MR. PERFECT: DISPPELLING THE MYTH

WELLNESS IN THE WORKPLACE
WITH TOM BOSNA

DR. SUZY GREEN
THE SCIENCE OF
POSITIVITY

JESSICA SEPEL
on health, business & balance
CELEBRATING AUSTRALIAN ALLIED HEALTH

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6:45pm Three Course Dinner & Awards Presentation Ceremony
Dress Code: Cocktail

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On the cover

06  DR SUZY GREEN
The science of positivity

Missed an issue? Get them all at alliedmagazine.com.au
This is the most honest and open article I have ever written. Over the years, I have always wanted to speak up about the challenges that I was facing in my life, but never wanted to share them as I thought they were not as bad as others. It’s time to change that.

In 2015, when I started Allied Magazine I was sitting in a café in Albion with a dear friend. We were chatting about the Allied health industry and the challenges they faced. At this stage I was growing my business, Allied Health Marketing, and I needed to understand what issues our health professionals faced every day.

Quickly, I realised that I was never going to be able to make the impact I desired working one on one with my clients, so I decided to grow a team. Going a step beyond that, I realised that another way to reach health professionals in Australia was to talk directly to them in a way that was comfortable, inspiring and conversational – so Allied Magazine was created.

Our first issue hit with a huge bang. We had pulled it off – a brand new magazine in a space that is traditionally dominated by fitness magazines. Our aim was to give a voice to health professionals who would not normally get a chance to be interviewed for a magazine. They work hard, provide amazing (more often than not, life changing) services to Australians, so I believed they needed to be celebrated.

Allied Magazine quickly outgrew the small team we had in place as we were getting out an issue every 2 months. Now, that seems like a lot of time, but when you are running a small team, it is epic (just ask my wife)!

We have had the pleasure to interview some amazing health professionals over the last two years including Lyndi Cohen, Mark Simpson, Tristan White, Ben Lucas, Shane Watson, Vix Burdon, Michael Ramsey, Maree Ferguson, Katherine Maslen and so many more!

At the same time as Allied Magazine was taking off, Allied Health Marketing was doing just the same. We were managing the marketing for Health Businesses all over the country which saw me in a different state each month. The pace was fast, and I loved it. Brand workshops, social media training, website development – we had our fingerprint on it all. What I didn’t know, is that I was headed down a path that was about to shake up my whole world.

In June 2017 we had just launched a new marketing collaboration series, video marketing for health professionals. It was the real deal – 2 hours on camera training, professional script editing, auto cue, green screen, we had it all. What I didn’t know, is that I was headed down a path that was about to shake up my whole world.

In one split second, there is a child on the bonnet of my car as I slam on the brakes. I don’t want to go into too much detail here but for a moment in time, everything was still. The child was lying on the road,
still, and his mother was running out of the house screaming. Regardless of my own feelings and emotions at this time, I had to go into survival mode and call in the accident to the emergency services, whilst talking to the mother about how to best care for her child. Fast forward 1 hour, the child was taken to hospital and the police were very concerned that I would enter a state of shock due to what had just happened. I sat on the side of the road and tried to collect myself, but it wasn’t working. The thoughts of what was going to happen to the child and what was his mother thinking were flying around in my head. The other issue that I faced was this incident happened in my street. I have to drive past this exact point every day – there is no way to avoid it.

I walked home. At this point my wife, mum, father in law, brother and sister are all by my side. I get to the steps on my house and completely break down. Do you know what the biggest thing on my mind was... what about the video workshop we have tomorrow? I have people relying on me to be there. It was at this moment that I knew my way of thinking needed to change. I had just been through a traumatic event and I was not thinking about my own health and wellbeing, I was thinking of everything around me. I mean after all, working this way had taken me this far, why can’t I just continue to do it. I was extremely fortunate to have an amazing team member who was able to take over and keep the business moving.

I tried so hard to get back into the swing of things as quickly as possible. Unfortunately, my mental capacity was so exhausted, making simple decisions was a huge effort. This is where I started to feel out of control. I would take days, sometimes weeks to reply to emails when normally I would respond immediately. My creative work became boring and I no longer had the drive to continue to grow the business. I was seeing a psychologist every two weeks to help me process and sort through my feelings and anxieties – I still go to this day. I can honestly say that being able to talk about your feelings and experiences with someone, anyone, can make a huge impact. It was from this experience that I have been on a mission to get people talking (ask my dad and father-in-law about that one!).

A whole year later, I still feel that I am not 100% myself, but that is only thinking about the person that I used to be. Maybe now I can grow beyond where I was... only time will tell. All that I can do now, and encourage you to do, is to forget about the stigmas. Forget about that person who told you that showing feelings is weak. In my experience, expressing my feelings and doing things on my own terms, has truly allowed me to simply, be me.

In this amazing issue, we have so much to celebrate. We have a deep and powerful interview with Dr Suzy Green from the Positivity institute. Suzy talks about her initiative, The Positivity Institute, how it came about and gives us 3 things we can implement today to change our mindsets for a more positive outlook. We also have some great tips from Tara Macgregor on motivational interviewing and how it can help practitioners change the habits of their clients for the better. Plus, workplace wellness with Tom Bosna and a truly inspiring interview with Terry Cornick creator of Mr Perfect.

Through it all, personally and professionally, as a team we have reached the 2nd birthday of Allied Magazine. We are looking to make even more of an impact than ever before, so I would like to thank you for picking up our magazine and taking the time to read though a small part of my story. I will continue to share more, in the hopes that I might be able to encourage or inspire just one person to reach out or ask for help.

Chris McCarroll – Editor + Founder
Dr Suzy Green is a Clinical and Coaching Psychologist (MAPS) and Founder of The Positivity Institute, a POSITIVELY DEVIDENT organisation dedicated to the research and application of Positive Psychology for life, school and work. We sat down with Suzy to chat all things positivity.
The science of Positive Psychology has been around for nearly 20 years now, but the concept itself feels as though it is only being properly appreciated as a valuable resource in places like education and workplace settings in more recent times. Do you agree and if so, why do you think that is?

Yes, I sometimes feel like people have been looking at me like I’m Pollyanna for the past 20 years but finally the science is being taken seriously and there are more people and organisations open to exploring the power of positivity. Schools have led the charge and those that are doing it well have taken a strategic and sustainable whole school approach to organisational change creating a positive culture to support students, staff and whole school communities.

When was The Positivity Institute created and what led you to creating such a wonderful concept?

PI was formally launched in 2012 and it came about after years of helping individuals both in a counselling and coaching approach to overcome adversity and be their best selves. Traditionally, a clinical psychologist’s role is to treat symptoms and help the person return to a “normal” range of functioning. In Coaching Psychology and Positive Psychology, the aim is to help the person move from 0 to +5 for “optimal human functioning” which really appealed to me and energised me. I also had the privilege of teaching the first ‘Positive Psychology’ university class in Australia at the University of Sydney for 10 years. After 10 years of teaching the material, I also had an amazing opportunity to apply my learnings at a pioneering project at one of Sydney’s major independent boys schools. Since then, the field of Positive Education, which began at Geelong Grammar, in Australia, has gone global and continues to grow. Similarly, in the workplace, more recently, we secured a workplace engagement at the Reserve Bank of Australia, one of the first organisations in Australia to undertake an applied positive psychology program for their staff. And the interest now continues to build – there’s no turning back.

The Institute’s aim – ‘to create flourishing lives and increase the well-being of the world’, otherwise referred to by the Institute as a BHAG (a big, hairy, audacious goal), is a very inspiring purpose. Are there any notable moments, cases or clients you’ve worked with that you look back on and think, ‘We’ve made a big difference there’?

Yes, that would definitely be our work in Education. Having now worked in that field over 10 years it’s been amazing to see the growth and uptake of it here in Australia and globally. I recently saw that in India the education department has just implemented ‘happiness classes’ for all children. Similarly, in Bhutan a “gross national happiness” curriculum was implemented and scientifically assessed and has shown to not only increase happiness and wellbeing, but simultaneously academic attainment. Another school we’ve worked with is Perth College in Western Australia and this is now our 4th year of implementation and there are real and observable changes in both staff and student wellbeing. For example, students, even as young as 5, can name their strengths, have a language for their emotions and understand what it means to have a “growth mindset”. These “life-skills” are essential to young people going out into a VUCA (volatile, uncertain, complex and ambiguous) world. At this point, many adults still don’t have these skills and we wonder why there’s so much psychological distress in our communities!

When it comes to our individual pursuits of what we think ‘happiness’ is, it seems as though most of us are waiting for that happiness to arrive in the mail or something. Why do you think that is?

Yes, even the Founder of the field of Positive Psychology, Professor Martin Seligman, now states that he detests the word happiness. The reason for this is that we can set up false expectations about it being possible to be yellow, smiley-faced, happy all of the time. We also can suffer from the good old “I’ll be happy when...” syndrome. This all points to the need for further education, to children and adults, about what happiness is and in fact that the broader concept of ‘wellbeing’ does in fact encompass the full range of human emotions like sadness, anger and fear. We do however need skills in managing these so-called “negative” emotions when they become problematic, but, overall, they’re useful and we need to understand them better, which is what traditional psychology has helped us do. However, it’s only been since the launch of Positive Psychology, that we now understand the role of positive emotions, such as joy, gratitude, love, awe and how important it is to “prioritise positivity” and not just for our psychological wellbeing but for our physical wellbeing. There’s more and more research emerging that highlights the role positive emotions play on our immune functioning and overall physical health.

