



# WELLCATS ANNUAL REPORT 2019



**WELLCATS**  
*Live. Work. Be Well.*

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# INTRODUCTION

## WellCats Employee Wellness Program

The WellCats program is included in the University Plan, Goal 4: Provide the necessary services, resources, and infrastructure to support the university's strategic direction, Objective 13 (Provide programs and services that support and enhance the health and wellness of the university community). The vision for the WellCats program is: *"to become a nationally recognized, evidence-based, comprehensive employee wellness program designed to inspire Texas State employees and the community to enhance wellness, which engages faculty and students in teaching and learning, research, and service."*

**The mission statement for WellCats is:**

*"Texas State University's comprehensive employee wellness program dedicated to building a worksite culture that makes 'the healthy choice the easy choice.'"*

In 2018-2019, the WellCats program experienced a number of changes, including the loss of two of the founding faculty leaders (Lloyd, Crixell) to job changes, the transition of another faculty lead to the Round Rock campus (Bezner), the move of another faculty lead out of state (Burke), the closure of the Aquatics Center that resulted in the loss of 3-4 group exercise classes per semester, and the renovation of the University Events Center, which impacted parking at Jowers Center where the majority of group exercise classes are held.

**We made progress on several initiatives in our strategic plan, outlined below.**

- A. Culture of health (Goal 1) – we conducted a university-wide survey of the culture of health (funded by a REP grant to Burke) and based on the analysis, identified that supervisor support for employee participation in WellCats is a barrier to employee participation in the program. We have collaborated with Human Resources Organizational Development and Communications staff to create and integrate supervisor training regarding the benefits of participation in the WellCats program into the new supervisor training program. This program will be implemented in 2020 and the impact of the program will be assessed. The leadership

team has begun reviewing the culture of health survey to identified additional barriers to focus on in 2020.

- B. Assessment of quality of services (Goal 2) – we routinely collect feedback from employees about our services and make changes in the program based on the feedback. Changes made in 2019 included discontinuing one-on-one fitness testing, offering nutrition classes for intact employee groups as a team building activity, offering quarterly wellness challenges (rather than annually or bi-annually), and reducing the frequency of our e-newsletter to monthly vs. weekly.
- C. Wellness model (Goal 1) – we identified an 8-dimension model that is comprised of physical, nutritional, financial, spiritual, intellectual, environmental, occupational, and social and emotional components. Programming and services are designed to address all dimensions of the model. We are looking for an assessment instrument to be included in the annual evaluation survey to measure the impact of the WellCats program in each of the 8 dimensions.
- D. Evaluation of health and wellness (Goal 2) – we now have 4 years of data on employee participants and have analyzed these data to understand the impact of program participation on measures of health and wellness. We are in the process of writing a manuscript describing the impact.
- E. Operational plan (Goal 3) – we have established a process to create a one-year operational plan prior to the start of the academic year, which outlines the themes, topics, programming, team member responsible, and due dates for each program/service.
- F. Marketing (Goal 3) – we paid to have branding logos designed for the WellCats program and each of the 8 dimensions of wellness. Additionally, a designer was hired for a new website design incorporating the new logos.
- G. Student engagement (Goal 4) – each year we recruit and employ undergraduate and graduate students who provide services to WellCats, participate in program management, and learn how to create, operate, and market an employee wellness program. One of our first graduate assistants (Lindsey Menge) is now a faculty member at Texas State and serves on the WellCats leadership team.





## OVERVIEW OF WELLCATS OFFERINGS - PROGRAMS AND SERVICES

- A. Group Exercise: 30 to 60-minute classes offered on both campuses throughout the day at several sites designed to meet the different needs, interests and fitness levels of our members.
- B. Health Behavior Change Coaching: One-on-one sessions designed to support health behavior change for employees who desire to prioritize healthy behaviors, especially related to eating healthfully and exercising consistently. Sessions are scheduled weekly, conducted in person or via telephone, and the typical employee is coached for 3+months.
- C. Nutrition Consultation: One-on-one sessions with a trained nutrition professional designed to assess an individual's current nutritional intake and to provide support in identifying goals to improve nutrition, overall health, and well-being. Consultation provided in-person on the San Marcos campus.
- D. ProActive Nutrition (PAN): Monthly hands-on cooking sessions focusing on whole foods, healthful options for popular dishes, and exploring new possibilities in the kitchen. PAN cooking sessions are available to individuals, as well as to departments/offices as a fun team-building meeting alternative.
- E. Racquetball: Offered at Jowers Center, Monday through Friday, 12-1 PM for all faculty and staff.
- F. Subsidized Student Recreation Center membership: Provides a limited number of WellCats members a \$25/year or semester SRC membership subsidy.
- G. Wellness Education Series: One-hour sessions offered monthly through Organizational Development and Communications covering topics ranging across all eight dimensions of wellness. These sessions are open to non-WellCats Members and are delivered by WellCats team members or by members of the Texas State University or San Marcos community.

