



**ILENE SHAPIRO**  
COUNTY EXECUTIVE

○ E-Newsletter | ○ Winter 2024-2025

**TAKING COUNTY WELLNESS TO A WHOLE NEW LEVEL...**  
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We are what we repeatedly do. Excellence, then, is not an act, but a habit. – Aristotle

## **JANUARY 1: VIRGIN PULSE OFFICIALLY WILL BE PERSONIFY HEALTH**

### **BECAUSE HEALTH IS PERSONAL™**

**A company driven to engage and empower people to live healthier lives.**

As a reminder, Virgin Pulse will officially be known as **Personify Health**. Information will be available on our [website](#), including the new URL and customer support details.

**January 2025**

Personify Health will be completely live for a new member experience. Enjoy!



### **Open & Honest** *Costco Connection: November 2024* **BEING A TRUSTWORTHY TEAM MEMBER**

Have you ever heard your boss or someone from leadership say, "I made a mistake that affects our team, and here is how I will fix it"? The thoughts of acknowledging error in environments where individuals strive to demonstrate effectiveness and productivity may seem unthinkable, but embracing mistakes is an opportunity to grow and learn. It helps foster a culture of transparency and resilience within a team.

### **Foster Trust**

Trust yourself by being open and honest about your mistakes. Author Stephen M. R. Covey has written about the importance of trust in others and yourself, being honest. This means having integrity, good intentions, the right qualifications, and experience for your work, along with a history of success. Lacking in these qualities can make it hard for others to trust.

Take time to invest in your personal and professional development of these qualities, especially if you lack in any. Whether others see

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## PERSONIFY HEALTH TIPS

### How to “CALL IN”

If someone says something hurtful to you or someone you know, even if by accident, try responding by “calling in.”

- Privately have a conversation with this person, if not by text or message.
- Express to them why what they said was hurtful.
- After you let them know, give them space and time.

“Calling In” can be a great tool to assist a family and friend, as well as help others learn about important issues. It can take a lot of emotional labor and time, especially when someone has a fixed mindset. If this is the case, you might need to avoid engaging with them or perhaps find another method of communication.

...Continued from first page (**Open & Honest**)  
your progress, your confidence will grow from your willingness to learn and change.

### Practical Approach

Think about how you can make things better if your actions caused others to lose trust in you. Beyond saying you are sorry and asking to be forgiven, show your team you are willing to learn from your mistakes and fix them.

If you make a mistake, tell your team what happened, why it happened and how you will make sure it doesn't happen again. Send a clear message.

It is important to let others see your weaknesses and limitations when encountering a tough situation at work. When open about your vulnerabilities, it shows them it is OK for them to admit to their mistakes and that there is room to grow.

## PRACTICE SELF-CARE

The key to rebuilding trust with others is practicing self-compassion. Help stay strong and resist the character traits that erode trust like being defensive, critical or angry, instead be kind to yourself. Replace a feeling with gratefulness for another opportunity to treat yourself and others better at times of anger. The shifting of your mindset helps foster positive relationships that are grounded in trust and understanding.

## YOU SPIN ME ROUND...

Costco Connection: November 2024

### A LOOK AT CAUSES & TREATMENTS

An assistant professor at Tufts University School of Medicine in Boston, Kim Dao, says a board-certified clinical specialist in neurologic physical therapy found that up to 40% of adults will experience some form of vertigo-related dizziness. Women are three times more affected by vertigo than men. “That could be hormonal or due to changes in bone structure, because BPPV, the most common type, is starting to be linked to osteoporosis”, says Dao.

With all the types of vertigo, uncertain is still there, which is why certain questions are asked during an exam. Other types of vertigo includes migraine, labyrinthitis, viral and Mènière's disease. “Some strokes can present purely with vertigo, so during our assessment, we ask questions to rule out stroke. If we think a patient needs further attention, we refer them to urgent medical care.” Says Dao.

### What could be the cause

Just like the different types of vertigo, causes could vary. BPPV is a calcium carbonate crystal, normally a gel, gets dislodged and move into one or more of the three fluid filled semicircular canals where they are not supposed to be. Labyrinthitis occurs with the common cold or flu and spreads to the inner most part of the ear. Mènière's disease occurs in the inner ear due to a recurrent attack of fluid imbalances.



