

# HEALTH PROMOTION QUARTERLY

*A publication from the College of Health, Human Services, and Science*



JANUARY—MARCH 2019



**NICHOLAS BOEHLKE** after competing in the Bangkok Midnight Marathon last year.

## The Power of Delaying Gratification: Why You Should Do It and How

By Dr. Jaime Kulaga

People who delay gratification for a later day or time end up having more success in all areas of life, including their health, career, relationship, and finances. That's a huge deal. So, what exactly is delay of gratification? It is delaying or forgoing gratification in the here and now for something bigger in the end.

For example, let's imagine you have had a very long day, you have homework tonight, but you are also tired and want to take a nap. Instant gratification says, "a nap right now would feel great, go for it." Delay of gratification says, "I will delay that nap so I can do my homework now in order to obtain something later on" (in this case, a degree).



In 1972 one of the biggest research studies on delay of gratification was launched. It is known as the "Marshmallow Study." It was a longitudinal study of 40 years. Researchers had young children come in, sit down and then they placed a marshmallow in front of them. Researchers told the children they would be leaving the room and if they did not eat the marshmallow while they were gone, when the researcher got back, they would get two marshmallows. When the researchers left the room, many of the children ate the marshmallow instantly. Some children paced back and forth and then ate the marshmallow anyway. Other children delayed the instant gratification of eating the marshmallow for the bigger reward in the end, which was two marshmallows. Over the course of 40 years the subjects were assessed. The researchers found that those who delayed gratification had higher SAT scores, less substance abuse and obesity, better social skills, and better scores in several other life measures.

We live in a world where we want things now. We rush, we have limited patience, no time, and can be very impulsive. These behaviors are becoming habits and are rolling into areas of our life which can predict success or failure. We want a promotion, now, we want a degree, now, we want the best marriage, now, we want to be CEO today, we want our bank account filled up this second, we want the newest cell phone, car, and piece of technology, now.

We even want answers, now. But the truth is, for just about all these things, we have to work for them. And, we don't only have to work hard for these things, we have to be patient for them. In order to obtain a degree, a great marriage, and that CEO position, you have to often steer away from instant gratification and make a lot of sacrifices and compromises.

Here are 4 tips on how to delay gratification:

### 1. Create a Supportive Environment

Be sure you surround yourself with people who are in support of your goals and set boundaries with toxic people who bring you negativity. You want people around you who support your goals so that they will tell you not to take that nap or eat that donut. Instead, they will encourage you to get up and study or go for that run. They pick you up when they see you giving in because they know how important your bigger goal is to you. As you create a supportive environment, don't just put supportive people in place. Make sure that you also have visualizations all around you so you see your direction all the time. Read blogs, watch YouTube videos, and put up motivating quotes that will inspire you to preserve and not give in to the immediate gratification around you.

### 2. Retreat, Rethink, and React

When some temptation or impulse creeps in to veer you off for some instant gratification, retreat from the situation before giving in. Hold off and rethink about the situation. Think about the bigger goal in mind, analyze the situation and focus on your end goal for a moment and then go ahead and react. Chances are, backing away and putting things in perspective will drive you away from the temptation of immediacy.

### 3. Know your goal

If you don't know what your goals are, you will be all over the place. Identify your goals and be realistic. Start simple. If you have a goal in place that is way over the top, chances are you are going to give in to temptation all around you because you are not ever going to get to that end goal. Don't choose something that is too hard or not realistic for your life. Start small and start realistic. Also, don't compare your path to someone else's. Go ahead and create a plan for these realistic goals and stick to it. When you have a plan and a direction you are more likely to stick to this plan even when distractions come up.