## PARTICIPATION/DATA

- [see Appendix I](#)

# PROGRAM ASSESSMENT

## A. Overall Program Outcomes Data

- A. Compared with the employees who did not continue, those who participated in the *WellCats* program performed significantly more exercise (30.975 kcal/kg/week vs. 26.145 kcal/kg/week,  $t=2.33$ ,  $p=0.02<.05$ ).
- B. There were no significant differences in body mass index (BMI), sleep, or stress and energy, though the differences between employees who participated and those who did not were all in the expected direction. The *WellCats* participants had lower BMI, better sleep, less stress and more energy.
- C. Year to year data of *WellCats* members were also compared. At the second year of membership, *WellCats* members were engaging in more exercise, had lower BMI, and better sleep; however, all of these differences were not significant.

## B. Member Retention Data

1. Annual Registration Data
  - 426 registered in 2014
  - 855 registered in 2015
  - 550 registered in 2016
  - 503 registered in 2017
  - 578 registered in 2018
  - 339 registered in 2019 (includes only January - July)
2. Retention Report
  - In total 1711 employees have registered since program inception (January 2014)
  - 775 continued after one time of participation ( $775/1711=45.30\%$  retention rate)
  - 936 people participated only one time, however, among them, 325 left the university. So, the number of employees who did not continue is 611 ( $936-325$ ).
  - Given that 775 continued, and 611 did not continue, the actual retention rate is more than fifty percent (55.92%) ( $775/(775+611)=55.92\%$ )
  - For those 775 who continued, 383 participated two times, 392 participated three or more times.

### **C. *WellCats* Group Exercise member survey for Spring 2019**

- [see Appendix II](#)

### **D. Health behavior coaching summary data**

- [see Appendix III](#)

### **E. One-on-one nutrition consultation summary data**

- [see Appendix IV](#)

### **F. *WellCats* Educational Series Surveys Summary - see Appendix V for summary**

1. Number of *WellCats* Educational Series provided in calendar year 2019 = 11
2. Average rating for quantitative questions (1 (low) – 4 (high)) = 3.61
3. Number of attendees in calendar year 2019 = 145

## **MAJOR OBJECTIVES FOR 2020**

- A. Implement supervisor training pilot program and evaluate
- B. Integrate supervisor training into new OD management training program
- C. Increase *WellCats* membership
- D. Collaborate with ERS to promote Health Select benefits and share resources
- E. Publish data in a peer-reviewed journal (submit 2 articles)
- F. Implement administrative assistant food ordering training program and evaluate
- G. Create and distribute marketing video

## **MAJOR OBSTACLES**

- A. Lack of engagement of males in the program
- B. Supervisor support of employees using wellness time
- C. Parking and transportation to *WellCats* events
- D. Employee ability to balance work life responsibilities
- E. Lack of nutrition knowledge among employees
- F. Rising cost of membership to the Student Recreation Center
- G. Apprehension by employees of feeling welcome at *WellCats* events
- H. Stress
- I. Environmental factors (weather)

## Appendix I | Participation Data

	2015	2016	2017	2018	2019
# of WellCats members	495	347	327	359	543
# of group exercise classes attended (total)	2293	9807	9150	7999	7684
# of WES* offered	12	9	16	14	11
Average attendance at WES	35.16	21	15.3	14.28	12.42
Total attendance at WES	211	126	245	200	145
# of one-on-one health coaching sessions (total)	236 (group coaching only)	47 (group coaching only)	104	99	101
# of members participating in one-on-one health coaching	236 (group coaching only)	47 (group coaching only)	9	10	10
# of one-on-one dietary consultations provided (total)	8	21	17	15	14
# of one-on-one dietary consultations provided (# of individuals served)	8	21	15	14	11
# Male/Female – SM	392 Females 97 Males 0 Others	287 Females 56 Males 1 Other	257 Females 67 Males 2 Other	258 Females 97 Males 3 Others	436 Females 91 Males 4 Others
# Male/Female – RRC	6 Females 0 Males 0 Others	2 Females 1 Males 0 Others	1 Female 0 Males 0 Others	1 Female 0 Males 0 Others	12 Females 0 Males 0 Others
# of members – SM	489	344	326	358	532
# of members – RRC	6	3	1	1	12
BMI@ (average)	28.10	27.49	28.10	28.42	27.98
Sick Leave Taken – Members (n=total sick leave hours)	24,326.17	17,936.54	18,017.90	16,639.30	22,081.31
Sick Leave – Non-Members (n=total sick leave hours)	133,404.99	144,539.55	157,128.55	158,638.94	164,932.03