With this focus on being ‘happy’, have we now taken things too far in terms of being so afraid of negative emotions (sadness, grief, etc.), and so focused on being ‘happy’, that we find ways to avoid having those negative feelings? If so, what are the consequences of that?

Yes, we need to understand, use and manage these “negative” emotions. The negative label can be unhelpful though as even negative emotions can be positive. Consider anger for example. Without a certain degree of anger (think assertiveness) we would have no-one standing up for injustices. Without fear (think caution) we might take risks that have dire consequences and without sadness (think melancholy) we may not spend time in reflection and make the positive changes we want to make in our lives. We also know that not allowing us to feel or express these emotions can take a toll on our mental and physical wellbeing.

You’ve spoken before about material possessions vs experiences. Would you mind explaining why one is different from the other in terms of creating wellbeing for us?

There’s research to show that an investment in material possessions has a short-lived effect on our happiness and wellbeing, whereas an investment in experiences leads to longer-lasting happiness and wellbeing – mainly because we’ve created positive memories...
that we can “positively reminisce” on which then recreates the positive emotions as if we’re actually reliving the whole experience again! With material possessions, whilst we can gain a lot of “anticipatory pleasure” from waiting (and saving) for a much-desired possession, once we get it, “habituation” kicks in. That basically means we start to take it for granted and we lose the pleasure that we had when we first bought it. There is a way, however, to extend the joy from purchasing material possessions – and that is to savour them. That means, employing a greater level of mindfulness to notice the possession and more importantly recall how much pleasure it gives you, or how hard you worked to attain it. That can allay habituation.

We’re more connected than ever before with our communications technologies, whether it be social media or basic text messaging, yet it seems as though these technologies have damaged our relationships with one another and made us more disconnected in many ways. This type of communication is only going to become more prevalent into the future, what do you think that future holds for us, our relationships and wellbeing with this as one of our primary forms of connection with each other?

The research on social media is not as black and white as we think or often hear in the media. Whilst there is a lot of research to how that the use of social media can have a very negative effect on our wellbeing, more recent research conducted here in Australia has shown that it’s much more nuanced than that. It comes down to who you are and how you use social media.

If you do suffer from depression or anxiety, then limiting your use, may be beneficial particularly if you find yourself making “social comparisons” to your friends or “insta influencers” – wishing you were them or had their life – that’s not a recipe for wellbeing. However, research has shown that if you can use it to build positive relationships by staying in touch with family and friends and cultivating happiness in seeing their happiness then it can have a positive effect on our wellbeing. We need greater education and guidance about technology and wellbeing – we need to use it to boost our wellbeing, not undermine it.

Part of human survival has meant we are programmed, for want of a better word, with systems in our brains that have been there for millennia. For example, the negativity bias. Can you explain what that is and give us a tip on how to live with that?

The negativity bias is an in-built mechanism that is there to protect us. From an evolutionary perspective, it’s there to ensure we scan the environment for things that could go wrong and ultimately kill us! However, some of us have a stronger negativity or pessimistic bias than others. For some people that’s more of a trait that they’ve been born with, but for others it’s been growing up in a family or environment that has a focus on negativity and all that’s wrong with people and the world. We’ve known for a long time that there’s such a thing as a self-fulfilling prophecy which means what we focus on grows and we can create the outcomes we’re focused on. If we see ourselves, others and the world as negative, then that’s what we’re likely to experience. It’s really important to raise awareness of our own “biases” in a mindful way and question how truthful or helpful they are. Overall, the negativity bias is not going away as it’s really there to protect, we just need to work extra hard
at focusing our attention on the good and the positive and then we’ll start to see and feel more of that in the world!

With that in mind, how does a business owner create an inspiring workplace that promotes a positive emotional climate?

That takes time. First off, you need education as to what constitutes an inspiring or flourishing, as we like to call it, workplace. There’s significant research in the US from the Ross School of Business, University of Michigan, that has studied the “positively deviant” organisations, that is those organisations that are exemplars or exceed the norm in a positive way where their leaders, staff and stakeholders are experiencing high levels of performance and wellbeing at the same time. For so many organisations, there is a focus on creating a “high performance culture” which often results in a detrimental effect on the individual, team and organisational wellbeing.

Thanks to the growing research base and pioneering organisations that are applying the science, there is growing acknowledgement that helping people to be their best selves, impacts on overall organisational effectiveness.

Training alone is not sufficient though. In fact, research tells us that people retain less than 10% from training days. We need to utilise a coaching approach by creating a coaching culture where people bring out the best in others and have processes that support sustainable change.

Finally, we need to take a strategic approach. Currently so many organisations are taking what I’d call a “scattergun” approach to wellbeing. They’re also not making important linkages between wellbeing and performance. It’s not an either-or proposition.

How do you start your day? Are there some tips or insights you can share that you do which might help other people start their day in a positive way?

During the week I’m an early riser with the alarm set for 5am (weekends there’s no alarms!). I find I can think more clearly and am more creative when it’s quiet at home in the mornings, so that’s when I work on projects that require clarity and creativity. Although before I start writing or designing, I make a cup of tea and take 10 mins to do a mindfulness meditation. I prefer a guided meditation and have tried pretty much all of the apps available on the market. Some of my favourites are Headspace, 1GiantMind and Insight Timer. I also go to hot yoga 3 mornings a week to keep me flexible physically and mentally.

It’s not possible to summarise this in one answer, but if there were 3 things we can all practice every day to assist changing our mood or mindsets to being more positive, what would they be?

That’s fairly easy as the research is pretty clear about this right now:

1. **Mindfulness.** Now being referred to as the “foundation of flourishing”. Significant amounts of research has shown that mindfulness meditation reduces stress, enhances wellbeing and improves our relationships through greater compassion. Finding a mindfulness practice that works for you is key though. Some people prefer more of an active mindfulness meditation like mindful walking or yoga or tai-chi.

2. **Gratitude.** Just stopping once a week and noting down 3-5 things/people that you appreciate in your life has been shown to significantly improve wellbeing and reduce depression in as little as a month. The disclaimer here though is that if you’re already a grateful person, you’re unlikely to get an extra boost to your wellbeing, however if you’ve been taking things or people for granted, this one can be a life-changer!

3. **Compassion for self and others** — developing greater understanding, kindness and compassion for ourselves and others has also been shown to have a positive effect on our wellbeing. Judging too harshly or quickly can lead to false assumptions which ultimately leave us not feeling very positive. Research has shown that cultivating loving kindness even to those we have a difficult time liking, has a positive effect on our own wellbeing. Remember Mother Theresa said that there are three important things in life - the first is to be kind, the second is to be kind and the third is to be kind.
Fuel Your Life is an innovative and exciting dietetics company with experienced dieticians across Australia. We chatted to National Manager, Peta Adams, about the industry, the challenges it’s facing and where she hopes to see the profession in the future.
WHY AND HOW DID YOU GET INTO THE NUTRITION INDUSTRY?

I started out doing some work experience in a restaurant as I really enjoyed cooking and working with food, but thinking through this and experiencing it first hand, I felt it wasn’t for me. I thoroughly enjoyed biology and sciences at school. I wanted a career where I could foresee a future in academia or positions where I was educating people and constantly challenging both my own perceptions on health but others as well.

WHAT ARE SOME OF THE CHALLENGES YOU’VE FACED ALONG THE WAY?

To be honest, the biggest challenge I have faced was not having a sounding board. I knew where my skills were, and I had the drive and tenacity to get where I wanted to go, but without a clear direction or having someone to bounce ideas off, with the knowledge necessary to do so, I found myself remaining stagnant for many years. I have always been inherently driven and confidently able when I have a love and passion for something, the challenge for me was combining my passions and enthusiasm for what I did with clients to how I could sustain a successful business, make ends meet, as well as allow for my own personal and professional growth.

The other big one for me was MONEY. This was my biggest challenge. Managing the finances in a business, identifying and selling my worth, and then delivering this consistently across all arms of my business, particularly when my skills and passions were not in business from the outset.

WHAT ARE SOME OF THE VICTORIES YOU’VE ENJOYED?

So many. I am lucky enough to have victories every day. From client successes, to rewarding feedback from associates and invitations to present on a number topics in dietetics.

By far the biggest victory is watching others blossom under my guise and being a part of that growth and happiness.

WHAT LED YOU TO WORK WITH FUEL YOUR LIFE AND WHAT HAS THAT MEANT FOR YOU?

I took a leap of faith to remove myself primarily from my business to work for someone else. Having worked as a sole practitioner for most of my career, I decided, based on a little push from my partner to change our scenery. This meant working in someone else's business.

I was incredibly lucky that Tyson (Fuel your life Owner) allowed me time to travel back home monthly to my business to keep it running smoothly. This allowed for the biggest growth my business had ever seen. Working with someone who not only had a passion for business and finances (my weakness), but who created a sounding board for my grievances, allowed me space for growth of the skills necessary to follow through and make hard decisions. This has turned out to be the best decision of my career.