### 4. Reward yourself

Recognize that it is okay here and there to give in a little bit. You can still be spontaneous in life even when striving for goals. You can still have fun and give into instant gratification (that donut, that nap, that reality show) once in a while. The point is not to make these actions of giving in a habit. But no matter what you decide, be sure that once you achieve a goal, reflect on the sacrifices you did make and how far you have come and reward yourself. Don't hurdle the next mountain until you have first celebrated with yourself and those who also sacrificed in order for you to achieve. ♦



## Are You Burned Out?

By Dr. Sandra Rebeor and Dr. Christine McMahon

Take this quick survey to find out:  
[https://www.mindtools.com/pages/article/newTCS\\_08.htm](https://www.mindtools.com/pages/article/newTCS_08.htm)

Most of us “wear different hats” and juggle multiple tasks on a day-to-day basis. Whether you are a student or faculty member, you have many responsibilities, such as working full time, taking care of your family, and attending college. There may have been times when you felt completely overwhelmed by the demands placed upon you. While this is often unavoidable, it is important to understand what burnout is, the dangers of burnout and chronic distress, as well as how to intervene to create work-life balance and prevent burnout.



Burnout can lead to exhaustion, which can have physical, cognitive, and emotional impacts, such as difficulty sleeping, inability to concentrate and getting work completed, and sudden outbursts of anger or tears. Individuals may also alienate themselves from other people or become cynical. Such depersonalization can greatly impact a person's work life and private relationships. Burnout can also make people feel like their accomplishments are less worthy of praise and thus, impact or lower self-confidence. Burnout can be caused by job and organizational characteristics, a heavy workload, intense pressure, unclear or conflicting expectations, and negative environments, such as low trust between colleagues or “back stabbing.” Private events and family stress can also contribute to burnout (Valcour, 2016; Hakanen & Bakker, 2017).

In addition, one's perception and affective commitment can play a critical role when evaluating factors for burnout. Affective commitment is an employee's positive emotional attachment to an employer. A person's affective commitment, which can include the commitment to an organization and aligning with the organization's vision and values, can influence burnout. Hence, if employees have higher affective commitment, they tend to experience burnout to a lesser degree as compared to employees who have lower affective commitment. Working conditions may also impact burnout. When materials and equipment are broken or lacking, work overload is high, the salary is low, or when job security is questionable, burnout can certainly be triggered. In addition, if an employee does not feel appreciated or recognized for his/her efforts, burnout risks are higher (Akar, 2018).

In order to prevent burnout or "fight" burnout when it does occur, it is essential to understand your beliefs, schedule, and behaviors. Firstly, you should understand why you are taking on too much. Are you unable to say "no" to extra duties or unable to delegate? Do you feel as if you are wasting precious time at work doing unproductive things? Be mindful of unnecessary tasks so that you can have sufficient time for your primary duties and projects and make your time count (Cross, Taylor, & Zehner, 2018). When you set high standards for your performance, you may be protecting yourself from psychological distress and lower your risk for burnout; however, if you are self-critical about your performance and constantly fear making mistakes, you are at higher risk for burnout (Gnilka, McLaulin, Ashby, & Allen, 2017).

Work-life balance can also play a role when discussing burnout as it "refers to the desire on the part of both employees and employers to achieve a balance between workplace obligations and personal responsibilities" (Sirajunisa & Panchanatham, n.d., p. 14). Work-life imbalance can result due to demands at work and/or demands at home becoming unbalanced and incompatible. Role overload at work or at home, work to family interference, and family to work interference are common conflicts that may create work-life imbalance. Furthermore, when social support is lacking or absent, an increased stress response is often witnessed. Work overload, work conflicts, environmental conditions, job security, office politics, long or inflexible hours, and parental demands can contribute to work-life imbalances and cause arguments with family. Studies have also found that multiple roles and responsibilities have had negative impacts on women in the work force but not men (Sirajunisa & Panchanatham, n.d.). In 1960, only 20 percent of women worked and only 18.5 percent were unmarried. The American workforce was designed for the 1960s family where there were two parents. The father worked and the mother stayed home with the children. With this family unit, employers could expect their employees to work longer hours and whenever they needed them (The Center of American Progress, 2018). However, this model no longer makes sense today as 70 percent of American children reside in a home where both parents work. In addition, one out of four adults are caring for elderly family members (The Center of American Progress, 2018). Researchers have found the imbalance between work life duties results in high absenteeism, low attrition rates, and decreased productivity. Signs of poor work-life balance can entail feelings of unhappiness, irritability, and being unable to "shut off" thoughts about work. Additionally, when other dimensions of health and wellness are neglected, a work-life imbalance is likely occurring (Mental Health Foundation, 2017).

