

August, 2011

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THANKS to Dr. David Knes, Superintendent, and the Valley Park School District Leadership Team for a great day and a perfect example of the type of team Abe Lincoln had. See page. 4.

GR8FITness on the MOVE!

August 3—City of Effingham Leadership Team

August 14—Washington U. Bears Football Practice Starts GO BEARS! Gr8 skill, Coach Fischer!



“We all have some counterproductive reflexes and unconscious beliefs that stand in our way. It makes sense that we develop the courage and wisdom to face them well.” Pilar Gerasimo [Experience Life](#)

TRANSFORMATION

Transformation—now there’s a word that evokes a lot of images. We all know about those little bug–like vehicles that change into robots who seek to control each other. We see shows like Dr. 90210 about plastic surgeons who transform flat line-like lips to pouty Julia Roberts-like smile pillows. We seek the “just right” diet that will transform us into some fit, muscular (but not too bulky if we are females), lean mean running machines from rotund TV fixed stare overstuffed couch potatoes. We understand transformation.

Well, guess what? There is a new job called Transformation Administrator and I am one. A Transformation Administrator, also known as a Turnaround Administrator, of a small, rural high school. What does Transformational Administration have to do with fitness, which is the purvey of this newsletter. It has EVERYTHING to do with it. The mantra for the upcoming transformation, which is to result in 100% of this school’s students meeting or exceeding the state standards, is Believe, Commit, Achieve.

The logo has the words encircled with Celebration. The task seems impossible. Often weight loss seems that way. Often getting fit seems that way. All the tasks require the belief that it is the right thing to do and that we are the right people to do it. Then the results follow the committed effort and consistent focus on the goal, which is enhanced performance or achievement. The students of the high school where we’ll serve as part of a team will be in the winners circle, celebrating. You too?

Run for the Borders

Borders bookstores are closing so this is a gr8 time to run for the Borders to pick up some gr8 deals on fitness books. The Gold loves books and he loves fitness. He has a Borders card too, but the “regular” one expired the day before the big sale started and only the upgraded one provided additional discounts. Go figure. Anyway, undaunted Gold rushed in to cash in on the savings. Signs were all over the front of the building advertising 40% reductions. People stood in lines wrapped around the store like lines at Disney World rides. So what was the actual discount—10%, but still a bit of a bargain and

Gold loves to read. So, what new books did we add to the collection? [The 4-Hour Body](#) by Timothy Ferriss and [Crazy Sexy Diet](#) by Kris Carr. Save the [CSD](#) for later. Ferriss on the inside cover claims a person can lose more than 100 pounds with 20 minutes, twice per week or gain 63 pounds of lean muscle in 28 days.and then in 543 pages explains how plus offers tons of ideas, going way beyond eat more greens,less saturated fat, exercise more and eat more omega-3 fatty acids. Gold usually prefers an expert and Ferriss is neither a

Doctor nor a PhD. He also is not Brett, the expert Gold relies upon the most.. Ferriss launches his own research from the Pareto 80/20 Principle posing that 2.5% of the total subject matter provides 95% of the desired results. That same 2.5% provides just 3%less benefit than putting in 12 times as much effort. So, he has found the 2.5% that delivers 95% of the results in rapid body design and performance enhancement. Check out www.fourhourbody.com. Ferriss writes with humor and has some gr8 quotes. Sound interesting? Get the book, but wait for 40% off.

The True Origin of the Word Aerobics

From Rita Rudner (comedienne) “The word *aerobics* came about when the gym instructors got together and said, If we are going to charge \$10 an hour, we can’t call it jumping up and down.”

RESEARCH

FACTOIDS

Binge Eating: Changes in Ghrelin Linked to Sugar Consumption

from [On Fitness](http://OnFitness.com) (onfitnessmag.com)

Research from Sweden shows that ghrelin is a key player in addictions like alcoholism and binge eating, including that of sugary foods. Ghrelin activates the brain's reward systems; levels of it go up when we are hungry.

A study of 600 people showed that people who ate more sugar had changes in their ghrelin gene. In rats, when ghrelin was blocked, the rats ate less sugar. So, researchers are looking to develop a ghrelin-blocker that could possibly be the ultimate appetite suppressant. Not only might it help with binge eating, but it also could help with other addictive behaviors, including alcoholism.

TIPS from the TRAINER by Brett Fischer, NASM CPT

Metabolic Conditioning...

...is the newest trend in designing fitness programs. It activates the three major energy systems 1. phosphagen (for explosive movements lasting seconds) 2. glycolytic (essentially anaerobic metabolism) and 3. oxidative (essentially aerobic metabolism). In addition, it activates two other mechanisms responsible for EPOC (excess post-exercise oxygen consumption), which is triggered in part by the release of stress hormones and other hormones induced by intense exercise.

