

May, 2011

INSIDETHIS ISSUE

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Check out page 4 of Employers' Tool Kit offered as a free download <http://www.healthandfitnessmonth.com/about>. The ideas will work at any time, not just MAY! C'mon, let's get it started! Better health—better living - for employees!



<http://www.healthandfitnessmonth.com/about>

**GOVERNOR OF ILLINOIS PROCLAIMS MAY as
EMPLOYEE HEALTH AND FITNESS MONTH**

Illinois has joined several other states declaring May as International Employee Health and Fitness Month. Governor Patrick Quinn issued a proclamation to encourage the promotion of exercise and fitness activities in companies across Illinois. He proclaimed that healthy eating and regular physical activity are the keys to a healthy lifestyle and better quality of life and encouraged employers to join in the observance of the month by designing and

implementing events that are fun, non-competitive and engage employees of all fitness levels. Research confirms that individuals who are physically active with healthy lifestyle habits, come to work more often, are more productive at work, have fewer and lower long-term medical claims, have lower disability costs and much higher job satisfaction levels. What's not to like about this if you are an employer OR an employee?

Active Life and the National Association for Health and Fitness created EHF as an international health observance. Employers throughout the world can download a free toolkit of ideas that streamline setting up various levels of activities. Take a look at the website referenced above to log YOUR healthy moments. Join in gr8's group to include at least 10 minutes of exercise twice a day. See what others are posting!

**Gr8FITness "Fish by Fisch" Going International VIA WTA
WORLD TYPE ALLIANCE PREMIERES ONLINE JUNE, 2011**

In June 2011, the World Type Alliance new e-newspaper goes live. The WTA will feature the wit and wisdom of Jack Speer and Carol Kallendorf, two very talented people who, as Delta Associates, work with identifying and integrating personality type in corporate settings. WTA is a forum for the world type community to engage in important online conversations and discover gr8 tools to use with type. Jack is the Chief Editor and Strategist; Dr. Carol is the Founder and Chief Genius.

Brett and Linda have been invited to contribute as editors, offering original writing and insights from their

perspectives in working with type in a variety of venues. In addition, along with product reviews, there will be interviews of experts on type and others who use type in their day-to-day work.

A novel cartoon entitled appropriately "Fish by...fisch." will premiere. In that cartoon, personality types will show characteristics of their preferences, as characterized by "human-like" fish.

Recall that some experts refer to the ISFP type as "artisan" so it is not all that unusual for an ISFP to have artistic talent. Couple this with

the imaginativeness of the INFP and some interesting imaginings are going to emerge. If you want to learn more about type—your own and others, just

Go "Fishing"

at www.worldtypealliance.com

But watch out, "Fishing" is catching!



THOUGHT FOR THE DAY

Always dream and shoot higher than you know you can do. Don't bother just to be better than your contemporaries or predecessors. Try to be better than yourself."

**William Faulkner
American Author 1897-1962**

RESEARCH FACTOIDS

Strength is greater with faster lifting tempo. Springfield College in MA found that training at a faster tempo (two seconds down, two up) increased performance in the bench press better than a slow tempo (4 down, 2 up)

Training at a slower tempo reduced capacity to lift heavier weights and resulted in reduced training gains. (Journal Strength Conditioning Research, 25:406-413, 2011)

Short Sleep Duration Linked to Obesity in Children and Young Adults Evidence unclear in older adults.

Danish researchers concluded that sleep loss caused an increased release of the hormone ghrelin, which boosts appetite and slows metabolic rate. Resulting fatigue makes it more difficult to exercise. Sleep-deprived groups gained weight. (Obesity Reviews, 12; 78-92, 2011)

Southern Illinois University research found that **1 set of resistance training increased resting energy expenditure as well as 3 sets!** It went up for 72 hours after exercise-100 cal/day. Yay!

TIPS from the TRAINER by Brett Fischer, NASM CPT

Beach season is upon us...or lake, or pool season—kiddie pools too. So for now, we are going to focus on a new way to stress your abs and develop the coveted 6-pack. If you want big arms, you still should be doing pull ups, rows, close grip bench presses, and dips.

A new approach to abs: First we are going to fatigue the body and its extremities. Then we will focus on the glutes which help activate our core and our lower abdominals. Then we will shift back to fatiguing the body and its extremities. And finally we will target the abs...followed by a much needed rest.