Stress is another essential element we need to discuss as it can be strongly linked to burnout and work life balance. Stress is a reaction to the demands placed on a person especially when they lose hope in the ability to control a situation or demand (Sirajunisa & Panchanatham, n.d.). There are three phases of a stress reaction:

*Phase 1: Alarm reaction-* the body reacts to first time it is exposed to a stressor.

*Phase 2: Stage of Resistance-* The body becomes resistant to the stressor. The body tries to adjust and resistance increases above the normal.

*Phase 3: Exhaustion Phase-* Ongoing exposure to the stressor leads to physical exhaustion resulting in death or disability from the stress (Greenberg, 2017).

Continued on Page 6

## Are You Burned Out? - continued

By Dr. Sandra Rebeor and Dr. Christine McMahon

Two types of stress exist – distress and eustress. Let's look at them a little closer. Bad or negative events that result in a stress reaction are considered distress and can include death in the family, loss of a job, arguments with your spouse or a colleague, a tragic event, and chronic disease or illness. Eustress entails good or positive events in life that can cause a stress reaction. Examples of eustress can include a new job, a promotion, pregnancy, the birth of a child, getting married, falling in love, and the purchase of a home (Greenberg, 2017).

Eustress and distress can lead to similar physiological and psychological stress reactions and these can entail hypertension, elevated cholesterol levels, heart disease, musculoskeletal disorders, lowered immune functions (increased susceptibility of getting sick), injury, low self-confidence, increased job tension, lower job satisfaction, depression, and anxiety. Any of these responses can furthermore result in higher absenteeism rates and minimized job performance (Greenberg, 2017).

When reflecting on work-life balance and stress, both industrialized and developing countries are affected. Developing countries are increasingly experiencing work-life stress due to globalization and the changing nature of work.

Did you know that the U.S. is one of the few developed countries without a cap on the maximum amount of work hours a week? According to The Center for American Progress (2018), 85 percent of men and 66 percent of women log more than 40 hours per week. We also must consider cultural factors, such as religion, spirituality, perception of women in the workplace and women's roles, personality and characteristics, as well as a possible history of domestic violence, a person's social support, workload, the type of work (i.e. monotonous), and safety (risks for injury) when discussing work-life balance and stress (WHO, 2017) so that we can prevent distress early on and avoid an imbalance. Hence, it is essential to ensure well-being in all eight wellness dimensions, as outlined in the below image (SAMHSA, 2016).



Source of Image: SAMHSA.gov

After discussing burnout, work-life balance, and stress, let's shift our focus to interventions so that you can actively prevent or reduce burnout and all of its negative effects. Here are some things of what not to do: Watch your emotional eating habits and be mindful of your behaviors (i.e. gravitating toward sweet or salty foods, eating more than needed). Avoid excessive caffeine, alcohol, and other substances as this can lead to abuse, addiction, and even death. Do not withdraw from your friends and loved ones;; be aware of your social relationships and ensure you are still spending quality time with your social network. Watch for other unhealthy habits, such as compulsive spending, and do not ignore your problems and challenges. It is essential to analyze the root cause for burnout, work-life imbalance, distress, and if any negative effects are witnessed. Appropriate and early interventions can help in restoring balance to create optimal well-being. A few intervention options for creating or restoring such balance are biofeedback, diaphragmatic breathing, body scanning, massage, stretching, yoga, Tai Chi, Pilates, meditation, prayer, music, mindfulness, pets, volunteering, exercise, journaling or drawing, creating a work-life-balance contract, approaching your supervisor for help/advice, adequate sleep, and other options (i.e. being cautious of time spent on mobile devices, gaining control, perception changes, seeking professional help) (Greenberg, 2017; Michel, Bosch, & Rexroth, 2014).