Metabolic conditioning has four guidelines:

1. Breathless
2. Burning
3. Heavy
4. Heat

Breathless. One must pant for breath in a metabolic workout. If you can talk, you are not working hard enough to be doing metabolic conditioning.

Burning. One must reach metabolic failure. This is when your muscles burn so much you can no longer do one more rep; not because of too heavy weights. The burn comes from one's muscles becoming acidic by producing hydrogen ions faster than the body can rid the muscles of such ions. This lactate production triggers a hormonal response—growth hormone and testosterone.

Heavy. Without incorporating heavy weighted movements, one is once again missing it. Heavy weights cause mechanical failure in type II muscle fibers and will trigger HGH and testosterone.

Heat. If one is not sweating, their body is not getting hot enough. If you are not sweating during your workout, you are missing out on this heat effect.

The unique hormonal response of this type of exercise is what drives the results, not calories. Second, true metabolic conditioning is individualized. Everyone is different. In order to get the proper response, you must rest just long enough to be able to push hard a second time, and then a third time.

Example: Complete 3 rounds

1. Squats
2. Pull ups
3. Push ups
4. 1-minute sprint
30 second max rest between exercises...

8 Steps to Wellness Plans

You want to develop a wellness place where you work or teach. **But where do you start?** According to battleworks.com, here are 8 steps to implementing a comprehensive wellness program.

1. Research and set the stage

What is it that you and the employees hope to achieve as a result of the plan?

2. Secure the support of top managers and C-level officers

Do you have their support? Is there money to be set aside to provide incentives or professional materials? Will they become involved?

3. Identify an inside advocate to act as coordinator.

You will need someone to "lead the initiative" inside the operation.

4. Form a multi-departmental wellness team

A little friendly competition

and sharing resources helps you to get more for the investment of time and money in your wellness program.

- 5. Assess needs.**
- 6. Identify the model.**
- 7. Develop a simple action plan.**
- 8. Measure, document and evaluate what you did.**

Follow these 8 easy steps and you are on your way to reduced absenteeism, increased presenteeism (being alert and active on the job), and improved staff morale.

CRAZY SEXY FACTS from Crazy Sexy Diet by Kris Carr

MOTIVATION?

Just remember: somewhere in China, a little girl is warming up with your max.

Jim Conroy, Olympic weightlifting coach

How to Overcome Immunity to Change

In the May 2011 issue of Experience Life, Jessie Shall discussed how adaptive change requires a shift in mindset, not just behavior. In the process readers were encouraged to create their own Immunity Map. On the map, you list your improvement goal, the behaviors that go against your goal, the hidden competing commitments and some big assumptions in a four column Immunity Map that you can access at experiencelife.com. For people trying to lose weight the first two columns might look the same but when you begin to test your assumptions, each can have a different success route. You have to practice the “new routes” 30 to 60 minutes a week for several months and having a coach definitely helps, but soon the “new” will seem like it is “just you”. And has been all along.

Crazy Sexy Diet is for those of you who want to be “wellness warriors”. That sounds like a good thing to be. Here is why:

Cancer deaths are projected to increase by 45 percent from 2007 to 2030, with new cases jumping from 11.3 million to 15.5 million in 2030.

Heart disease is the number one killer. In 2005 more than 17 million people died of cardiovascular diseases such as heart attack or stroke. Up to 80 percent of premature heart attacks and strokes are preventable with diet and lifestyle changes.

More than 180 million people worldwide have Type 2 diabetes. Deaths from diabetes will increase by more than 50 percent in the next ten years without urgent action.

1.6 billion adults are overweight and 400 million are obese. Globally, more than 20 million children under the age of five are overweight.

In the 1970s autism affected about 1 in 10,000 children; today, in some states, it is 1 out of 150. Every twenty minutes, a child is diagnosed with autism.

In the United States we spend more on sickness than wellness. “We have to meet our doctors halfway by improving our diet and lifestyle choices, controlling stress, and cleaning up our environment in order to stay well., according to Carr.

So, being wellness warriors is, like our moms used to say, “for our

good” but also for the good of our country and the good of our family.

To achieve, you have to believe, remember from the opening article. You have to believe you deserve to feel healthy. You have to believe it is within your power to take charge of your own wellness now. Your daily choices can actually change the way your genes express themselves! Here are a couple of basics Carr shares in her book. Veggies are like Switzerland—totally neutral and go with everything. They are the glue that holds us together. Protein (nuts, seeds, beans) goes well with vegetables. If you want more easy to understand nutrition tips, grab a copy of very readable and extremely helpful [Crazy Sexy Diet](#).

