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March 1, 2017



Care professionals across the country have been asking us for a way to learn more from Clint Maun beyond just the various speaking engagements they may have attended in their specific locales. In response to this overwhelming demand, Clint has created the **Care Crowd VT**, a growing community of care professionals like you who share a *deep passion and commitment* for taking care to the **next level of excellence**.

Care Crowd VT is your virtual training access point to Clint's wealth of solution-oriented, team-based approaches to improving care nationwide. Furthermore, it is affordable for **any** care organization of **any size** to take advantage of this fantastic training value. For less than **\$1.65 per day** (even less if you are a *LeadingAge member*), **all of the employees** at your facility (including future new hires during the 3-year site license period) can have unlimited access to Clint's humor, experience and wisdom to help your organization **Improve Care from Within!**



Ready to learn more?

You can now try out the training first-hand with a **Free Trial!**

Visit the Care Crowd VT website today and enjoy a **free 2-week trial** so you can see for yourself how easy, yet very powerful, this training can be. *Imagine all your organization's staff being on the same page in providing the best care to your customers! Better still, at only pennies per day, **you can't find better***

training for your budget! Add on the fact that Administrators can even get **4.5 CEU credits via NAB** and the *value goes through the roof.*

Facility by facility, care professional by care professional, **Care Crowd VT** is amassing a large, vital community of people who strive to change the face of care **from within**, rather than wait for the various *external forces* to magically align for positive change. **Become a Care Crowd member today!**



The Leading Edge

How to Get Noticed & Recognized at Work

Ever feel like you're going above and beyond at your job, yet often feel as though you're getting overlooked and losing out on raises and promotions? To be sure, there are probably hundreds, if not thousands, of healthcare professionals who do fantastic work, but fail to reap the acknowledgment and recognition they deserve. So what gives?

Although there are several varying factors at play, it's safe to say that being really good at your job usually isn't enough to get recognized and/or promoted. Healthcare professionals looking for recognition need to set themselves apart and stand out. Fortunately, there are steps you can take right now, regardless of your circumstances that will help put you on the promotion and recognition path:

- **Don't remain confined to your current job description.** Some employees do all that is asked of them, and nothing more. These can indeed be good workers, but staying completely within the confines of your job description

usually won't get you noticed. So, look for extra responsibilities and tasks. Better yet, ask your manager what you can do to help. Make sure he/she knows you're willing to do anything that's needed (so long you are authorized and properly trained to complete the task(s)). Employees who know how to get noticed go above and beyond what is asked of them.

- **Step up your teamwork.** You can't be successful in the healthcare business without solid teamwork. Executives, managers, and administrators know how critical teams are to healthcare and will notice when it's lacking or thriving. Being alert to your coworkers' needs and offering to help when their workload is overwhelming is the best way to establish yourself as a team player. Keep in mind that you don't need to always stay late or work every extra shift to help out the team. Stepping up without expecting any personal benefit will never go unnoticed or unappreciated. Remember that the more opportunities you create for others, the more the door will open for you.
- **Take on projects or tasks that have been neglected or that no one else wants.** A great way to get noticed is by taking on a project that no one wants to tackle, but still has to get done. Don't wait around for your boss to assign or delegate these projects—show your initiative by volunteering. It will get you noticed!
- **Voice your opinions and expertise.** Simply put, if you stay quiet or don't involve yourself in team meetings and conversations, people will assume you don't care or don't have much to offer. You don't need to try to and dominate conversations, but do offer your opinions and thoughts when feedback is solicited. Prepare and anticipate what might be discussed in a meeting or team setting and be sure to voice your opinion. When you engage and contribute in a group setting you will get noticed.

*"Don't worry when you are not recognized,
but strive to be worthy of recognition."
—Abraham Lincoln*



Employees Matter

What You Eat Affects Your Sleep!

What you eat affects every aspect of your being, even your sleep! And for healthcare professionals, getting ample and quality sleep is a must. Read on to discover the sleep and diet connection.