Time management is essential to avoid burnout and to create work-life balance. Here are some time management tips:

- ◆ Change your Perception: Move from "I don't have enough time" to "I have enough time for....".
- ◆ Use your time wisely and for the things that are worthwhile.
- ◆ End working day at a fixed time on ideal days but have a latest fixed time for odd days. When adequate recovery time is missing, the risk for burnout increases so watch overtime exceeding 12 hours per day (Rabenu & Aharoni-Goldenberg, 2017).
- ◆ Schedule social media time rather than being on social media all day/every day.
- ◆ Examine how your time is spent daily/weekly/monthly (time for preferred and non-preferred activities) and make necessary adjustments.
- ◆ Take mini- and longer breaks to re-charge.
- ◆ Be realistic about how long a task will take (Booth, 2014).

Please review other interventions on your own as there are many! We are all different and have unique needs and preferences so find resources that will work for you! However, here are a few good ones that you may enjoy!

If you answered "yes" to being burned out via the survey at the beginning of this article ([https://www.mindtools.com/pages/article/newTCS\\_08.htm](https://www.mindtools.com/pages/article/newTCS_08.htm)), please remember: Take care of your health and wellbeing. After all, you only have one life to live! The following quote by Mahatma Gandhi says it best: "It is health that is real wealth and not pieces of gold and silver."

#### Here are some resources to enhance your wellness:

- ◆ Guided Body Scan Meditation for Mind & Body Healing by Michael Sealey: <https://www.youtube.com/watch?v=i7xGF8F28zo>
- ◆ All it takes is 10 mindful minutes by Andy Puddicombe: [https://www.ted.com/talks/andy\\_puddicombe\\_all\\_it\\_takes\\_is\\_10\\_mindful\\_minutes](https://www.ted.com/talks/andy_puddicombe_all_it_takes_is_10_mindful_minutes)
- ◆ Walk Along the Beach Guided Meditation Visualization by Jason Stephenson: <https://www.youtube.com/watch?v=wDYOenLmVTg>
- ◆ Progressive Muscle Relaxation meditation by UNH Health Services: <https://www.youtube.com/watch?v=PYsuvRNZfxE> ◆



## Garlic, Oh How I Clove You!

By Dr. Roxanne Beharie

Ok, ok, ok. So, I know that garlic has a bit of a bad rep for giving stinky breath, but the truth of the matter is that stinky breath or not, garlic is here to stay. It is a fundamental component in many or most dishes of various regions, including eastern Asia, South Asia, Southeast Asia, northern Africa, southern Europe, parts of Latin America, and is essential in Middle Eastern and Arabic cooking. The garlic plant's bulb (usually divided into cloves) is the most commonly consumed part of the plant. The cloves can be used as seasoning when cooking or to flavor oils (these can be quite pricey, but here is a super easy recipe you can try to make your own [garlic-infused oil](#)). Did you know that rubbing crushed garlic extract on your scalp or massaging with garlic-infused oil can prevent and even reverse hair loss? News to me, but I will keep that for reference if needed in the future. The leaves and flowers (bulbils) on the head (spathe) are also edible, but are milder in flavor than the bulbs. They are usually consumed while immature and still tender.



We not only consume garlic for its pungent, spicy flavor that mellows and sweetens considerably with cooking, but also for medicinal purposes. Did you know that garlic was used as an antiseptic to prevent gangrene during World War I and World War II or that it was valued as an application in confluent smallpox? Outside of those two uses, consider some of the other health benefits related to consuming garlic:

- ◆ Garlic is low-calorie, but incredibly nutritious. A 1-ounce (28 gram) serving of garlic contains 23% of the RDA of Manganese, 17% of the RDA of Vitamin B6, 15% of the RDA of Vitamin C, 0.6 grams of Fiber, as well as respectable amounts of calcium, copper, potassium, phosphorus, iron and vitamin B1.
- ◆ Garlic supplements are known to boost the function of the immune system, e.g. to fight the common cold or flu. One study found that the number of days sick with cold or flu was reduced by 61% after consuming a high dose of aged garlic extract (2.56 grams per day) (Nantz et al., 2012). Ummm, I do not think I like garlic that much, but I know that I like the cold or flu a lot less, so I may consider this. Jesus, take the wheel...
- ◆ Garlic can reduce blood pressure and improve cholesterol levels, which may lower the risk of heart disease.
- ◆ Garlic also contains antioxidants that may help prevent Alzheimer's disease and dementia.
- ◆ Garlic may also improve athletic performance. In fact, garlic was one of the earliest "performance enhancing" substances and was even given to Olympic athletes in ancient Greece (Rivlin, 2001).
- ◆ Additionally, eating garlic may help detoxify heavy metals in the body. At high doses, the sulfur compounds in garlic have been shown to protect against organ damage from heavy metal toxicity.

Plus, seen any vampires lately? I think not.

NOTE: Cooking garlic destroys the ability of the garlic to make allicin, the main health-promoting component of garlic. But, if raw garlic is first chopped and then allowed to sit for 45 minutes, it can produce allicin and then the garlic can be cooked with minimal loss of allicin. If you are in a time pinch, consider adding garlic at the end of the cooking process to reduce the amount of time that it is cooked.

So, grab an apple or some mint leaves and enjoy this recipe for [garlic bread](#) from Ambitious Kitchen.

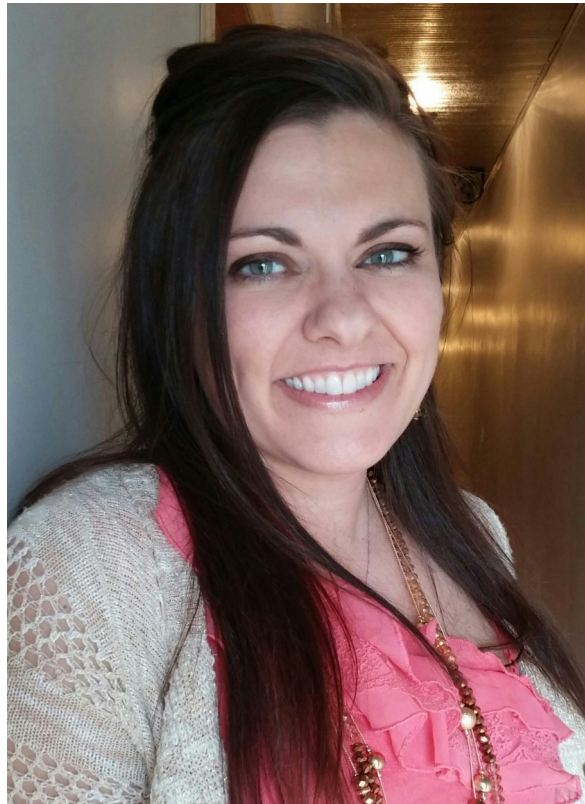
Enjoy! ◆



## What Health Means to Me...

**Dr. Stephanie Anderson**  
Lead Faculty — College of  
Health, Human Services,  
and Science

[Play video](#)



**Dr. Patricia Addresso**  
Adjunct Faculty — College  
of Health, Human Services,  
and Science

[Play video](#)

Talking Health

# Contributors



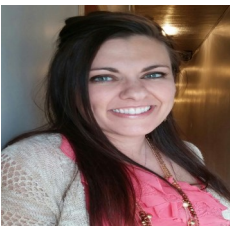
**Dr. Jaime Kulaga** is a full time remote faculty in the Division of General Education at Ashford University. She is the host of The Dr. Jaime Show and author of The SuperWoman's Guide to Super Fulfillment which is published in over 10 countries over 4 continents. She has been featured nationally, both on TV and other major media outlets, for her expertise in work life balance, goal setting and reaching success.