\*WES = WellCats Education Session

@BMI = body mass index



## Appendix II | WellCats Group Exercise Member Survey Summary - Spring 2019

N=171

### I. Respondents completed the survey using the Likert scale below.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree
5	4	3	2	1

### II. Survey Questions

1. The instructor was welcoming and friendly. - AVG 4.95
2. The instructor invited feedback and input. - AVG 4.83
3. The instructor provided adequate verbal and non-verbal cues. - AVG 4.94
4. The music selection and volume were appropriate for this class. - AVG 4.92
5. The instructor provided appropriate modifications when necessary. - AVG 4.88
6. The instructor was enthusiastic, motivating, and made the class fun. - AVG 4.94
7. The overall flow, organization, and structure of the class made sense. - AVG 4.91
8. The instructor conducted the class at the appropriate level. - AVG 4.95
9. The pre-terns made meaningful contributions to the class. - AVG 4.64

**The overall quality of the class experience was... - AVG 4.93**

### III. Strengths

1. Motivating and enthusiastic instructors
2. High quality classes
3. Good variety

### IV. Areas to improve

1. Fine-tuning with transitions, avoid too much downtime, and make sure the class flow and overall organization make sense
2. Starting and ending on time
3. Better sound system (or just be more conscious of the volume of mic and music)
4. Provide modifications when necessary
5. Provide better guidance/instructions to pre-terns
6. Be sure to provide adequate verbal and non-verbal cues
7. Accommodate all levels of fitness
8. Conduct class at appropriate level
9. Encourage feedback/input from members

## Appendix III | 1-on-1 Health Coaching Feedback Summary

# of "Health Behavior Change Coaching Feedback Surveys" returned = 7

- I. Participants were asked to rate coach's effectiveness on a scale of 1-10 (10 = very effective; 1 = not effective) in the following categories.

Category averages

Knowledge	10
Helpfulness	10
Empathy and connection	10
Quality of change support	10
Quality of guidance	10
Quality of resources	9.86
Competence	10

### II. Survey questions, summary and direct quotes.

1. In what area(s) can the coach improve?
  - a. Based on the responses, each individual was pleased by Dr. Janet Bezner's coaching capabilities and how she served them. Many expectations were exceeded.
  - b. Direct quotes
    - i. *"I am hard pressed to identify an improvement suggestion for Dr. Bezner. She exceeded my expectations in this experience and was excellent to work with."*
    - ii. *"I thought she was great and doesn't need to improve anything."*
2. In what ways has coaching benefited or changed you the most? Describe "before" and "after" if possible.
  - a. Upon completion of health coaching, the participants experienced an immense amount of growth and transformation due to Dr. Janet Bezner's ability to humbly assist in external processing and provide resources to individually maximize each person's health behavior change.
  - b. Direct quotes
    - i. *"Prior to coaching, I practiced a lot of self-loathing. Through the coaching, I have learned to have self-compassion, self-love, and self-awareness."*
    - ii. *"Before, I found it difficult to make time for myself. I felt a sense of guilt when I couldn't be with my child while at work or with my child and couldn't be at work. After, I truly have a sense of a positive work, life balance. I have learned not to feel guilt when I am work or when I am home away from the other. It has been refreshing to add things that make me happy, such as physical activity."*
3. What goal is most important to you now? (That you are going to focus on post-coaching)