WHAT YOU WOULD LIKE TO SEE FOR THE BUSINESS IN THE FUTURE?

We have been busy growing our passion project that is Dietitian Life. Engaging practitioners, sharing the trials and tribulations of business and positioning ourselves as experts in Private Practice. Dietitian Life is about creating a space where dietitian's feel they're able to ask questions relating, not only to practice, but also in respect to the ‘how’s’ of practice. The stuff that isn't taught, that is learnt, only with time and practice. Creating a consistent environment and message to our community through this platform, I hope to build a bigger and better network of amazing, supported and engaged dietitians.

I would also like to diversify our business into other avenues that are being explored, or that others do not have access to. Hopefully helping to change the mould of our sector.

WHAT ARE SOME THINGS THAT WE MIGHT NOT KNOW ABOUT THE INDUSTRY – WHAT’S RIGHT AND WHAT’S WRONG?

Dietetics is an interesting and challenging career path these days. Graduates unfortunately finish their qualifications with an over confidence in their abilities, and quickly come crashing down. The lack of jobs (mostly in a full-time clinical roles) has led to an over saturated and poorly represented private practice community. Many are new graduates trying to grasp and learn how to become a good practitioner, but are faced with having to sell themselves in a saturated marketplace, alongside making ends meet and financing their own professional development. Most of what we need to know is not taught but learnt. So many of us are left to seek out these skills ourselves and on the back of a stressful and financially demanding 4+ years at university. The desperation to get work at any cost has led to the demise of our credibility in the public’s eyes. Hence, the ongoing defamation of our profession continues.

WHAT WOULD YOU LIKE TO SEE HAPPEN 10 YEARS FROM NOW?

Moving forward in another 10 years, unless the things I’ve mentioned change, we are likely to fall victim to technological advancements that may see dietitians become further undervalued. Now this is not what I want, nor what should happen, rather we as a consortium need to band together to help build our reputation in the market, align our agendas and remain consistent in our messages. Focusing on building strength together, rather than alone, in larger businesses, such as Fuel Your Life and creating supportive environments that foster growth, not competition, such as Dietitian Life is where I see we can win.

Dietitians add more value than most understand, and to be competitive and reputable in this current space we need to be engaged with what the public needs, wants and desires – human connection.

“Dietitians add more value than most understand, and to be competitive and reputable in this current space we need to be engaged with what the public needs, wants and desires – human connection. This particular commodity cannot be computerised in my eyes.
IF IT DOESNT BURN A LITTLE THEN WHATS THE POINT IN PLAYING WITH FIRE?
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There are a number of reasons why injuries can occur; acute, chronic, insidious, whatever the cause, they are all incredibly frustrating for the active individual. Injuries can crush momentum as soon as it builds, and we’ve probably all felt the effects at some point.

Eating fish & salad won’t help you if you get drunk and go into a 24 hour gym, or run marathons in high heel shoes, but, read on if you want to see what nutritional strategies may amplify your prescribed rehabilitation or exercise program.

**COLLAGEN & CONSTRUCTION**

Basketball players wear compression garments with integrated padding as a semi protective “armour.” In a similar concept, could what you put in your mouth before exercise help reduce the chance of tissue breakdown or pain? Research is suggesting that pre-exercise gelatin supplementation may help provide such an armour.

Here’s how: supplementation with gelatin has been shown to improve connective tissue structure and function. In 2011 a research group revealed that consuming 10g of gelatin per day resulted in an increase in collagen within the knee. Similarly, a 24 week randomized clinical trial in athletes discovered that a gelatin supplement (in this case collagen hydrolysate) significantly decreased knee pain. The authors suggest that oral gelatin reaches joints and stimulates joint tissues, and that athletes using the supplement can potentially improve their joint health and reduce pain associated with strenuous athletic activity.

This was followed by a 2016 study looking closely at the effects of pre-exercise vitamin C and collagen supplementation on tendon integrity. The study determined that it improves collagen building and could potentially decrease musculoskeletal injuries and accelerate recovery. This is because amino acids that are highly enriched in collagen (glycine, proline, hydroxyproline, and hydroxylysine) work alongside vitamin C to drive collagen synthesis and improve collagen crosslinking (for example in tendon tissue). Vitamin C is included due to its requirement for activation of specific enzymes involved in the process.

**COMPETE WITH COLOUR**

Ah the magic of a quality diet rings true again. A 2017 Scandinavian research group found that a healthy diet (meeting the recommendations) of fruits, vegetables, and fish, reduced the odds of sustaining a new injury in adolescent athletes. The researchers believe that a healthy diet inherently delivers the necessary requirements of protein, essential vitamins, and minerals to enhance recovery between training sessions, competitions and therefore reduce the risk of injury and illness. We’ve known for a long time that a healthy well balanced and well-timed eating regime is important for athletes,
but the link to injury risk is a growing consideration.

There are plenty of things you can’t control as an athlete, but the amount and frequency of colour (vegetables/salad) on your plate is one of them; why not maximise your chances?

**BONES BATTLE PAVEMENT STRESS**
Nutrition - including total calories, calcium, and vitamin D intake can affect bone mineral density and bone structure. Consequently, nutrition influences how well bones can tolerate the repetitive impact of running and repair the microdamage caused by training.

Researchers from UCLA and Stanford University are still currently completing the study, however, preliminary results reveal that athletes involved in the study have already shown increased bone density (by 2 to 5 percent over a one-year period), and decreased frequency of bone stress injuries. It has also been found that runners with higher vitamin D levels recovered more quickly from injury.

The balance of energy needed for training, and the energy intake from nutrition is a complex and often sensitive area for certain athletes. A prolonged energy imbalance can affect hormones. For example, in females, estrogen levels decrease, which may lead to menstrual cycle disturbances and this can disrupt the body’s ability to absorb calcium. Thyroid, growth, and stress hormones are also affected; all of which can have negative effects on bone health.

**CREATINE & CONCUSSION**

Research in this space is novel, but individuals who train or compete in contact/aerial sports should keep an eye out. Recent science suggests that creatine supplementation may assist in reducing the severity of concussive incidents and enhancing recovery from them afterwards. How? Following a concussion, brain creatine levels decrease and there is an influential shift in brain energy (ATP) dynamics. It is believed that creatine supplementation may help reduce the negative impact of this occurrence. Alongside this, many other changes take place, such as membrane disruption, nerve damage, mitochondrial dysfunction, oxidative stress, and inflammation. It is suspected that this could make the brain vulnerable to further injury, but creatine supplementation might potentially offset such an occurrence. Because the creatine we consume from foods in the diet is found exclusively in the muscle or organ tissue of animals, vegetarians and vegans are especially at risk of lower levels. The human body can synthesize about half of the daily needed level of creatine, but individuals on plant-based diets have a relative deficiency. Supplementation with creatine can bring muscular creatine stores up to par with omnivores.

The potential benefits of creatine supplementation on concussion recovery need to be further studied, and although the data are not conclusive, athletes ingesting creatine for muscular benefits may receive benefits to the brain as well.

**FIGHT FATIGUE**

You’ve probably noticed your favourite sports teams making “dumb” mistakes late in the game. Athletes become fatigued, and their decision-making, and fine motor skills get sloppy.

Fatigue is known to modify running biomechanics. Since both mental and physical fatigue have been reported to negatively affect physical and technical performance and increase the risk of injury, managing fatigue is now a major feature of high performance – and it should be your focus too. When researchers examined the injuries in soccer matches, they found the risk of injury increased towards the end of each half of the game, when players had been on the field the longest. This notion would be transferrable to other sports as well (AFL, basketball, tennis etc.). So what can you do? Fatigue can occur for a number of reasons, hydration and nutritional fuelling are known contributors to delaying fatigue. What you eat in the lead up to competition/training, how well hydrated you are, and how good you are at fuelling these sessions (with smart carbohydrates) will have a huge impact on fatigue onset.

In long distance triathlon for example, hydration and carbohydrate strategies allow athletes to maintain their exercise intensity for longer. When fuelled correctly, an athlete can avoid “bonking”, and reduce the risk of cramping (which in itself is a small grade injury). So, if your preparation nutrition and game day nutrition aren’t a priority, now is a good time to sharpen these tools to success.
Jessica Sepel is a clinical nutritionist, best-selling author and international health blogger. Her philosophy is focused around BALANCE, REST AND BUILDING A HEALTHY RELATIONSHIP WITH FOOD. We sat down with her to chat about the launch of her new app and all things balance.
How difficult is it to stay healthy when travelling and being on the go so often? What do you have to do to make sure you have access to the foods you want to eat?

I believe you can always make healthy choices when you are travelling. The JSHealth philosophy is all about balance, not perfection. You just have to aim to make the best choices available to you. When I travel, I always carry healthy snacks with me. Some of my favourite options are raw nuts, healthy seed bars, protein balls etc. I also always choose the healthier items on menus when travelling and leave some room for treats and indulgences.

You’ve launched an amazing new app – tell us what prompted you to create it and what’s it all about?