So often we know better, but we still...

Old habits are hard to break and if you are a comfort eater, you understand what you are about to read all too well. You know that certain behaviors or situations trigger your dash to the fridge or non-stop binges as you eat your way to oblivion trying to find some comfort in food that has always been your friend when you are down. You are too tired to exercise and so tired you can't sleep. Well, it is time for confession. A month ago I was facing being unemployed, something I can't even remember being since I was 16 years old. The very thought of not working was scary and food was a momentary aversion. Did I know better? Of course (and you do too). Did I know I was forfeiting, by my own behavior, the healthy existence I had come to love? Had I not said to myself (and others) when I had

become thinner than I had been since I was in my 30's that I would NEVER wear a certain large size again? Was I not infuriated to have really cute “smaller size” summer clothes that I could not zip or tolerate wearing for an extended period of time? You bet I was. So what does one do when the change process reverts back to awareness from maintenance. Well, let me tell you.

You get a grip. You face the facts and you begin again. You know now what you didn't know when you first lost the weight and embarked upon exercise and that is that eating right and exercising regularly does make you a better person, a healthier person, and, yes, even a smaller size wearing person. Most importantly though is that you KNOW you can do it again because you have already

succeeded once. And what is that? More vegetables, purging the pantry of ready-to-eat “junk”, more fresh fruit, more protein smoothies, restocking the protein bars in the purse or desk drawer, and one day at a time return to daily exercise reported to my coach. This isn't the end of a good thing. It is normal. It is human and the downward spiral is reversible—with encouragement, with dedication or just downright rote “job-like” completion (even a saffron can be like a blue for a short time...not a great blue, but a disciplined one). I recall the time I ate a whole sleeve of Girl Scout mint cookies and confessed to my trainer, who said, “Ok, that's done. Now go get on the treadmill, minty breath and all, and get going again. It's a new day!” Yes, and so it is...

Bridging the Gap—From Goals to Results



GR8FITNESS

Mailing address:
2105 Red Bud
Effingham, Illinois 62401-4916

Email address:
mail@gr8FITness.net

Website:
http://gr8FITness.net

2105 Red Bud Street
Effingham, Illinois
62401

Gr8 is looking forward to proposing just the right program for your workplace. Call us!!
Booking now for October!



Linda and Brett

Get it at
Amazon.com

We are now in our fourth year of Gr8FITness newsletters. In an era when new businesses are difficult to maintain, we are justifiably, but humbly, proud to have made it this far. Thank you, readers, and thanks to those of you who invited us to present a program for your organization. We will continue to bring you information to assist you in your quest for continued good health and fitness.

Gr8FITness has several divisions. Our flagship offering is still the **Gr8FITness** Division, integrating physical fitness and personality preferences. We base our work here in the writing of Suzanne Brue, *The 8 Colors of Fitness*©, available at amazon.com. We help each client understand his/her personality preferences and specific motivators so each can choose a fitness program that ensures the highest probability of success. We teach people the process of change and provide encouragement and training tips.

Other divisions are **Gr8Achievement**, **Gr8Wellness**, **Gr8Teams**, and **Gr8Athletics**.

Gr8Achievement helps teachers and students identify their personality preferences to improve academic achievement through differentiated instruction leading to gr8schools! Our program “Coaching Students to Success” integrates personality differentiation, social emotional learning, and motivational techniques to move students toward greater achievement.

Gr8Wellness designs, delivers, and monitors employee wellness programs in corporate and hospital settings.

Gr8Teams helps employers and employees identify their work styles through discovering personality preferences and facilitates improved communication and teamwork, building on each person’s strengths and learning to avoid roadblocks.

Gr8Athletics builds team synergy through individualized and team assessments of personality preferences to improve communication, increase winning, facilitate leadership, and improve health.

Building a Team Like Lincoln Did

Abe Lincoln knew he needed the best minds in the nation to help him lead the country so he chose the men he defeated for the Republican nomination. He wanted a wide range of ideas brought to the table. But what happens if you aren’t so lucky as to have diversity of types on your team.

According to Jane Kise, in *Differentiated School Leadership*, because of the preponderance of Thinking and Judg-

Great leaders will magnify their own strengths and simultaneously create teams that do not mimic the leader but provide different and equally important strengths for the organization. Doug Reeves

ing managers, a majority of teams will be imbalanced. They may not place enough weight on Feeling decision criteria or they may come to closure on decisions too quickly.

When teams have similar preferences, they learn to work together more quickly but they may not incorporate the strengths of other preferences.

Type diverse groups reach decisions more slowly, but often the decisions are better because more viewpoints are covered. **One-sided teams** will succeed if they use different types outside the team as resources. Use type to understand and engage each person’s strengths.



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