**Dr. Sandra Rebeor** is a full time Instructor at Ashford's College of Health, Human Services, and Science and primarily teaches courses in the Health and Wellness program. Her educational background includes a Bachelor's in Business Administration from Campbell University and a Master of Science in Health Sciences: Emergency and Disaster Management.



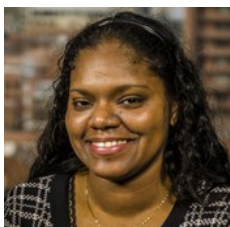
**Dr. Christine McMahon** is an Assistant Professor in Ashford University's College of Health, Human Services, and Science. She received a Doctorate in Health Education from AT Still University in Kirksville, MO, and a master's degree in Exercise Science as well as a bachelor's degree in Kinesiology and Sports Studies from Eastern Illinois University in Charleston, IL.



**Dr. Stephanie Anderson** is an Associate Professor in the College of Health, Human Services, and Science at Ashford University. She holds a BA in Psychology and Sociology from the University of Nebraska at Kearney and an MA and PhD in Social Psychology from the University of Kansas. She has taught at both the community college and university level.



**Dr. Patricia Adesso** has a PhD in Industrial Psychology, and her career includes working in retail, academic and telecommunications companies. Since 1995 she has been an independent consultant, helping organizations better understand the human behavior impact in their businesses. She is the author of two books, entitled "The Boss from Outer Space and Other Aliens at Work: A Down-to-Earth Guide to Getting Along with Almost Anyone" and "Management Would be Easy....If it Weren't for the People".



**Dr. Roxanne Beharie** is an Assistant Professor with Ashford University. Dr. Beharie earned her doctorate in Public Health from Morgan State University in Baltimore, Maryland. Dr. Beharie also earned a BS in Exercise Science from the University of Pittsburgh and an MPA in Health Services Management from Mercy College.

### Are You Burned-Out?

1. Akar, H. (2018). The relationships between quality of work life, school alienation, burnout, affective commitment and organizational citizenship: A study on teachers. *European Journal of Educational Research*, 7(2), 169 - 180.
2. Booth, F. (2014). *30 time management tips for work-life balance*. Retrieved from <https://www.forbes.com/sites/francesbooth/2014/08/28/30-time-management-tips/#5269332075e5>
3. Cross, R., Taylor, S., & Zehner, D. (2018). Collaboration without burnout. *Harvard Business Review*, July-August, 134-137.
4. Gnillka, P.B., McLaulin, S.E., Ashby, J.S., & Allen, M.C. (2017). Coping resources as mediators of multidimensional perfectionism and burnout. *Consulting Psychology Journal: Practice and Research*, 69(3), 209-222.
5. Greenberg, J. (2017). *Comprehensive stress management* (14th ed.). New York, NY: McGraw Hill.
6. Hakanen, J. J. & Bakker, A.B. (2017). Born and bred to burn out: A life-course view and reflections on job burnout. *Journal of Occupational Health Psychology*, 22(3), 354–364.
7. MacDonald, S. & Lethbridge, L. (2005). Taking its toll: The influence of paid and unpaid work on women's well-being, *Feminist Economics*, 11(1), 63-94.
8. Mental Health Foundation (2017). *Work-life balance*. Retrieved from <https://www.mentalhealth.org.uk/a-to-z/w/work-life-balance>
9. Michel, A., Bosch, C., & Rexroth, M. (2014). Mindfulness as a cognitive–emotional segmentation strategy: An intervention promoting work–life balance. *Journal of Occupational and Organizational Psychology*, 87(4), 733–754.
10. Padilla, M. A. & Thompson, J.N. (2016). Burning out faculty at doctoral research universities. *Stress and Health*, 32, 551–558.