After years of suffering with fad dieting, calorie counting and body image issues, I discovered my love for nutrition and transformed my lifestyle. Now, I’m passionate about empowering people who are struggling with the issues that I did. Two years ago, I had an intense need and dream to make nutrition advice accessible and affordable. This idea was realised as an app that would help everyone access the tools to live their healthiest life in an easy, accessible way. The JSHealth App will provide you with 24/7 access to the simple, realistic and sustainable lifestyle that has helped hundreds of thousands of people around the world.

One of the amazing things about the app is that it gives users access to professional nutrition advice 24 hours a day. How would that have helped you as a young woman struggling with her relationship with food?

I wish I had access to nutrition advice that was balanced and not extreme as a young teenager. That is why I created JSHealth and my app. It is an app that can help anyone live a healthier life with ease – without having to be on another fad diet. The nutrition advice is clear and doable. We have JSHealth Nutritionists supporting people on the app to embrace this balanced life with our Signature Health Guides. We also have a Body Love Room in the app that was created because I just wish I had that sort of support growing up.

Another great feature of the app is that you can team up with a ‘health buddy’ from anywhere in the world to support each one another on your journey. What inspired this idea?

I have learned over the years that the most powerful aspects of JSHealth is the sense of community. People come to our platform to feel less alone in whatever they are struggling with. Accountability and support from peers really helps you to live a healthier life. So, on our app you can team up with another like-minded JSHealth buddy around the world and support one another.

What is one of the most common questions you get asked by people in regard to nutrition or healthy eating?

One of the questions I’m commonly asked is how to find body love again. I also get asked about different food groups and what people should be eating. The JSHealth philosophy is all about balance and moderation, so we believe in eating all of the food groups. We’re about finding a balanced approach to health and food.

We are all so busy nowadays, what would your advice be to those wanting to stay balanced and healthy?

Do not try and do it all ‘right’ and ‘perfectly’. The healthy life does not mean the perfect life. Try to make one to two small changes each week. Focus on doing the best you can do, but at the same time, remember to be flexible with food.

Your recipes are so beautiful and tasty! Where do you draw your inspiration from?

My mum taught me how to cook. So, I am very lucky to have a foodie nearby all the time to inspire me. Truthfully, my recipes come about from personal healthy cravings!

You studied nutrition for five years and say you were blown away by what you were learning. What were some of the most pertinent things you remember learning during those studies?

One of the most pertinent lessons was how powerful the nutrients in our food are. There are thousands of bodily functions happening that rely on these nutrients we feed our body. This still blows me away.

How important is exercise to your personal regime and what type of exercises/movements are you into these days?

I am very balanced. My exercise philosophy is all about being kind and gentle. I exercise in ways that I love. I do a mix of yoga, weight training and walking in nature. I also enjoy rest days without guilt. On these days, I meditate and take it easy.

Running a business is not easy, especially in the early stages. What advice would you give someone who is starting out with a small business of their own?

You just have to keep pushing. It is relentless. It does not get easier. But if you find something you love and are passionate about, you have the everyday motivation to keep moving the business forward. There are days where I just feel like it’s all too hard, but then I pull back and take some time off. Then, my passion and fire to help people live a healthier life comes right back. I can’t even help it. It takes a long time to build a successful business. There’s just no shortcut.

Being so busy with the success of JS Health, how important is it to ‘switch off’ or find time to disconnect, and what do you do to achieve that?

I really prioritise switching off and taking some time to relax each and every day. I switch off technology by 6-7pm each night. I also ensure I have a very nourishing morning routine and nighttime routine. This is a non-negotiable.

I also ensure I take a holiday after big work commitments such as handing in my book manuscripts. Something I’ve been questioning lately is whether balance ever really exists when we’re running or setting up a business. That said, I do my best to take care of myself. When I switch off and time some time out, my work is better than ever.

THE JSHEALTH APP

The JSHealth Nutrition Clinic App has just launched. Text a nutritionist anytime, anywhere. Live your healthiest life with hundreds of healthy recipes, access a daily meal planner designed by an expert nutritionist; unlock 50+ health guides, get body love support and so much more. jessicasepel.com/app

CONNECT

@jshealth
@JSHealth
jessicasepel.com
I’ve been interested in innovations for a long time and my efforts in Health-tech, such as coreplus.com.au, are driven by a burning desire to help Australian’s with healthcare outcomes by helping health practitioners innovate your healthcare practices.

Whilst innovation appears heavily linked to start-up/early stage tech companies with plenty of media and education energy put into promoting entrepreneurship, what doesn’t get celebrated as much is innovation in allied healthcare practices.

As I’ve traveled around Australia visiting many health practitioners, it’s clear that innovations are happening within healthcare practices. But I’ve also noticed that a lot of allied health practices in particular are not embracing innovation and this is delaying getting access to productivity gains and better outcomes for your business, your healthcare services and your clients.

So I thought I would summarize the “types of innovations” you can undertake and consider the following:

1. How do you become a healthcare innovator
2. What could hamper you, and
3. How do you innovate pragmatically for immediate effect

Core Plus are an innovative company utilizing technology to help practitioners streamline their processes and to improve clinical outcomes for clients. In this article, founder and CEO, Yianni Serpanos discusses what it takes to innovate in health care practice.

WORDS BY YIANNI SERPANOS

TYPES OF INNOVATIONS
For something to be considered an innovation it should be new or at least an improvement to your business and increase productivity.

Here are generally the main types of innovations:

Product innovations – changes to existing goods or services or the creation of new ones.

Process innovations – changes to production and delivery methods.

Organisational innovations – changes in business processes or to workforce organisation.

Marketing innovations – changes in marketing methods including changes in packaging of goods/services, in promotion/placement of goods/services and changes in methods of pricing goods/services.

It’s important to note that innovation does not necessarily need to be developed by a business but can also be obtained or acquired from other businesses.

HOW YOU BECOME A HEALTHCARE INNOVATOR?
We all to often hear about the big worldwide impacts of innovation, however, innovation permeates daily life. Our attitudes play a big role. In particular, whether we embrace the idea, or whether we don’t.
In other words, everyone has the capacity to innovate, so you don’t need to be an Elon Musk!

When you innovate you are improving your business chances for growth and ongoing success whilst putting more time into healthcare outcomes for your clients. This comes about through productivity gains which can improve many factors such as workplace sentiment & culture, revenue, profit and value to your customer.

“When you take action to innovate, you are gaining BENEFITS for your own business whilst contributing to the overall IMPROVEMENT for yourself and your customers, employees, suppliers”

Knowledge also passes to those who use innovation, so called know how... and then it’s enhanced through feedback to those who produce innovation. This is probably the most valuable part of innovation as it produces leanings which go on to produce improvements and further innovation.

When you take action to innovate, you are gaining benefits for your own business whilst contributing to the overall improvement for yourself and your customers, employees, suppliers and so on.

So by having an innovation mindset and attitude to take action you are now ready to innovate.

WHAT COULD HAMPER YOUR INNOVATION ASPIRATIONS?

Whilst there are no doubt benefits to innovation, some things could get in the way such as high costs, lack of knowledge/skilled staff and legal/compliance factors.

For example, the Privacy Act in Australia has specific principals for healthcare providers in relation to client information and this has a direct bearing on what types of electronic systems you’re using and where the data is stored or sent to (especially when using foreign software or software that is designed for foreign markets).

Another example are the rules AHPRA has around advertising that could limit some of your marketing innovation.

In relation to cost, fortunately the evolution of the internet technology has resulted in a great deal of cost reduction in obtaining access to health-tech innovations that can add a lot of value to healthcare practices. However, the more customized your business processes are the more difficult it will be to find systems to suit and then cost becomes a major factor to develop software.

HOW DO YOU INNOVATE PRAGMATICALLY FOR IMMEDIATE EFFECT?

Well, the key is to gain access to the knowledge and guidance relevant to your area of healthcare and to work with products/services/people who are innovative and focus on your practice type, industry and legal/regulatory jurisdiction.

In doing so, you will access know-how, which will grow you as a business owner or as a healthcare practitioner and in turn this will free up your time to find other good reasons to innovate further.

I’ve set out some low hanging fruit and right now opportunities to innovate within your healthcare practice:

• Changing or adding to the way you deliver healthcare services to your client e.g. enabling online bookings with coreplus to support the continuity of care with your clients whilst offering them 24/7 access to your available appointments,

• Using tele-health capabilities to provide some of your services with integrated and Certified Add-Ons like Physitrack.

• Finding new sources of client referrals e.g. become involved in groups and affiliations that create more awareness of your areas of practice for cross promotion/ referrals.

• Enable Secure Messaging with your coreplus eHealth plan and promoting your Secure Message address to GP, Hospital and/or Specialist referrers.

NB: In the very near future, GP’s and Hospitals will only communicate with other healthcare providers via approved
“You just need some time, EFFORT and an attitude to be INNOVATIVE in healthcare.”

electronic formats and infrastructure e.g. secure messaging and digital health enabled systems.

Doing things more efficiently e.g. Learn more about coreplus’s full feature set, workflows and claiming capabilities. Look for Add-Ons that can enhance the way you engage with clients or interact with government and payers.

