



### WHAT'S INSIDE

#### QUESTION & ANSWER

Hormone imbalance

#### EXERCISE ANYWHERE

Hip stretch

#### MIND MATTERS

Ambiverts

#### CHALLENGE OF THE MONTH

Personality test

#### FOOD FOR THOUGHT

In-season produce

#### RECIPE

Kiwi salad

### IN THIS ISSUE

- As summer approaches, you may be looking forward to shopping at local farmer's markets. Check out the Quick Click article to learn about an app and website that can help you locate and learn more about farmer's markets near you! Also be sure to read the Food For Thought article to learn about some of the benefits of buying in-season, local produce.
- Are you experiencing unexplained physical or emotional changes? Read the Question & Answer article for more information on hormone imbalances and all they can affect!
- This month's Featured Recipe uses three unlikely ingredients to create a unique and refreshing summer salad!

**SWWC**  
LIVE WELL

## Personality Testing in the Workplace

By: Kristy Bendzick

Personality testing in the workplace is becoming more and more popular. Some reports estimate as many as 60% of workers are now asked to take these assessments. While personality assessments can provide valuable insight to an individual's personality, values and work preferences, they can also place individuals in 'boxes' which can hurt the company in the long run. Understanding the pros and cons of personality tests in the workplace is important for both employers and employees.

### Accuracy and reliability

Compared to other common hiring techniques in predicting job performance, personality assessments rank with the least effective. That does not mean they are not useful, they just work better when they are combined with other tests which have a greater predictive ability (i.e. cognitive ability and integrity tests). Not all tests are created equal; some may have greater accuracy than others.

### 'Boxes'

Personality assessments that place people into *one* of a handful of categories or traits can be too simplistic. Some tests give you results that could narrow down the talent pool to something too specific. Using personality assessments as only one component in the hiring process, not as criteria for hire, could best benefit a company. Even the popular Myers-Briggs Type Indicator (MBTI) is *not* intended to be used in the hiring process at all. "People excel at the same job for different reasons. Individuals should not be pigeonholed based on their personality preferences" is stated on the test publisher's website.

### Rating the tests

Be critical when selecting a personality test. The strongest tests are often those that:

- Measure *stable* traits: traits that won't change over time or change based on the situation at hand.
- Are normative in nature; they compare applicant's scores against others.
- Portray a 'candidness' scale: considering how likely the results accurately portray the test-taker.
- Have high reliability: produce the same results if the same person took the test again.
- Are shown to be valid predictors.

Personality assessments can be a useful tool for employers. Choosing well-designed tests and properly applying them along with using multiple other tools to evaluate applicants during the hiring process can help employers find the perfect employee.

***"Employees are a company's greatest asset – they're your competitive advantage."***

**– Anne M. Mulcahy, former CEO, Xerox Corporation**



### DID YOU KNOW?

Did you know that the bones in your hands and feet make up about half the bones in your entire body? The human adult body is made up of 206 bones. You have 27 bones in each hand and 26 bones in each foot, making a total of 106 bones in an adult human's hands and feet!

By: Rachel Priest

## Q: HOW DO HORMONE IMBALANCES AFFECT US?

**A:** Hormone imbalances can affect your mental and physical wellbeing. Hormones usually change the most during puberty for both males and females, but they do continue to change throughout the lifespan. It is important to note that hormone imbalances are not inherently bad; it is a natural and normal occurrence. Although we typically hear about hormone imbalances in women, they are very common in men as well.

### Some signs and symptoms of a hormone imbalance include:

- Trouble falling asleep or staying asleep
- Changes in heart rate or blood pressure
- Depression, irritability or other change in mood
- Unexplained weight gain or loss
- Fatigue or memory fog
- Changes in skin, hair or nails

### Some reasons for hormone imbalance may include:

- Obesity
- Uncontrolled blood sugar
- Lack of sleep
- Thyroid conditions
- Chronic or extreme stress

Lifestyle changes may lessen the effects of hormone imbalances. Eating a balanced and nutritious diet, maintaining a healthy weight and participating in regular exercise is recommended.

### Other lifestyle changes include:

- Reducing and managing stress
- Limiting sugary foods and refined carbohydrates
- Practicing yoga, meditation or guided visualization
- Using glass containers to store and heat foods and drinks
- Reducing the use of toxic cleaning products

Hormone imbalance is a complicated issue that should be addressed by a licensed medical provider. Causes of, symptoms of and solutions to hormone imbalance may vary between individuals. We recommend talking to your doctor if you are concerned about your hormone levels.



# EXERCISE ANYWHERE

## Hip Stretch



Sitting tall, rest ankle on opposite thigh. Lean slightly forward to deepen stretch.

