



## Being Your Best

None of us set out to be less than our best on a daily basis, but do we make the required investment to understand what being our best actually looks like?

Being able to be at our best in the workplace and being supported to do so, helps us to maximise our engagement and productivity. That's great for us personally and also reduces the organisational risks associated with underutilised talent (e.g., frustration, "rust-out" and staff turnover).

### What is your unique personal best?

Feedback on our performance, from our current manager, colleagues or staff, can be useful, however generally it is limited as it relates to our current role. Another worthwhile approach is to undertake an exercise called the *Reflected Best Self* (developed by researchers at the

University of Michigan). This is a simple, structured process that helps you identify and make the most of your unique strengths. It involves being pro-active and inviting input from others who can provide valuable data and, through your analysis, present new insights.

#### The following steps are involved:

1. Identify at least 10 people who know you well. These may be family members, friends, work colleagues, customers or anyone who interacts with you on a regular basis. The more diverse the group you select, the more broad and richer the feedback is likely to be.
2. Contact each of these people and ask them to provide you with three stories or incidents that respond to the following statement: *When I have seen you at your very best, here are the unique strengths you have displayed.* That is, ask these people to write three accounts of times when they saw you performing at your best, and then describe the contribution you made. Remember to tell them why you are doing this exercise and assure them that you are not looking for compliments but a realistic and honest assessment of you at your best.
3. Read and reflect on the stories to identify themes. For example, a theme that might emerge is that you are a great listener, a strength that you have but do not appreciate, the way others do.
4. Write a profile that summarises your strengths. Spend some time reflecting on identifying what changes you could make that would make a big difference to your wellbeing.
5. Look at your current role and ask yourself if you are using your strengths the way you want. Reflect on the following questions:
  - ▶ What are my goals for the next 12 months?
  - ▶ What strengths can I use to help achieve my goals?
  - ▶ What strengths do I most wish to use in my current role?
  - ▶ What do I need to do to make that happen?
  - ▶ How can I use my strengths to help me with parts of my job that I struggle with?
  - ▶ Who can help me?

These insights and plans should help you to understand and be your very best self.



# Sugar...

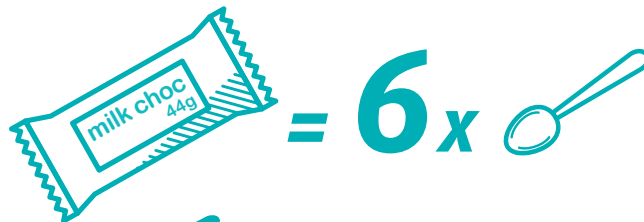
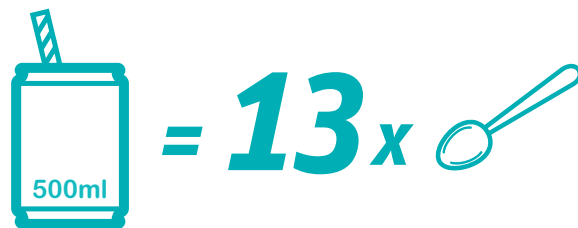
## How much are you having?

**Recent data from the Australian Bureau of Statistics found that Australians are consuming on average 100g of sugar each day, with approximately 60g of this coming from added sugars. The World Health Organisation recommends our sugar consumption should only make up 5% of our daily total calorie intake, which equates to about 25g or 6 teaspoons per day.**

Just over half (52%) of all added sugars consumed are from beverages, including soft drinks, sports and energy drinks (19%), fruit juice and fruit drinks (13%). In addition the sugar added to beverages such as tea and coffee contributes 7.3% and cordials 4.9%. In terms of food sources, the highest contributors of added sugars are cakes, muffins, scones (8.7%), confectionery and cereal/nut/fruit/seed bars (8.7%).

### How to cut down on sugar

- ▶ The first place to start is with your drinks. Avoid soft drinks and fruit-based drinks altogether, instead choose vegetable-based juices and reduce the amount of added sugar or honey to your tea and coffee.
- ▶ Limit confectionary, biscuits, pastries, cakes and sugary desserts.
- ▶ Learn to read food labels. Avoid packaged food products that contain more than 15g sugar per 100g and check that sugar or sugar alternatives are not high on the ingredient list.
- ▶ Make some simple swaps:
  - Swap fruit yoghurt for natural yoghurt and add your own fresh fruit
  - Swap milk chocolate for 70% cocoa dark chocolate
  - Swap dried fruit for fresh fruit
  - Swap muesli bars for nut based snacks
  - Swap your cereal for a low sugar variety



## Apple cinnamon baked oatmeal cups

### Makes 12 oatmeal cups

- ▶ 2 cups old fashioned oats
- ▶ 1 teaspoon baking powder
- ▶ 1/8 teaspoon salt
- ▶ 1/2 teaspoon cinnamon
- ▶ 1 cup milk (can use dairy or non-dairy milk)
- ▶ 1 egg
- ▶ 1/2 cup mashed banana (about 1 1/2 medium bananas)
- ▶ 1 large apple, peeled, cored, and diced

### Method:

Preheat oven to 375 degrees.

In a large bowl, combine the oats, baking powder, salt, and cinnamon. Add the milk, egg, and mashed banana and mix until combined. Stir in the apple.

You can either put the mixture into the fridge overnight or continue with the directions and bake right away.

Grease a muffin tin and fill each cup with the oatmeal mixture to close to the top. Bake in oven for 20-25 minutes, until the cups are set.

Store in the fridge or these can be frozen.



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