Improve quality of service e.g. Use templates for recurring processes Working with Instant Messaging inside coreplus to co-ordinate between your front of house and practitioners

Implement SMS reminders for your clients to ensure they never forget an appointment.

Look for advisers in coreplus’s Partner network who can assist with virtual reception, book keeping, marketing, training and cultural development.

Look for integrator’s and advisers who can set up your business processes, templates and practice policies better than ever before.

Join established networks of peers who are evolving practice models and techniques.

CONCLUSION
You just need some time, effort and an attitude to be innovative in healthcare.

Surround yourself with products/services and people who are innovative and focused on your industry.

If you’re using paper systems, switch to software and innovate your business processes.

If you’re using faxes, switch to secure messaging and innovate the way you receive referrals and how you communicate with your referrers securely and privately.

If you’re waiting for phone calls, switch to online bookings to connect and schedule your clients at their convenience.

There are so many right now ways to innovate.

Tapping into existing innovation from coreplus.com.au and it’s integrated software and partner network will help unlock productivity within your practice and will free up time for you to focus on developing your healthcare practice to greater heights...or take a day off!

If you have any questions on the above, feel free to connect or contact me via LinkedIn or contact our incredibly friendly and amazing customer success team via our in product direct messaging or by email.

NB: coreplus.com.au can be used free for as long as you need subject to some client load limits which we implemented to take any cost or time risk out of it when you’re evaluating us.

Wishing you success and practice happy.

Coreplus is a proud sponsor of the 2018 Australian Allied Health Awards

core
Our mission to enable allied health practices to utilise our practice management software platform with their preferred digital tools to improve clinical outcomes for clients.

plus
Innovation supporting health billing & claiming, integrated add-ons, client referrals & digital health readiness

equals
a practice happy! experience.

GET IN TOUCH WITH COREPLUS

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Accounts: accounts@coreplus.com.au
Sales & Customer Service: support@coreplus.com.au

PHONE
1300 66 89 88

WANT TO SEND US A PRESENT THROUGH MAIL?
P.O. BOX 2223
Watergardens Melbourne
VICTORIA AUSTRALIA, 3038

HEAD OFFICE
Level1, 356–358 Ascot Vale Road
Moonee Ponds, Vic, 3039

COREPLUS.COM.AU

@corepluspm
FAVOURITES

Here are a few of our favourite healthy products this month...

COREFLYTE

Core Flyte is a product that’s reinventing the way we workout, and elite athletes across various fields were among the early adopters. It focuses on Omni-Directional stability training designed to give the user a complete workout from the core out.

Core Flyte Stability Trainers
$120.00 www.coreflyte.com.au

TRUE PROTEIN

The True Protein ingredients are pure, simple and natural, helping you to achieve your best possible results. There are no additives, fillers, artificial flavours or sweeteners so you don’t have to worry about unwanted side effects.

The best bit? they are HASTA Certified meaning you can rest assured that their ingredients are top notch and don’t contain any unwanted substances.

True Protein Powder - Starts from $25.00
trueprotein.com.au

TRAC ACTIVEWEAR

It is estimated that in 2020, 17,210 women will be diagnosed with breast cancer. 17,210 women! Breast cancer is the most common cancer diagnosed in women and a woman’s risk of breast cancer increases with age; the majority of women diagnosed are between 50 and 69 years of age.

Trac Active wear was born out of a passion for helping women feel amazing in their own skin, post breast surgery.

Trac Activewear Sports Bra
$99.00 tracactivewear.com
You were up at 5am and managed to squeeze in a workout, lunch-box prep, school-drop off, walking the dog, meetings, a trip to the supermarket and cooking dinner for the whole family. You virtually crawl into bed at 11pm and you’re completely and utterly exhausted. But for some reason, you just cannot sleep. Does this sound a little too familiar?

A good night’s sleep can feel impossible at times and it’s almost always when you need it most. Even though you might have had a full on day and you’re feeling physically and mentally exhausted, sometimes when your head finally hits the pillow you’re all of a sudden more alert than ever. If you’re having trouble switching off when it’s time to catch some zzz’s, it’s time to beat that road block that’s coming between you and your good night’s sleep.

With the chaos of life and trying to juggle too many things at once, we can so easily forget to make time for ourselves and prioritising your sleep is a big part of this. We can often underestimate the importance of sleep, but it is imperative as it acts as a time of recovery for our body and our mind. Getting quality sleep is necessary for our performance whether that be at work, during a workout or as we go about our day to day responsibilities. If improving your health & fitness is one of your goals then you need to be prioritising your sleep. The reality is, you’re way more likely to hit snooze and skip your morning workout if you had a poor nights sleep, just like you’re more likely to reach for that sugar packed Snickers for a desperate hit of energy when you’re crashing at 3pm.

Here are some of my top tips to implement into your routine to help you get a great quality sleep.
START A SLEEP SCHEDULE
A regular sleep schedule will help to regulate your body and get you in a good routine. Recent studies have shown that getting 7.5 hours a night is the magic number. When we sleep, our body works in 90-minute cycles, and the goal is to have 5 of these a night. To figure out your ideal bed time, work out what time you need to be waking up in the morning and work backwards from there.

SET THE SCENE
When it comes to a good night’s sleep, it’s so important to get your body used to your circadian rhythm or sleep/wake cycle, which is basically our body’s internal clock. In an ideal world, our bodies should be in sync with the sun, (so we should wake up when the sun rises). Your environment has a direct impact on your sleep, so make sure your room is dark, comfortable, not too hot or cold and a stress-free (and ideally tech free) zone. Aim for a room temperature of 16 to 18 degrees if you can.

GO TECH FREE
Taking the tech out of your room and switching off all things digital can be especially hard these days, as so many of us tend to spend more time staring at our phone than talking to each other. It’s not a myth, bright screens truly can impact our sleep and keep us awake at night. If you’re struggling to snooze, go old school and invest in an alarm clock and leave your phone outside of the bedroom when you go to sleep.

PRACTICE WORD REPETITION
It might seem a little strange but try to think of this almost like a bed time mantra. Pick a neutral word and repeat it over and over. The aim is to block out any other thoughts that make their way into your mind until eventually the tiredness takes over. This is a great one for the over thinkers out there who get into bed only to worry about everything that’s on their list for the next day.

DON’T OVER COMPENSATE
When we’ve had a bad night’s sleep and we’re feeling overtired, sometimes the temptation to jump in bed at 7pm the next night is overwhelming. Don’t do it! When we allow ourselves too much time to sleep, it can actually sabotage our ability to fall into a proper sleep. You want to be aiming for a quality sleep rather than quantity. Try to stick to your sleep schedule and your routine will kick in (after all, there’s nothing more frustrating than getting in bed and staring at the wall).

UNWIND BEFORE BED TIME
Ideally, you should try to switch off and start to relax around 90 minutes before your bedtime. Have a cup of tea or a hot shower and let your body prepare for your sleep ahead.

EAT SLEEP FRIENDLY FOODS
Obviously caffeine should be a no-no right before bed if you’re a troublesome sleeper, but did you know that there are some foods you could actually include in your diet to help you get a bit of shut eye? Opt for foods that are rich in magnesium, such as bananas, berries and melons. These fruits are great because they help to relax your muscles and nerves, making them a good (and healthy!) post-dinner and pre-bed snack.

SKIP THE SLEEPING PILLS
I know that desperate times can call for desperate measures but try to avoid sleeping pills at all costs. There are plenty of great natural supplements on the market. Melatonin supplements are a great option because the body already naturally produces it. Melatonin supplements won’t necessarily make you fall asleep, but can certainly help to give you a deeper, better quality night’s sleep. Lavender oil on the pillow and magnesium spray on your muscles may also help you drift off into the land of nod.
EXERCISE IN AUSTRALIA – WHAT I NOTICED.

WRITTEN BY A POM PT, ARLAND CRAIK

Exercise is common all over the world, people everywhere are moving their bodies, but one UK based PT explains what he noticed when observing the Aussie Approach to exercise...

Personally I find it really interesting how attitudes towards health and fitness differ between countries....

I just recently got back from a holiday in Australia and I have to say the way Aussies approach health and well being in general is absolutely spot on.

There’s a reason virtually everybody has a body they are proud of over there, and it’s not just down to a sun tan....

It seems fairly obvious to me that its due to how active they are in day to day life. Wherever you go, you can see people out running in their lunch breaks, or doing a quick training session at an outdoor public gym.

Yes the weather has something to do with it, but it goes beyond that. They have a respect for the way they treat their bodies that is somewhat lacking over here in the UK.

Prioritising happiness and well being over career and finances makes them a much more content population. I believe we could learn a lot in this country from the Australian way of life and in doing so become a healthier and happier nation.

It’s a good demonstration of how long term collective prosperity requires a group mindset or approach. By a large percentage of the population being interested or invested in general health and wellbeing, the benefits to the society as a whole tend to trickle down in many ways from that. There are more people seeking careers in the health sector, meaning there is easier access and shorter waiting times to see a physio or acupuncturist, for example.

Personal trainers don’t cost as much and are abreast of the latest trends and methodology, gyms are easier to get to, and your choice of fitness options in Australia are greater per person.