For example:

Your Body, a Car, Hormones and Weight Gain *Enjoy? Is Trainer Man kidding?*

If your body were a car, the gas tank would be like your stomach and intestines. Your fat cells and liver would be a reserve tank and your fuel gauge (brain) would tell you when the tank was empty. The fuel gauge would move as it gets signals from sensors (taste buds, eyes, nose, nerves) that nudge the gauge toward empty or full (hunger or fullness centers) If the hunger center fails, the car has no fuel and won't run. It may even die. If the fullness center is damaged, however, the car just keeps running full tilt boogie and the engine gets flooded (you become obese). The brain never seems to realize the tank is full and it keeps sending signals to stop at the next station to top off the tank. The excess fuel runs into the reserve

Superset 1: Total body

- Push Press/Squat + DB Shoulder Press 3 x 15
- Snatch Grip Inverted Row 3 x max rep

Set 2: Glutes

- Supine Bridges 1 x 100 (yes you read correctly, 100)

do as many as you can, rest 10 seconds and repeat until 100

Superset 3: Total Body

- Bulgarian Split Squats Right and Left Legs 3 x 5 slow
- 10 fast
- 20 tension

(do one leg, then repeat for the other before moving on)

Renegade (wo)Man-Makers 3 x 12

(basically combining a push up and a stability row...grab a pair of dumbbells and assume the push up position. Do a push up, then row with the right arm, and then row with left arm. That is one repetition. Repeat.)

Set 4: Abs

100 reps of abs any way you like. Do 10 stability ball roll outs, followed by 10 bicycles, and finish with 10 reverse crunches. Stop once you get to 100.

Set 5: Rest

Rest for up to 5 minutes before repeating the cycle...and ENJOY!*

tank and is stored as fat cells. This is the process that has to change in order for you to get your weight under control.

Truth is some of you have inherited a tendency to be naturally skinny or fat. This doesn't mean you can't lose or gain weight, but it means you have a small percentage of propensity to gain or lose weight. If both your parents were overweight, you were born with twice the risk of becoming overweight than someone who was born to naturally skinny parents. Other factors could be a slow metabolism (10 fewer burned calories a day adds up to a pound of weight in a year), a heartier appetite or your body's tendency

to store fat rather than burn it. For example, if your mom had gestational diabetes, type 1 or type 2 diabetes, smoked; drank alcohol or was overweight or undernourished when pregnant with you, you may have a propensity to gain weight. Not much you can do about your heredity. It is what it was. Then there is also the fact that genes that prevent starvation also promote obesity. The point of all this is to say "Stop feeling guilty. No longer do you need to beat yourself up for things over which you had no control." On the other hand, you can learn to overcome these hereditary tendencies. Turn to page 4 to see if you have fullness resistance and to page 5 for tips on weight control..

Bob Greene's 20 Years Younger Little Brown and Company, 2011

None are so old as those who have outlived enthusiasm.

Henry David Thoreau

May we never outlive that!

The Joys of Cinnamon—The Spice of Life

When I think cinnamon, I think Cinna-bon. NO! Think cinnamon—a healthy spice. It has the unusual ability to help combat insulin resistance. It reduces inflammation, can help prevent the formation of AGEs (advanced glycation end products that speed up the aging process—eek! - AGEs clog arteries, form cataracts and wrinkles, and cause skin to sag—AGEs are really bad little dudes) and targets and eradicates cancer cells. Put some ground cinnamon in your coffee before brewing. Adding one half teaspoon two times a day may help you control your blood sugar. Reduce AGE formation by cooking with a sauce containing vinegar or lemon juice. Just for the record, Linda's grandma, who lived to be 103, drank a shot of vinegar straight up with every evening meal. Rather try cinnamon? Did you know you can even buy cinnamon capsules at natural food stores?

Bob Greene, well known fitness expert, author of The Best Life Diet and also Oprah's personal trainer who facilitated her running a marathon and losing a wagon load of fat, has a new book called 20 Years Younger. By following Greene's advice, you can reverse the effects of aging and appear 20 years younger. The four pillars are exercise, nutrition, skin care, and sleep. For each area, he provides a multi-step plan and even includes recipes, menus and advice on supplements. He offers a three step skin care program to battle wrinkles and touts the value of getting a

good night's sleep with an 11 point plan..

Most of the information on diet and exercise is info we have shared in previous issues, but I think Chapter 6 "The Art of Aging Gracefully" had some interesting food for thought. What does it mean to "age"? Why should we do it gracefully? Doesn't everyone age every day we are alive? So, why is there a special chapter dedicated to this topic?