### Garlic, Oh How I Clove You!

1. Nantz, M. P., Rowe, C. A., Muller, C. E., Creasy, R. A., Stanilka, J. M., & Percival, S. S. (2012). Supplementation with aged garlic extract improves both NK and  $\gamma$ -T cell function and reduces the severity of cold and flu symptoms: a randomized, double-blind, placebo-controlled nutrition intervention. *Clinical Nutrition*, 31(3): 337–344.
2. Rivlin, R. S. (2001). Historical perspective on the use of garlic. *The Journal of Nutrition*, 131(3S): 951S–954S.

ALL IMAGES USED WITH PERMISSION.

## Special Thanks

A very special thank you goes out to our copy editor for this edition, Heather Auger, Instructor of English, Division of General Education.



# Your Health Calendar

## **January**

- Birth Defects Prevention Month
- Radon Action Month
- Cervical Health Awareness Month
- National Blood Donor Month
- National Glaucoma Awareness Month
- 22 - 27 Drug and Alcohol Facts Week

## **February**

- Children's Dental Health Month
- Heart Month
- Wise Health Care Consumer Month
- National Cancer Prevention Month
- 2 National Wear Red Day
- 6 National Girls & Women in Sports Day
- 10 - 16 Random Acts of Kindness Week

## **March**

- National Nutrition Month
- National Kidney Month
- National Colorectal Awareness Month
- 2 - 8 National Sleep Awareness Week
- 20 Kick Butts Day
- 22 World Water Day

## **Next Quarter Conferences**

### [International Conference on Digital Health](#)

April 24 - 25, 2019 | Houston, TX

### [2019 National Health Care for the Homeless Conference & Policy Symposium](#)

May 3 - 6, 2019 | Nashville, TN

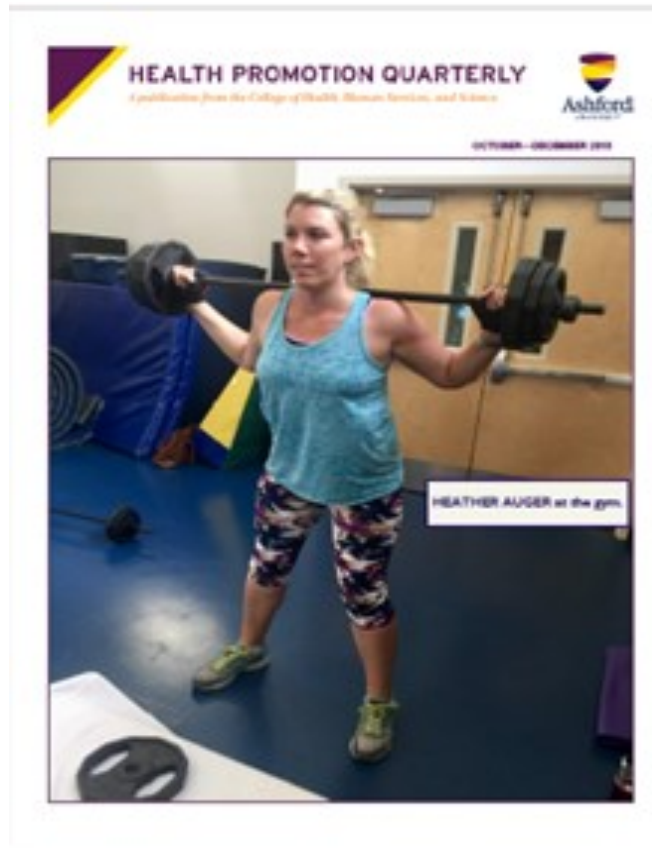
### [2019 Annual Research Meeting](#)

June 2- 4, 2019 | Washington, D.C.  
(Academy Health)

*"Healing is a matter of time, but it is sometimes also a matter of opportunity."*

-Hippocrates

To view the October 2018 edition of the Health Promotion Quarterly newsletter, press the Ctrl key and click on the picture below:



Here's to your health!

If you would like to be a part of future editions of the Health Promotion Quarterly newsletter, including being featured on the cover, please email Dr. Roxanne Beharie, Editor-in-Chief, at [healthpromotionquarterly@ashford.edu](mailto:healthpromotionquarterly@ashford.edu).