All of this then also means less reliance on the health sector in general because less people are suffering from chronic health conditions, meaning those with problems are seen and treated faster compared to other developed nations in the world.

It was great to experience that while in Australia and I’ll definitely be trying to pass on the Australian mindset and approach to my clients here in the UK.

“Wherever you go, you can see people out running in their lunch breaks, or doing a quick training session at an outdoor public gym.”

CONNECT

@ArlandCraikPT

inspiringfitness.co.uk/trainer-profile/arlandcraik/
DON’T BE AFRAID OF YOUR FEELINGS. THEY ARE HERE TO HELP YOU LEARN AND GROW.

- AKASHIC MANDALA
If there is one simple thing we can all do to improve our health; to help us be the best we can be, it is to Eat Colourful (more colourful fruits and veggies). Through our unique style of products, workshops and classes that are educational, hands-on and above all, loads of fun, Foost is the answer when you need inspiration and ideas to help you and your family or community to ‘Eat Colourful’. We talk to founder, Kate Wengier about food education.

When was Foost born and how did the idea come about?

Foost is in its 5th year. I have run smaller nutrition businesses in the past which had a more dietetic one-on-one focus. Foost was born from wanting to create easy, fun and simple nutrition solutions and be able to reach more people. I saw how boring, confusing and complicated food could be and I wanted to be different. My last business worked mostly with children and it was then that I realised that adults like education to be interesting and interactive too; so, I wanted to create something to appeal to both adults and children. And thus, Foost was born! We’re a health promotion company which works with a variety of groups (from children to educators and parents, to adults in schools and the workplace) to create anti-boring, simple and compassionate Positive Food Education. Foost exists to inspire everyone, everywhere to enjoy fruit and vegetables and live happier, healthier lives.

There are so many great recipes available through Foost, who comes up with all of them, and if it’s you, where do you get your inspiration from?

I am notoriously bad at following recipes, which is useful for coming up with new ideas. Most of the recipes on the site are me creating recipes for my family, keeping it real for time poor people, using up what is in my fridge and then sharing them. Having four children and a fussy eating partner myself, means I have a team of reviewers helping me perfect the recipes. Often members of the Foost team also contribute recipes as we might need to create a recipe for a specific class or they want to share a favourite recipe they have created. Recipes must follow our values of being colourful, simple and anti-boring.

Beautiful healthy recipes aren’t the only thing foost provides us with. Corporate events, child and parent education, as well as classes and incursions, are just a few of the other things the company is responsible for.

What areas currently take up most of your time with the company at the moment?

At the moment perfecting our systems and launching a new website is taking up most my time. I have taken a hard and intentional step back from working in the business to working on the business. The service area I personally spend most of my time on is training Early Years Educators, as food education in young children is my passion.

Food nutrition and healthy eating have been a hot topic for a long time. What do you see as the major barriers to our society having a better relationship with food and better understanding of the importance of healthy nutrition?

Firstly, I think we need to stop focusing on weight/obesity and the numbers and start focusing on actual health and wellbeing. Health is multi factorial and we need to understand all the factors that contribute. To understand that eating and food is far more than nutrients and all the different contributing factors to why and how we eat.

From dietitians and nutritionists, I would like to see more compassion and less judgement.

Dietitians, nutritionists and allied health professions need to collaborate and work together, both within and between their fields. We need to stop finger pointing and blaming and start becoming more solutions focused and empowering people. We need to help create more positive and supportive environments for people to create small and sustainable changes to improve their health.

When you start getting into the literature, there is a lot of conflicting information out there regarding which diets are the best, or what types of diets best suit different people, as well as some foods not being as good for us.
as originally thought (sugars in fruit for example). For someone simply looking to make a healthy change, this can be overwhelming. What advice would you say to someone wanting to make a healthy change?

Eat Colourful - eat more fruits and veggies, especially veggies. If you look at all the different ‘diets’ out there, the one thing that comes out as important to them all, time and time again, is fruit and veggies. We spend a lot of time making ourselves feel bad by talking about what not to eat. I think it is time we start inspiring people with more positive messages.

Implementing habits, knowledge and healthy relationships with food from a young age is important and something Foost is very proactive in doing.

What would you like to see in the next 10 years in regard to our children’s education when it comes to nutrition?

Switch the focus from preaching nutrition to teaching food. Children need repeated positive experiences with food in order to learn to enjoy a variety. Research shows that dietary habits track, so helping children have a positive relationship with food and learning to like a variety of healthy foods is something that will stay with them. Having negative experiences with food and being pressured to eat is something that will also be long lasting.

It seems as though we still have a long way to go when it comes to combating major health issues in our society, such as obesity. What would you like to see in the future when it comes to the way our government, and relevant agencies, distributes information to us about food?

Again, we need to switch the focus from this being about obesity to it being about food, health and wellbeing. When we make this change, our strategies to fix these ‘problems’ will also change. I would like to see the language around food and nutrition change and be more positive and supportive. I would like to see empowering health promotion that connects with communities. For us to stop trying to ‘solve’ the obesity problem and start inspiring healthier eating and healthier eating environments.

Often making a change, whether it’s diet, exercise, work or other, is just about starting somewhere and not delaying. What would be the first thing you say to someone who wants to change the way they, and their family, eat for the better but are maybe stuck on where to start?

Choose one small thing, do that successfully for a while and then add another small change into your life. Small achievable changes that are sustainable. Maybe the first step will be to try and have more family meals (at least one adult with children) or meal plan 5 days a week. Maybe the change is in the way you think about food (not calling it good or bad) or stepping away from the computer at work to eat lunch. Don’t worry about things they don’t go to plan, these are not failures but opportunities to learn.

Create a supportive environment for the change you are trying to make. If you want to eat more fruit, then remember to buy fruit. If you want to eat more veggies then look in your shopping trolley and check you have some green, some orange and more red veg. Talk to your family and friends and get their support. Also do a social media cleanse (the only type of cleanse I like). Make sure your feed is nice and supportive.
Tell us what led you to starting Mr Perfect?

In my day-job, doctors were telling me they had two options: give someone like me medication or a generic leaflet.

My family GP (which I truly do respect and still see) only gave me two options, medication and/or a visit to a psychiatrist. I told my mates in the pub one day and they did not run away. In fact, they mentioned they had their own issues. I read a BeyondBlue report around the same time about men’s ‘connectedness’ and how post-30 years old, generally, can lose touch with friends and isolation can develop. Writing was my therapy, so it started as me writing a book, then a blog, then morphed into the community it is today.

The Mr Perfect Concept is such a wonderful one. The fact you guys travel to so many different locations across the country is a feat in itself but must present its own set of challenges for a charity organisation?

The original plan was just to hold the one Meetup before the day we became an official charity. The original flagship Central Sydney Meetup gradually became larger, and one day a guy that was travelling 30km to come mentioned he wouldn’t mind doing one near his home and it kicked off from there.

We have an incredible Coordinator named Troy, a friend of mine from my football days, and he took over this part of my role when the pressure was building. He has been truly brilliant, communicating with all the Facilitators and making everything run smoothly.

We are at full capacity of resources (we are all volunteers) so despite getting asked weekly if we are going to start elsewhere, we cannot currently until we receive some regular, substantial support. But never say never.

How are you guys funded? Do you receive much support from the government?

We receive no government funding despite trying. We get by on the occasional small private donation, some fundraising from athletic events or our Annual Ball, but we run incredibly lean. If we want to exist beyond early-2019 we will need an increase in support.

The Meetup BBQs are a great idea to encourage men to step out and meet with other men to talk or listen about things regarding mental health that they probably wouldn’t have otherwise. How did that idea come about?

Originally we planned it to be a footy kickaround but then realised not everyone loves football or is athletic so it quickly morphed to a BBQ.

BBQs are cheap when ran at free public facilities. Australia is blessed
and doesn’t realise how lucky it is to have these options in most parks across the country.

Being outside is good for my own mental health, so I figured it would help others, plus the open atmosphere means those that may be anxious do not feel enclosed and can arrive or leave when they wish comfortably.

Post the Meetup BBQs, support is provided online through forums and blogs is that right? How have you found the success of that support delivery method?

SANE Australia provide this service with our branding and we are acutely aware that not everyone, including me originally, felt comfortable in social situations. The forums give those a chance to get some support but also for remote areas or those that cannot make physical meetups.

It has been a huge success and complimented what was already implemented with a great deal of ease.

Men’s mental health, as a topic in our society, has gained more and more traction in recent years. Sadly, the conscious and subconscious expectations of men in this area remain very much fixed when it comes to notions regarding breadwinning and remaining stable, solid (dare we say indestructible) in the face of adversity and hard times. Why do you think that is and what needs to change for us to shift that conception?

This is not a notion that changes overnight and we as Mr. Perfect do not have a particular view or aim to change it at all, it is not our place and we are realistic to accept that for some, it works for them and that is great.

For others the pressure can get too much, it does regularly for me personally and I have to have a strategy in place to combat this.

All we need to do as men (and society) is be ourselves. Strong, outgoing, introvert, extrovert, sensitive, funny, caring, loving, whatever it may be. The challenge comes when the likes of the mainstream media and ‘entertainment’ platforms constantly produce content that is misleading with messages about what we should be. When ultimately, the most unique and powerful thing you can be is yourself. As long as you are not harmful in your approach or course in doing that.