Going to a class reunion helps you understand this concept. Some attending have really "aged" and, of course, you are sure you look the youngest (and best) of any of them. To Greene, aging gracefully means continuing to enjoy life, to

Be enthusiastic about life. Part of "aging" is knowing what matters and who is truly important to you. It is nurturing those relationships that matter. People in their 70's with an active social life live 22% longer. We need to continually be learning new things. Being active gives us better blood flow to the brain and, yes, even grows new brain cells, which puts us at a lower risk for Alzheimer's. Omega-3 fatty acids also help us "stay young". Bonding with younger generation friends broadens our horizons and keeps us looking forward. So, exercise, hang out, keep dreaming and continue learning, but, most of all, don't ever give up that enthusiasm!

Gr8 Teams Play Nicely—4 Qualities for Gr8 Teaming

In my opinion, there are two really gr8 magazines worth reading cover to cover each month. They both teach how to live life more effectively—one with an emphasis on health and wellness and the other with an emphasis on leadership and achievement, or as we like to say "bridging the gap" between where we are to where we want to be. One is Experience Life, the corporate magazine of Lifetime Fitness, and the other is Success. In this month's Success, you'll find 32 power-boosting ideas to energize your life, which would be enough to buy it. But, you'll also find Dr. Oz's favorite 8 minute workout, Joel Harper's tips for fast, fun and effective fitness plus a great feature article on funny man and banjo aficionado, Steve Martin.

One of the best "regular" columns is by leadership expert, John C. Maxwell. Last month we shared his essential qualities of a team player.

This month he focuses on four qualities that enhance a leader's effectiveness. The first is **enlarging**, or adding value to teammates. Enlarging simply means we build up the other "players". We believe in them and we believe the best about them. The second is **commitment**, followed by collaboration and the final is discipline. **Commitment** is a requirement for any relationship to thrive. Call it loyalty, faithfulness, dedication or devotion...commitment is essential to a team's success, followed by **collaboration** and the final quality, which is **discipline**.

Working together results in winning together. In one interesting comparison of words, Maxwell differentiates cooperation from collaboration, defining cooperation as being more agreeable whereas the latter is more aggressive.



Bridging the Gap—From Goals to Results



GR8FITNESS

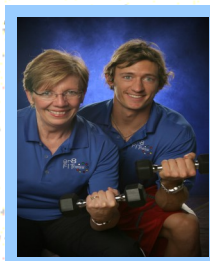
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Gr8 is looking forward to proposing just the right program for your workplace. Call us! We are now scheduling for July!



Linda and Brett



Get it at
Amazon.com

We are now in our third 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 work to 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.

The Skinny on Why You Rarely Feel Full from The Skinny on Losing Weight without Feeling Hungry by Dr. Louis Aronne

How many times have you heard people say that “to lose weight, people just need to push away from the table.” To many, it is all about will power—as in having none. Dr. Aronne explains that there is more of a difference between a “naturally skinny” person and an overweight person than pounds. When the NS person eats, he “feels” full at just the right moment and stops. Others, however, have what Dr. Aronne calls “fullness resistance”. Reversing this is

the secret to effective weight loss. How do you know if you have it? Here is Dr. Aronne’s quiz:

1. Have you gained 20 or more pounds since age 20?
2. Do you feel even hungrier after you start eating than you feel on an empty stomach?
3. Do you feel like eating as soon as you get home from eating out?

4. Have you been diagnosed with insulin resistance, pre-diabetes, or type 2 diabetes?

If you answered yes to one or more questions, you could have fullness resistance. See pages 2 and 5 for more information on this topic.

Collaboration requires some changes in the way we think. The first perception must be that teammates are collaborators, not competitors. Maxwell reminds us, reminiscent of Jerry McGuire-ish lingo “Completing one another is more important than competing with one another.” Secondly, attitudes must be supportive rather than suspicious. We treat those we trust better. Third, the focus must be on the team and not on ourselves. Finally we create victories through multiplication. One is too small to be gr8, but a team makes wins happen. A gr8 team thinks “win-win”.