There are eye-strengthening exercises and closed-eye balance postures to help strengthen the whole vestibular system, along with maneuvers. “Physical therapist can treat it quickly and have an immediate impact. There's a way out, and it can be as simple as one visit to get the positional maneuvers done. With any type of vertigo, brain signals need to be rewired to correct the error signal to decrease dizziness,” says Dao.

### Let's take a look at concussions and strokes

“Concussion from a sport, or any trauma to the head, such as from a car accident, can dislodge calcium carbonate crystals and cause vertigo,” says Dao. When the room feels like it is spinning or you are feeling dizzy or lightheaded after a brain injury, it can be due to changes in blood pressure or a problem with vision or the inner ear.

Get an appointment with your physician, they may end up referring you to a physical therapist specializing in vestibular rehabilitation.

There are 4.4 million emergency visits each year in the U.S. pertaining to Stroke, dizziness and vertigo according to the American Heart Association journal. There is another study that shows 90% of isolated posterior circulation transient ischemic attacks or ministrokes, half presenting isolated vertigo symptoms, were not recognized at first medical contact. Be aware of the signs, as dizziness and vertigo are the symptoms most tightly linked to a missed stroke, especially with vestibular strokes. Detecting these cases presents an enormous challenge since 95% of emergency visits pertaining to dizziness are not diagnosed as a stroke.



# START EARNING MONEY TO HELP COVER MEDICAL EXPENSES

DO YOU WEAR GLASSES OR CONTACTS?  
HOW ABOUT A VISIT TO THE DOCTORS OFFICE?  
DO YOU TAKE VITAMINS OR HAVE A PRESCRIPTION?  
ARE YOU VISITING YOUR DENTIST ON A YEARLY BASIS?

These are all reasons you should join Personify Health.  
The earned rewards can help cover your medical expenses.  
**GET STARTED TODAY!** You have until mid-December to earn.

**Get up to \$600 if on the single plan and the family plan allows up to \$1,100.**

Learn more by visiting our [website](#). *Personify Health live as of January 2025.*  
Contact the Wellness Team with any questions you may have.

\*Please make sure all PCP forms and routine visits are submitted prior to the end of the Quarter in order to receive your Points/Rewards.



## LOCAL EVENTS & ACTIVITIES

Find activities to do around town from hiking in the Summit Metro Parks to creating art with the Akron-Summit Public Library. See links below. Be sure to visit the *Employee Benefits website* for our events.

Visit their websites to get more information:  
**Akron-Summit Public Library**  
[services.akronlibrary.org/events](https://services.akronlibrary.org/events)

**Akron/Summit Convention & Visitors Bureau**  
[www.visitakron-summit.org/things-to-do/](http://www.visitakron-summit.org/things-to-do/)

**Downtown Akron Partnership**  
[www.downtownakron.com/calendar](http://www.downtownakron.com/calendar)

**Summit Metro Parks**  
[www.summitmetroparks.org/ProgramsAndEvents.aspx](http://www.summitmetroparks.org/ProgramsAndEvents.aspx)

## Healthy RECIPE

Ham & Cheese Quiche w/Spinach

-Source: Costco, November 2024



Serves: 8  
1 hour and 15-minute meal

### Ingredients and measurements

- 4 large eggs
- ½ cup heavy cream
- ½ cup whole milk
- ½ tsp salt
- ½ tsp black pepper
- 1 cup ham steak, cubed
- 1 cup Parmesan, grated
- 2 cups baby spinach, loosely packed
- 9-inch par-baked pie crust in a pan

Preheat oven at 400°F. Beat eggs in a medium sized bowl for 2 to 3 minutes or until well blended and fluffy. Add and beat in cream, milk, salt and pepper for about another minute or until fully blended. Stir in the ham, cheese and spinach until everything has been combined.

Take the egg mixture and pour it into the pie crust then back for 40 to 50 minutes. The middle of the quiche should be slightly jiggly with the edge of the pie firm. Remove the pie from the oven and place the pan on a cooling rack, letting it stand for about 15 to 20 minutes, as it continues to cook and firm up. The quiche is served warm.

## Personify HEALTH

### KICKSTART YOUR NEW YEAR!!!!

The 2025 Personify Health First Quarter begins in January...If on our benefits, you can sign-up today so you can start earning Points and Rewards at the beginning of the year.

Enjoy the perks of our benefits, visit the [Human Resources - Employee Benefits website](#) to see some of what that County has to offer.