Are you able to tell us one of your favourite success stories of how Mr Perfect has helped someone?

We had a fifty-something guy come along 18 months ago, at first nervous, anxious, unsure, sceptical and exhausted.

He had it all, fancy car, boat, harbourside house, wife and son and then in the 2008 GFC he lost it all.

Physical health struggles lead to mental health challenges. He lost his company, then lost subsequent jobs and before he knew it, he was practically homeless.

When he first came to Mr. Perfect he was broken. But with our support and judgement-free, comfortable and passive encouragement, over time he gained hope and is now thriving and once again likes himself and is the best dad and human he can be.

What challenges does an organisation like yours face when it comes to delivering support to men who need it and what do you think needs to change for that to improve?

Mainly resources that will allow us to expand and then subsequently, marketing funds to make sure people know we are here.

But more than that as an obvious answer, it is the sometimes the prescribed notion that mental health conditions are treated reactively by most healthcare professionals and we miss completely the social aspect of ‘treatment’, or the tracking of how we are going in between these healthcare professional appointments.

The government and well-resourced private philanthropists need to support grassroots initiatives that cost a tiny fraction to run with simple, proven, connection-based methods, and halt the tens of millions a year spent on ‘campaigns’ and ‘awareness’ with this money going to a select few organisations.

Sometimes us men just need some time and space to breathe and be made to feel we are not always walking a tightrope to a certain demise. We need acceptance and inclusiveness, no matter our background.
Workplace wellness was generally an afterthought for organisations up until the 1950s when Employee Assistance Programs (EAPs) became a feature of the corporate landscape. In those days, companies began to offer wellness interventions primarily focused on alcoholism and mental health issues. True workplace wellness programs did not really begin to exist until the mid-1970s. During this timeframe, there was a perceived shift in financial responsibility for health care, from government to employer.

These initial shifts towards employee welfare focused on the physical aspect of health, while ignoring other health dimensions. In the late 1980s, companies started addressing issues of psychological well-being as part of a more holistic workplace wellness strategy. The evidence for the advantages of worksite wellness at the time, however, were few and far between. Nevertheless, the belief that workplace health promotion brings benefits to a company by having a positive impact on employees was becoming a popular concept among managers who started supporting such programs more widely.

Over the past fifteen years, modern workplace wellness programs have seemingly taken off. Modern workplaces have evolved significantly over the past decade. These workplaces are agile in workflow, lean in organisational structure and are laser focused on efficiency and results. Adding to that, over the past decade, large organisations have felt the rise and disruption of start-up businesses across multiple industries.

In 2008, a normal work week would consist of beginning work at 9am, having multiple meetings throughout the day, with a scheduled lunch break, and then leaving the office between 5-5:30pm. This type of working week was typical until larger organisations began to look at office space utilisation and introduced the concept of “flexi-working” or “hot-desking” with the view to support work-life harmony.

This was the first notable change in the workplace that had significant impact across large and small workplaces. The change management and involvement of Human Resources was essential to educating staff on why moving to a flexi-desking arrangement was beneficial for their overall health & wellbeing.

It involved large scale behaviour change training for staff - including how to leverage mobile technology to work from home, how to set up your ergonomics if you are working from a different desk most days as well as health tips on how to manage a balanced lifestyle and switch off from one’s job.

Effectively, the new ways of working, moving into 2010, across a number of organisations, resulted in a shift in the psyche of the workplace and organisational level.
...companies that put a priority on EMPLOYEE WELL-BEING saw better engagement, PROFITS and stock price growth.

In summary, the old ways of working were not achieving great results for many organisations, with employees suffering and not thriving in this culture. Further impact was felt with employees from a work-life harmony perspective, with particular impact on personal health and wellness.

THE CASE FOR WORKPLACE WELLNESS.

Globally, nearly 60% of organisations cite improving performance and productivity as their top objective, while also recognising the need to help reduce barriers to employee productivity, attraction and retention. In summary, supporting individuals’ wellbeing is seen as a means to achieve superior organisational performance.

The most common health issues and concerns in organisations include stress, exercise, nutrition, workplace safety and work-life issues. With the new ways of working, a strong case for moving away from the traditional health & safety methods, incorporating the wellness factor – an opportunity for organisations to invest in their employees’ health became clear.

One of the revelations of this era was the importance of organisational support and culture. Basically, companies that put a priority on employee well-being saw better engagement, profits and stock price growth. Providing healthy snacks in the workplace, forming employee activity groups and ensuring their executive leadership were full participants, helped them create lasting change across the workforces of the best and most profitable companies.

Nearly 150 years have passed since the infancy of corporate wellness, but we’re still trying to answer the same question: How do we help employees bring their full potential to work? In part 2, we’ll look at examples of how Pinnacle Health Group & Well Workplaces has worked with organisations to facilitate performance and wellness.

ABOUT TOM BOSNA

Tom is a Director of Pinnacle Health Group, & Co-Founder of Well Workplaces. Pinnacle Health Group have been innovators of physiotherapy and allied health for over 15 years and specialise in delivering amazing health experiences from the most convenient, state-of-the-art wellness centres across Australia.

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MOTIVATIONAL INTERVIEWING: 3 PEARLS IT CAN GIVE YOUR PRACTISE

Ever worked with a client who struggled to make progress with important changes in their lives? Chances are if you work with human beings, the answer is a resounding YES! Behaviour change is difficult for most folks... time pressures, costs and giving up habits that may feel pleasurable, are all part of the challenge.

Most of us have discovered that telling someone how and why they should change their behaviours often ends up feeling like a bit of a wrestle. Here’s the evidence update: trying to wrestle our clients into agreeing with change only ends up entrenching the very behaviours we are trying to help with!

Motivational Interviewing (MI) is a conversation style which can equip health practitioners with the spirit and skills for stepping out of the wrestle, and making a real difference when it comes to assisting our ambivalent clients to look after themselves.

HERE ARE THREE ‘MI PEARLS’ TO GET YOUR PRACTICE HEADING IN A HELPFUL DIRECTION:

1. THINK PRESENCE NOT PERSUASION
   Taking up the argument for change, no matter how well-meaning we are, is proven to have negative outcomes for our ambivalent clients. MI guides us to drop the argument and to instead focus on really listening to our clients – the answers will sit within them.

2. MOVE FROM CHECKLIST TO CONVERSATION
   Often as practitioners we can get caught up in our ‘assessment’ of the client’s ‘problem’ – putting us in the driver’s seat of the session. In MI, our focus is on inviting real conversation with the client to enhance motivation. Stop and think – do you really need all that data to assist someone find their own way forward?

3. STOP TELLING, START ASKING
   Rather than concentrating on what we need our client to know about change, MI invites us to shift our lens to learning what the client needs us to know. In MI, our questions are purposed with ‘looking for the good’ to draw out of our client their best ideas about a better life.

ABOUT THE AUTHOR
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Tara MacGregor is a dual qualified Counsellor & Psychotherapist and Accredited Practising Dietitian in private practice with over 25 years’ experience in health. Tara is a PACFA Accredited Supervisor and Member of the Motivational Interviewing Network of Trainers (MINT). She is the owner and operator of Practice Pavestones, a business striving to provide innovative and quality experiential training to health professionals in Australia who work in the challenging area of health behaviour change.
“OPPORTUNITIES DON’T JUST HAPPEN
you create them”
HER SPORT
IN THIS ISSUE

“HER SPORT WAS CREATED TO SHARE THE JOURNEYS, STORIES AND EXPERIENCES OF DEDICATION AND DETERMINATION FROM THE SPORTSWOMEN OF AUSTRALIA.

WE AIM TO EMPOWER AND INSPIRE WOMEN IN SPORT.”

Laura Bryant
Brisbane Roar

Amy Siebenhausen
Weightlifter, CrossFitter
We chatted to Laura Bryant, Sporting Schools Coordinator, Brisbane Roar Football Club about the importance of introducing sport at a young age and some of the benefits of the Brisbane Roar Sporting Schools Program...

What’s your background and how did you get involved in an organisation like the Brisbane Roar?

I started playing football (soccer) in 2002 for my local club where my brother played. Being the only girl in my team for most of my time as a junior, I always felt that I needed to put in a little extra effort to prove my place in the team. Over the years my passion for the game became stronger and my love for the game went further than playing. When I turned 16, I was offered to be the assistant coach of an U10 team, although this didn’t seem like a big deal at the time, it is where I realised that I wanted to become more involved in the coaching aspect of the sport. From there, I then started coaching children a lot younger in a squirts program for children aged between 3 and 5, I did this for a few years before I moved clubs.

When I started playing senior women’s football, myself and a few of my other teammates decided to move clubs so we could play with more of our friends at a decent level. This move was huge for me and it provided opportunities that I was looking for. One of the senior men’s players at my new club approached me and asked if I was interested in any casual coaching work of the Brisbane Roar Active Program, at the time he was one of the team leaders for the program. Of course, my answer was yes and from there I began working whenever they needed me, between uni and other commitments. 4 years later I am now a full-time member of staff and have travelled all around Queensland spreading the love of football.