**Regular movement is fundamental to good health. Moving or changing postures every 30 minutes is recommended. Exercise Anywhere provides you with basic stretching and strengthening exercises to incorporate throughout your day.**

## INTROVERTS, EXTROVERTS AND... AMBIVERTS?

By: Rachel Priest

Many people think that everyone falls into one of two personality categories: introverts or extroverts. There are also many stereotypes that go along with these categories. For example, you may think that having a lot of energy and being very social means you are more extroverted, whereas not wanting to be in the spotlight or around large groups of people makes you more introverted. This is not necessarily true. There is another category that most people actually fit into better. *Ambiverts* have a balance of extroversion and introversion in their personality.

Think of a spectrum with extrovert on one side and introvert on the other. Most likely, you do not *always* fit into one extreme end of the spectrum. Depending on the situation or environment you are in, you can fluctuate on the spectrum, just like how weight can fluctuate on a

scale. For example, you might be very social and talkative with your family or close group of friends but seem shy in large groups or around strangers. This is where ambiverts come in.

Some people, however, may constantly lean to one extreme end of the introvert/extrovert spectrum. There are many misconceptions about the strengths and weaknesses of extroverts and introverts. For example, there is a misconception that extroverts make better leaders. It is important to keep in mind that extroversion and introversion make up just one part of a person's personality.

One of these categories is not better than the others. It is important to recognize the strengths that each individual has and acknowledge that everyone has learned to cope with the world in their own way.



**Ambiverts are highly adaptive. These people are comfortable in a much wider range of situations.**

**Ambiverts know when its time to be outgoing, such as at the work happy hour; and when to be reflective, such as during an important meeting. They don't feel drained by either situation.**

## QUICK CLICK

### FARMERS MARKET U.S.

Use this free app to locate farmers markets wherever you are! The app provides information about each market, including hours of operation and descriptions of products offered so you know what to expect and find markets that fit your needs. All farmers markets shown come from the USDA National Farmers Market Directory. This directory can also be found online at <https://www.ams.usda.gov/local-food-directories/farmersmarkets>.

By: Hayley Jones

# CHALLENGE OF THE MONTH

## 'WHO AM I?' PERSONALITY TEST

By: Kristy Bendzick

The 'Who Am I?' personality quiz, found at <http://you.visualdna.com/quiz/whoami#!/quiz>, is unlike other online personality tests. This quiz requires you to answer various questions by selecting photos that best correspond with your answer. You can take a shorter version (5-10 minutes) or choose to proceed with an 'extra' section of the quiz (10-20 minutes). Better yet, this test is completely free! On your next work break or during some free time, complete this quiz to see which aspects of your personality shine through!

## BENEFITS OF BUYING IN-SEASON PRODUCE

In-season produce are fruits and vegetables that are bought and eaten around the time they are harvested or picked. June is a great time to pick out many local, healthy, tasty and fresh in-season options. Here are a few benefits of buying in-season, local produce:

### Decrease your carbon-footprint

By buying local seasonal produce from your area you decrease your foods' environmental impact before it reaches your plate. When you buy foods from the grocery store that are out of season, they have to be imported from around the world. This uses a lot of resources like water and fuel. Supporting local farms means you are using less of these resources – a better option for the environment!

### Support your local economy

Buying local seasonal produce means you are contributing to your local economy and food producers in your community. Instead of contributing to a farmer in a different state or country, you are keeping your money local and supporting your neighbors.

### Benefit your body

Seasonal produce is usually harvested at its peak, so it will be ripe and ready to consume. No need to let it sit out and age for a few days. Produce that is naturally ripened retains its full vitamin and nutrient content. This ripeness also enhanced the smell and texture of produce and creates a rich flavor.

### Where to buy local produce?

You can buy directly from farmers, at farmers markets, smaller grocery stores and co-ops. Some larger grocery chains may have fresh locally grown items. If you are unsure of what a produce item is or how to prepare it, do not hesitate to inquire with your local farmers.

What is in season varies depending on where you live and the time of the year. Check out <https://www.seasonalfoodguide.org/> to see what is in-season near you.



# FEATURED RECIPE

## RADISH, AVOCADO AND KIWI SALAD

### INGREDIENTS:

- 1Tbs. extra-virgin olive oil
- 1tsp. white balsamic vinegar
- 1/8 tsp. salt
- 1 head of lettuce
- 3 radishes, sliced into small discs
- 1 kiwi, diced
- 1/2 avocado, diced

### DIRECTIONS:

1. In a large bowl whisk together the olive oil, white balsamic vinegar, and salt.
2. Toss dressing with lettuce, radishes, kiwi, and avocado.



### Nutritional Info

Calories	226
Fat (g)	14
Carbohydrates (g)	20
Protein (g)	5

**PREP TIME: 15MINS**

**SERVES: 2**