit that familiar morning — only this time, with mindfulness.

Without mindfulness: Your alarm jolts you at 6:00 a.m., but are already awake, your mind buzzing with unfinished tasks. You immediately grab your phone, scanning emails before your feet hit the floor. The anxiety starts creeping in as you race through your morning, barely tasting your coffee. By midafternoon, you're running on fumes, and by evening, exhaustion leaves you too drained to enjoy personal time.

With mindfulness: The same alarm goes off, but instead of reaching for your phone, you take three deep breaths, grounding yourself in the moment. Before launching into the day's demands, you dedicate five minutes to a mindful check-in — stretching, sipping coffee slowly or simply noticing the morning light. You tackle tasks with more clarity, pausing between meetings for a few conscious breaths. By evening, while the workload remains the same, you feel more present, less reactive and more in control.

Burnout doesn't happen overnight, and neither does mindfulness. But small, intentional changes – practicing mindfulness, recognizing stress signals and taking mindful pauses – can transform the way you navigate daily pressures.

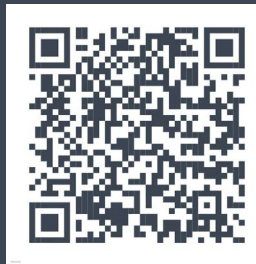
So tomorrow morning, before checking that first email, take a breath. Your wellbeing is worth it.

Additional Resources

Upcoming Wise & Well Webinar — Register Now!

Topic: Bringing Joy to Your World

When: Tuesday, May 13 | Noon – 1:00 p.m. ET



To register, [click here](#) or scan the QR code. For more information, view the [Wise & Well Training Center page](#).

Additional Resources for Mindfulness

- Stanford Mindfulness + Meditation Resources: healthlibrary.stanford.edu
- Centre for Mindfulness Studies: mindfulnessstudies.com
- *Wherever you Go, There You Are*: parnassusbooks.net
- *Brain On!*: amplifypublishinggroup.com



Monthly Moves

The 3-Move Dumbbell Workout That Builds Upper Body Strength Without Pull-Ups

Is there an efficient approach to building upper body strength without relying on pull-ups? This workout, created by trainer Sandy Sklar, requires minimal equipment and focuses on movements that effectively target multiple upper-body muscle groups simultaneously, making it perfect for home workouts with limited equipment.

For maximum benefit, perform these three exercises as a circuit with minimal rest between moves. Complete 3-4 sets of the full circuit, focusing on controlled movements rather than speed. Choose weights that challenge you while allowing you to maintain proper form throughout all repetitions.

1. Alternating Grip Biceps Curls

Hold a dumbbell in each hand with arms at your sides. For each rep, perform one curl with your palm facing up, followed by one curl with your palm facing inward (hammer grip). Maintain a controlled tempo and avoid swinging your arms to use momentum.

The goal: 10-12 reps total (each complete curl counts as 1 rep)

2. Front-to-Lateral Raise Combo

Stand with feet shoulder-width apart, holding dumbbells at your sides. Raise the weights directly in front of you to shoulder height with palms facing down. Without lowering, rotate your arms outward to move into a lateral raise position, forming a T with your body. Lower back to the starting position in a controlled manner.

The goal: 10-12 reps (each front-to-lateral combination equals 1 rep)

3. Reverse Grip Triceps Press Downs

Secure a resistance band to an anchor point above head height. Grasp the band with both hands, palms facing up. Starting with elbows bent at 90 degrees close to your sides, extend your arms downward by engaging your triceps. Keep your upper arms stationary throughout the movement.

Alternative: If you don't have a resistance band, perform dumbbell overhead triceps extensions. Hold a single dumbbell with both hands above your head, lower it behind your head by bending at the elbows then extend back up.