The concept behind the program is amazing. What does it mean to you to be involved in something like this?

Being involved in the Brisbane Roar Sporting Schools program has been a dream job for me. I graduated university in 2015 with a Bachelor of Education (Primary) and was hoping to become a PE teacher the following year. When the opportunity came up for me to become the Sporting Schools Coordinator at the Brisbane Roar, it was an opportunity I could not refuse. Being involved in a program like Sporting Schools allows me to spread my love of football with different children each day. On a weekly basis I would coach around 300 children with different abilities.

We understand the Brisbane Roar’s sporting school’s program is Queensland’s most popular football program, reaching an incredible number of school students and introducing them to the world game. How did you guys manage to achieve this considering the popularity of the other football codes in Queensland?
In my initial contact with schools, it is important to gauge an understanding on what they want to achieve with the program. Some schools prefer to select a group of students who are already playing club and school football for some extra training sessions to help them improve, and other schools like to use the program as an introduction to the sport. The large number of our Sporting Schools programs occur during curriculum time where a Brisbane Roar coach will be at the school all day from 9am – 3pm teaching the schools PE lessons. By doing this, it requires no additional commitment from the parents and staff members. Teachers have a busy schedule, so it is in our best interest to make this program as simple as possible for them.

The experienced and committed coaches of the Brisbane Roar community team is also why the program is where it is at today. In a standard class, there may be four or five students who play football for a club or are in the school team and have a few skills and football experience. Then there may be another six or seven students who have never played in a team but enjoy kicking a ball at lunchtime or on the weekends and have basic skills. Then there is usually about ten to fifteen children who are not interested in the sport and have limited experience kicking a ball. This is where we need our coaches to have high energy and enthusiasm, so all students can be engaged in the session. The philosophy for our program is to introduce, inspire and educate children though having fun, developing social interaction and motor development through football.

The facilitation of the program sounds fairly daunting in terms of distances covered. How does it work and how far is the Brisbane Roar able to reach in terms of communities within Queensland?

The biggest challenge in my role as the Sporting Schools coordinator is the size of Queensland and being able to fulfil requests from the regional and remote parts of the state. Having relationships with the regional football zones is vital in being able to keep this program running. We have Brisbane Roar endorsed coaches in Gold Coast, Sunshine Coast, Kingaroy, Mackay, Townsville, Whitsundays and Cairns that keep the programs alive in their region. We also have a fantastic group of Brisbane coaches who are happy to travel when required. In fact, we have a Brisbane coach travelling to Doomadgee this term – Doomadgee is 2,200km from Brisbane and requires a flight from Brisbane to Mt Isa and then Mt Isa to Doomadgee. The excitement from the children and teachers to hear that a Brisbane Roar coach is coming to their school is what motivates me to make any request possible.

You obviously understand and are passionate about the value of physical activity for our children. How important is it that programs like this exist and what would you like to see for similar initiatives going into the future?

Research shows that when children have an early engagement in sport, it can positively increase their lifelong love for sport. As the Sporting Schools program is totally free for children and their families it has majorly increased participation. The national sporting organisations selected by the Australian Sports Commission (including the Brisbane Roar) have a very important role in guiding and inspiring the next generation. To me, it is vital that program initiatives like sporting schools exist to continue the growth and aspirations of our upcoming athletes.

What is your health routine in terms of diet and exercise and how important is that to you?

Having a physical job, it is vital that my health routine is consistent and provides me with enough energy to get through my daily activities. My morning usually starts with a healthy breakfast before I leave for work. If I am out coaching at a school, I will pack myself some lunch which usually consists of a piece of fruit and a wrap or sandwich. Then while at work I will be actively involved in the session and playing the different games with the kids – they think it is hilarious and it quite often encourages the teacher to become involved too. Then straight from work on a Monday and Wednesday I will go straight down to my football club to train an U15 girls’ team which I have been coaching for 3 years. Once again, I usually can’t help myself and become involved in the session. Then straight after that I will pack the coaching gear away and get ready for my own training with my women’s team. A balanced diet is vital for my health and wellbeing and I need to be eating foods that provide me with enough energy to get through an active day.

What would you say to a staff member thinking about signing onto the Sporting Schools Program but maybe isn’t sure about the value of the program?

The Sporting Schools program is a fantastic initiative which allows children to participate in sports with experienced coaches. I have had plenty of feedback from teachers around Queensland to say that the sessions enabled them to feel more comfortable and confident when teaching sport specific skills. In a way, this serves as professional development for the staff members of the school. However, the main benefit of this program is that it is completely free for schools and the children participating. The school applies for a Sporting Schools grant from the Australian Sports Commission which covers the cost of the coach to deliver a program at the school.
Amy is a weightlifter, crossfitter and an all ‘round great gal. We got chatting with her about weightlifting and what it means to her.

What inspired you to become a weightlifter? How did you start in the sport?

When I started CrossFit in 2014 my upper body strength was so bad, I could barely push the 15kg bar above my head. After a while of watching the amazing, strong women in our gym I decided that I wanted to be one of them too so I started to concentrate more on the weightlifting side of CrossFit and eventually made the change to Weightlifting as my main focus.

What are the random perks of being so strong?

I don’t need help when I go to Bunnings!

Seriously though, being strong has made the biggest difference to my Hockey game. I am so much faster and stronger on the field and that is because of all of the explosive movements that we do in weightlifting. I guess every strength and conditioning coach on the planet would tell you that but I was not prepared for it to make such a difference so it’s been a nice surprise.
What’s your biggest accomplishment?

I’ve won a couple of medals over the last few years but honestly my biggest accomplishments have been showing my sons that it’s normal for women to lift weights, look strong and be fit and healthy and being a role model for a number of young girls that I know. I want them to know that if they want to, they can be strong too!

Weightlifting is a sport of numbers and patience: how do you stay focused? What drives you?

I probably struggle with this side of weightlifting the most. I can find it hard to stay focussed at times, especially when I am not meeting my own high expectations. I am lucky that during these times I can just rely on the routine that I have created and I will still show up every day and put the work in. Originally the things that would drive me were all reliant on other people – I wanted to be the strongest woman in the gym, then I wanted to out lift a number of the men, regularly. Now I’m more intrinsically driven. What I focus on is beating the old me. Doing better that I did in the last comp or being more consistent than I have been in the past. Being the best me I can be.

If you could train with any two lifters ever, dead or alive, who would they be and why?

Lydia Valentin, she is a triple Olympic medallist and a world champion. She also has her own clothing label and always wears a pink bow in her hair. She’s not afraid to be so incredibly strong but also very feminine. I would love to train with her to get an insight into her speed under the bar and also her champion mindset.

Sarah Robles, who is also an Olympic medallist and world champion. She’s body positive, super heavyweight lifter who talks a lot about body image and the expectation for women to look an act a certain way. She’s also had to work her way back from a 2 year doping violation in 2013. I would love to learn about how she mentally overcame that and how she felt when continuing to train even though she knew she wouldn’t be allowed to compete.

How are you spending your days at the moment? Do you train multiple times a day? Are you able to train full time or do you have a job?

I’ve recently started working nights so my days at the moment are spent sleeping! I train 4 to 5 days a week and that is usually in the late afternoon/ evening. Sometimes I make an appearance in the daytime hours for some training or to join in on the CrossFit workout of the day but I prefer to train later in the day for sure. I do train twice a day when I need to but that’s not very often. I find it too difficult to manage my recovery if I have to train more than once a day.

What is your philosophy on training? Do you think the most important thing in weightlifting is strength, technique, or mindset? What does weightlifting mean to you?

I think they are all as equally important as each other. There’s no point being super strong but with terrible technique just as there’s no benefit in being technically perfect if you are unable to build strength. Mindset is just as important because even if you are strong and you have great technique if you don’t truly believe that you can do it, then you won’t. Weightlifting encompasses all of this for me.

I’ve spent a lot of time getting stronger and I’ve spent an equal amount of time working on improving my technique, but now I need to bring them all together with my mindset. It’s something that I need to constantly work on. Weightlifting means to me, getting all of the pieces of the puzzle to fall into place at the same time. It’s a constant physical and mental juggling act and I love the challenge of it.

What happens when things don’t go to plan? Do you have a close support network?

Other weightlifters often say to me, “If it was easy, everyone would do it” and I guess that is true. I’ve had a few setbacks over the past couple of years. Shoulder surgery, bulging discs and a competition that didn’t go to plan at all. I am very lucky that my husband is so supportive. He truly believes that I can do whatever it is that I need to do & he helps to facilitate that by being available to our sons so that I can train in the evenings. I also have the most supportive friends, coaches and gym family. I am so thankful for all of the support and encouragement they give to me on a daily basis regardless of whether things are going well or not so well.

Who inspires you on Instagram?

Tia-Clair Toomey, Jessica Lucero and Kortney Olson

What’s your next weightlifting goal?

It’s been my goal for a couple of years now, which makes it hard being so close yet so far ... I would love to qualify to compete for Queensland at a National Championships.

Finish this sentence: Girls who lift weights...

are an incredible force to be reckoned with.
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