The fourth quality is Discipline—in thinking, emotions, and actions. Maxwell clarifies by stating, “where there is a will, there is a win.” [Note: I always heard that “where there is a will, there is a lawyer...where there is no will, there is a real mess.” Hmmm....] Thinking, as in planning the work, working the plan, assessing the work and re-thinking the plan definitely requires discipline. Maxwell goes on to infer that even just a little bit of disciplined thinking can make a huge impact. He illustrates with a George Bernard Shaw quote, “Few people think more than two or three times a year; I have made an international reputation for myself by thinking once or twice a week.” Mastering the emotions before they master us is essential and not something totally foreign to us. We've heard about the impact of emotional intelligence and how easily our emotions can derail us. We need to strengthen our socio-emotional skills to keep the team on track. The last discipline is that of action. Maxwell quotes Albert Hubert, who said “Parties who want milk should not seat themselves on a stool in the middle of the field and hope that the cow will back up to them.” What Maxwell emphasizes is that we need to take action even when it isn't something we “want” to do. That same type of discipline that applies to teamwork applies to living healthily. We need to take action (walk, work out, make good food choices, get rest) even if we don't “feel” like it or we don't “like” it. Discipline creates the wins—team victories or personal ones.

If you would like more tips from John C. Maxwell, he has a blog at JohnMaxwellOnLeadership.com Success magazine information is available at www.SUCCESS.com. Seeds of Success is a free weekly newsletter. To subscribe, go to SUCCESS.com/seeds.

Your Body, a Car, Hormones and Weight Gain

Continued from page 2

Source: [The Skinny on Losing Weight without Being Hungry](#) by Louis J. Aronne, M.D.

One of the fullness hormones your stomach, GI tract and fat cells secrete is called **leptin**. It works like this. Fat cells have sensors that tell them when they are filling up. As more fat comes in, the cell secretes more leptin. The leptin says, “stop, tank is full”. Other signals kick in (heavy stomach, reduced enjoyment, “can't eat one more bite” feeling). If the leptin isn't around, the signals don't work. The more body fat you have, the more leptin you have. Obese people can have up to ten times more leptin than skinny people. So, that SHOULD make the fullness signals LOUDER, but it doesn't. It may at first (as in “off to a great start on a diet”) and then plummet. Why? There are several theories. One has to do with free radicals which takes a longer time to explain. Another has to do with triglycerides in the bloodstream that lead to leptin resistance. Bottom line is high leptin levels, the result of leptin resistance, lead to excess inflammation and inflammation contributes to chronic diseases. So, we need leptin working for us, but the balance is crucial. Another fuel mover is **insulin** that tells brain cells to signal cells to soak up blood sugar and burn it for energy. As the blood sugar rises, so do insulin levels. The more food you eat, especially carbs, the more insulin your pancreas produces. The insulin signals that cells are full—no more food is needed. But, when insulin levels spike or drop, cells get erratic messages and the brain, like a spam protector, blocks it to protect you. The brain sends no signal. Your muscles stop listening and stop burning fuel. Your metabolism slows, less blood sugar is burned and you start converting sugar into **triglycerides**, stored in your fat cells. These contribute to leptin and even greater insulin resistance and the cycle begins again. Other fullness chemicals are **dopamine**, **Cholecystokinin (CCK)**, **glucagon-like peptide (GLP-1)** and **Peptide YY**. Naturally skinny people have fewer **endocannabinoids (ECS)**, which are very similar to cannabis, which is a hunger stimulant. ECS stimulate hunger and make you crave sweets. Without enough leptin, the ECS get high priority billing and you crave chocolate, pie, ice cream...the more you eat, the more often, the more you gain and burn less calories. And, oddest of all things, you feel cold! Most people think overweight people would feel hot because of the extra insulation. Body heat is determined more by food intake and levels of certain hormones than by body fat levels. Low leptin leads to slower metabolism and thyroid function. Your muscles don't produce heat and you feel cold. Coldness stimulates appetite (survival) so you eat. Exercise will help by building muscle which generates body heat. **Ghrelin**, another hormone rises just before meals and then drops as you eat. For some it takes longer for the fullness signal to kick in and ghrelin to drop. When you lose weight, the ghrelin levels increase which throws you off your diet. Another hormone that impacts your waistline is **cortisol** from the adrenal gland that is stimulated by chronic stress. The number of calories your body stores after you eat is increased when you are under chronic stress. Our bodies are programmed to resist weight loss that goes beyond roughly 7 percent of total body weight. So, if you weigh 150 pounds, you may be able to lose fewer than 11 pounds before it gets tough. This is a survival mechanism. Dr. Aronne's book tells you how to reverse fullness resistance, lose weight and be satisfied with eating less and all this for less than \$14, the equivalent of 3 large hot fudge sundaes.