The goal: 12-15 reps



Cacio e Pepe Chicken

Cacio e Pepe is as fun to say as it is to eat. A popular pasta dish from Rome, the name literally translates to cheese and pepper. We thought that pasta shouldn't have all the fun, so why not chicken-fy it? This recipe starts like all Cacio e Pepe recipes do, with pecorino romano and black pepper, but here's where it deviates: We wanted to create a saucy moment, so we chose to sear and braise succulent bone-in chicken thighs in an aromatic white wine broth until tender. The braising liquid then gets a glow-up with the addition of cream and lemon zest, making this saucy dish worthy of date nights and dinner parties. Here's what you need to know:

Ingredients

- 8 bone-in, skin-on chicken thighs (about 4 1/2 lb.)
- Kosher salt
- Freshly ground black pepper
- 1 medium yellow onion, chopped
- 3 cloves garlic, finely chopped
- 1 cup dry white wine
- 1 1/2 cups reduced-sodium chicken broth
- 1/2 cup heavy cream
- 1 lemon, zested, cut into wedges
- 4 tablespoons finely grated pecorino Romano, divided, plus more for serving
- 6 of 7 • Chopped fresh parsley, for serving



Cacio e Pepe Chicken

Directions

1. Preheat oven to 425°. Season chicken all over with salt and pepper. Arrange chicken skin side down in a large, cold, ovenproof skillet. Cook over medium heat, undisturbed, until skin is crispy and golden brown, 15 to 20 minutes. Transfer chicken to a plate.
2. In same skillet over medium-high heat, season onions with 1/4 teaspoon salt and cook, scraping up browned bits, until onions are softened, about 7 minutes. Add garlic and cook, stirring, until fragrant, about 1 minute. Add wine and cook, stirring occasionally, until reduced by half, about 3 minutes. Add broth and bring to a simmer.
3. Return chicken and any accumulated juices to skillet, arranging chicken skin side up. Transfer to oven and bake, uncovered, until cooked through and tender and liquid is slightly reduced, about 30 minutes.
4. Transfer chicken to a plate. Covering handle of skillet with a towel or mitt, return skillet to medium-high heat. Add cream and bring to a boil. Reduce heat to medium-low, bring to a simmer, and cook, stirring, until sauce is slightly thickened, about 3 minutes.
5. Stir in lemon zest, 1 tablespoon pecorino and 1 teaspoon pepper; season with salt. Return chicken to skillet along with any accumulated juices. Top with parsley, 1/2 teaspoon pepper and remaining 3 tablespoons pecorino. Serve with lemon wedges and more pecorino alongside.

Source: delish.com

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April Is Preventing Burnout Through Mindfulness Month

April brings fresh growth and new beginnings. As nature reawakens, it's the perfect time to cultivate mindfulness in your daily life. Each week this month, we're sharing simple practices to help you prevent burnout and nurture your wellbeing.

April 4

The Mindful Morning Reset

This week, start your day with intention rather than reaction. Before checking emails or social media, take three deep breaths and set a positive intention for the day ahead. This simple practice creates a buffer between you and the day's demands, helping you respond rather than react.

April 11

Single-Task Your Success

Multitasking increases stress and decreases effectiveness. This week, practice "single-tasking" by fully engaging with one activity at a time — whether eating lunch without screens, focusing completely on a conversation or dedicating uninterrupted time to a project. Notice how this changes your experience and productivity.

April 18

The 3-Minute Body Scan

Stress accumulates in the body before we notice it in the mind. Take three minutes, three times daily to scan from head to toe, noticing and releasing tension. Pay special attention to your jaw, shoulders and hands — common places where we hold stress without realizing it.

April 25

Mindful Transitions

Create mental boundaries between activities to prevent burnout. Before moving from one task to the next, take three conscious breaths, physically change your position or briefly step outside. These micro-breaks reset your nervous system and help maintain focus throughout the day.



Send our Wise & Well Tips of the Week to your employees for quick, easily digestible health and wellbeing tidbits they can incorporate into their daily lives.

– Your Wise & Well Team

Source: healthlibrary.stanford.edu

April Is Preventing Burnout Through Mindfulness Month

This month, discover how small changes can make a big difference. When we approach everyday things with curiosity and savor them, we open ourselves to greater wellbeing and resilience. Explore this mindful practice list created by Elisha Goldstein, Ph.D., to help reduce stress and find more joy in your life.



6 Things Mindful People Do Differently