What Researchers Found

In an intriguing clinical trial, researchers found that diet quality had a significant impact on various aspects of sleep quality.

In this study, published by the *Journal of Clinical Sleep Medicine*, researchers had 26 healthy adults (half male and half female) spend five straight nights in a sleep lab

where their sleep could be accurately monitored and recorded. For the first four days the study subjects were fed a controlled, healthy diet, while on the fifth day they were allowed to select their own food. Researchers found that the foods the participants chose themselves was higher in saturated fat and sugar and lower in fiber, thus less healthy. When the researchers compared the sleep recordings of the subjects on the days they ate the healthy controlled diet versus the day they ate on their own, there were notable differences. Study subjects **were able to fall asleep faster and spent more time in deep sleep after the higher fiber and lower saturated fat healthy diet.** On the fifth day when they ate as desired, the researchers also noted **a link between greater sugar intake and more arousals from sleep.** The lead researcher commented that it was indeed surprising to see how even a single day of eating less healthy foods could affect sleep.

Try these healthy eating tips and strategies for a solid night of slumber:

- **Aim to incorporate fiber with every meal.** The study participants who had higher amounts of fiber in their diets fell asleep faster and had more restorative sleep. Great sources of fiber include beans, peas, oats, avocados, carrots, oranges and apples. A cup of oatmeal for breakfast, whole wheat toast with turkey and avocado slices and an apple at lunch, and a bean salad at dinner is an example of a great day of fiber!
- **Try to eat fish twice or more a week.** Most fish (salmon, halibut and tuna) offer vitamin B6, which help your body produce melatonin (a sleep-inducing hormone). Tart cherry juice also boasts high amounts of melatonin. In one small study, when adults with chronic insomnia drank a cup of tart cherry juice twice a day, they experienced some relief in the severity of their insomnia.
- **Focus on potassium-rich fruits and veggies.** Bananas, sweet potatoes, lima beans and papayas are excellent sources of potassium—a muscle-relaxing mineral. Sufficient intake of this mineral can help relax your body and prevent muscle cramps from keeping you up at night.
- **Have some yogurt.** In a study from the *European Neurology Journal*, researchers uncovered that calcium levels were higher in the body during the deepest levels of sleep and that insomnia is related to a calcium deficiency. Other calcium-rich foods include milk, broccoli, kale and low-fat cheese.

*"Your diet is a bank account.
Good food choices are good investments."
—Bethenny Frankel*



News You Can Use

New Study Gives Warning to Use of antipsychotic medications in Nursing Homes

New research published in the *Journal of Clinical Psychiatry* has shown that nursing

home residents with cognitive impairment may face an increased risk of death if they receive an antipsychotic medication along with other drugs. Researchers conducted a study of nearly 60 nursing homes across Europe, as well as in Israel, between 2009 and 2011. The investigation included a cohort of more than 600 residents with cognitive impairment who were being treated with antipsychotic medications.

Nearly half of the residents studied were at risk for a potential antipsychotic drug interaction. Those interactions were linked with a higher mortality rate when compared to the group of residents that were not exposed to potential drug interactions.

The conclusion

The study's authors warned that antipsychotic medications should be used with extreme caution, especially among those individuals receiving concomitant cardiovascular or psychotropic medications.

*"Success consists of going from failure to failure
without loss of enthusiasm."*

—Winston Churchill



Just For Fun

Mark Your Calendars! Humorous (but real) Holidays

There are a lot of odd and obscure holidays in 2017. Here are some you might want to put on your calendar!

- March 20 — National Alien Abductions Day
- April 15 — National That Sucks Day
- May 14 — National Chicken Dance Day
- July 17 — National Ice Cream Day
- Aug. 26 — National Dog Day
- Sept. 19 — International Talk Like a Pirate Day
- Oct. 12 — International Moment of Frustration Day
- Nov. 19 — Have a Bad Day Day
- Dec. 31 — Make Up Your Mind Day



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