- a. The participants expressed that they have had a transformational experience with Dr. Janet Bezner as they stated desires to maintain the healthy mindsets and habits that have been created with Dr. Janet Bezner. Many used the verbs “to continue,” “to maintain,” and “to stay” when explaining their goals post-coaching.
  - b. Direct quotes
    - i. *“To stay focused on taking time for myself - self-care to better serve myself & family”*
    - ii. *“Continuing the healthy habits to live the pain free life I want to have.”*
4. Participants were asked to comment on how coaching has benefited them in the following area (here are several direct quotes that summarize the collection of comments). Note, most of the participants have filled out every category, which expresses that the benefits of coaching with Dr. Janet Bezner have been multifactorial.
- a. Confidence
    - i. *“My confidence in lifestyle choices has increased”*
    - ii. *“I feel more confident to try new things”*
    - iii. *“I am confident that I can keep up with a healthy life”*
  - b. Motivation
    - i. *“I’ve found new ways to stay motivated”*
    - ii. *“I learned that I could stay motivated through small goals to achieve a big goal”*
  - c. Energy
    - i. *“Overall, my energy level is up. I believe this is due to my increased physical activity”*
    - ii. *“Adding physical activity has impacted my energy level in a positive way”*
  - d. Work performance/productivity
    - i. *“My work performance benefits as a result of my higher energy”*
    - ii. *“Working out during the middle of the day gave me more energy to be productive at work”*
  - e. Physical activity habits
    - i. *“I truly enjoy working out now and like how it makes me feel”*
    - ii. *“After coaching I have a weekly habit of walking with family every other day”*
  - f. Eating habits
    - i. *“Coaching has influenced me in a way of having a healthier mindset”*
    - ii. *“Less eating out, more healthy cooking and better daily snack choices”*
  - g. Sleep
    - i. *“I sleep better and longer at night when I am physically active outside of work duties”*
  - h. Stress management
    - i. *“I learned meditation skills as a result of coaching that have helped me”*
    - ii. *“Stress management and self-compassion are where I feel my experience participating in health behavior change coaching was most prevalent. I feel much more confident in my ability to manage my stress levels, using multiple approaches”*
  - i. Self-compassion
    - i. *“Learning to accept me for me. Learning to not feel guilt for wanting to invest times for myself”*

- ii. *"This has been the toughest thing for me to do. I am learning to have more compassion for myself and not self-loathe"*
- j. Health
  - i. *"I am in a better frame of mind and have improved my perspective on life"*
  - ii. *"Overall feeling much healthier"*
- k. Life satisfaction
  - i. *"I enjoy my life more now"*
  - ii. *"Couldn't be in a better place right now"*

### **III. Participant questions, summaries and direct quotes continued**

1. What are your coach's best qualities?
  - a. Each of the participants has expressed a sense of gratitude towards Dr. Janet Bezner's empathy, humor, compassion, and communication skills.
2. How could your coach improve?
  - a. There were a minor number of suggestions with the majority expressing an abundant number of praises. There was one suggestion to "push more" as well as one to involve her students more.
  - b. Direct quotes
    - i. *"Cloning herself so more people could receive this coaching"*
3. How did the coaching experience differ from expectations?
  - a. Each participant expressed that the coaching experience exceeded expectations. With little previous experience of health coaching, many stated that they did not have expectations, but did know that they would benefit from this experience. They affirmed Dr. Janet Bezner in that all they enjoyed the process, in which it was personal and well structured.

## Appendix IV | One-on-one nutrition consultation and ProActive Nutrition (PAN) summary data

### I. # of “PAN Session cooking class feedback surveys” returned = 25

#### A. Summary of surveys

1. Overall, *WellCats* members indicated that they thoroughly enjoy the classes.
2. The members who attend the classes have typically been *WellCats* members for at least 1 year with a majority having been members for more than two years. Moreover, these members had attended an average of three classes.
3. Survey results indicated that the location of the cooking classes was moderately easy to find and that the timing of the class was convenient. All but one member strongly agreed that they were promptly greeted when they arrived at the class, given clear instructions for the class, the recipes and ingredients were displayed at their respective cooking station, and received help when needed.
4. Class themes - respondents agreed that the themes were of interest to them, the recipes reflected the class theme, and that they intended to use at least one of the recipes at home.
5. 23 respondents (92%) strongly agreed and 2 respondents (8%) agreed that the instructor was friendly and engaging with the class, found the cooking class to be helpful, and that they plan to attend another class in the future.

#### B. Suggestions on improvement

1. Ensure that EVERY attendee is greeted when entering the class.
2. A consistent issue that was raised in the free response section was that participants struggled with knowing when the classes were being held. It would be advantageous to send out several reminders per month about when the open cooking classes will be held.
3. A couple survey respondents indicated that they would like a bit more variety in dish types and themes. Recommendations included increasing vegan choices and incorporating Indian and Greek dishes.
4. Some members mentioned that they wish a night class were occasionally offered.

### II. One-on-one nutrition consultations

#### A. Summary of surveys

1. Feedback about consultations has been positive.
2. During the consults, clients have felt comfortable with expressing their concerns about their dietary habits.
3. Overall, it seems that member's questions have been competently answered and recommendations have been provided to meet the client's goals.
4. Consultations are always scheduled at times that are convenient for the *WellCats* member and directions to the office are always provided. Further, phone and Zoom calls are offered.

#### B. Consultation guide

1. A consultation guide was recently developed and is used as a framework for the consults.
2. This guide provides a logical order by which the consult follows.



- a. Prior to the development of the guide, the topics discussed during the consultation would come in random order, making it difficult to truly identify the issues the clients were experiencing.

**C. Suggestions for improvement**

1. Create a follow up form to be sent to clients after consults
2. Continually encourage clients to schedule follow up appointments
3. Ensure the member understands the goals being set
4. Reach out to clients in between appointments to check on them

## Appendix V | WellCats Educational Series 2019 summary data

*Note – All session evaluation results have been combined.*

### I. Facilitators

- A. J.R. Oliver
- B. Krystle Zuniga
- C. Eric Schmidt
- D. Janet Bezner
- E. Cynthia Mayberry
- F. Millie Cordaro
- G. Candace Miethe
- H. Julie Saldiva

### II. Totals

- A. # of total *WellCats* Educational Series Sessions took place in 2019 = 11
- B. # of registered = 183
- C. # of participants who completed a *WellCats* Educational Series Session = 145
- D. # of participants who completed a session evaluation = 126

### III. Evaluation

- A. Respondents completed the evaluations using the Likert scale below.

Excellent	Good	Fair	Poor	No Response
4	3	2	1	0

- B. Questions, averages and overall totals for all sessions based on completed evaluations.

#### 1. To what extent did this workshop meet its objectives? – AVG3.43

- 4 Excellent – 68 (54%)
- 3 Good – 47 (37.3%)
- 2 Fair – 8 (6%)
- 1 Poor – 1 (001%)
- 0 No Response – 0

#### 2. What is your overall impression of the workshop? – AVG3.44

- 5 Excellent – 69 (54.8%)
- 4 Good – 45 (35.7%)
- 3 Fair – 11 (9%)
- 2 Poor – 1 (001%)
- 1 No Response – 0

#### 3. How would you rate presenter(s) as to knowledge of subject? – AVG3.69

- 4 Excellent – 69 (54.8%)
- 5 Good – 45 (35.7%)
- 4 Fair – 11 (9%)
- 3 Poor – 1 (001%)
- 2 No Response – 0

**4. Has this workshop provided you with information/motivation to do something differently in your job or personal life?**

- a. Yes – 112 (88.9%)
- b. No – 14 (11.1%)

If you answered **yes**, identify one or more things you will do differently as a result of the workshop. Note: feedback has been consolidated into themes to provide brevity.

**i. Mindful Eating**

- It was good to know how some diets can help and some will not.
- I'm going to be more mindful of the macronutrient amounts I consume - I was surprised that the carb intake is higher than I thought. I had been told and always thought 40% carbs, 30% fat, and 30% protein were ideal.
- Just learning the breakdown of carbohydrates, fats, and protein was very helpful. Sometimes I think I am too hard on myself about cutting things back in my diet but my blood work has been coming back as perfect the last two times. It is good to see the percentages of what our bodies need.
- I now realize that tracking your food intake is very important and so is writing down the time and how you were feeling when you ate.
- Eat more whole foods and exercise more.

**ii. Setting SMART Goals**

- Set some weight loss goals and take action on them.
- I love the idea of setting SMART goals around weight loss/eating better goals. I'll definitely do that!
- 75 minutes a week is all I need
- To make it a habit to get back into a workout routine and from there will feel all around better and ready to take on any challenge that comes my way.
- Just get moving - any activity is a good start

**iii. Reading Nutrient Labels**

- How to interpret nutrition labels more practically and also motto to 'eat whole foods' that will be my go to instead of processed.
- Read the nutrition labels; keep a food diary, set clear goals.
- Pay closer attention to labels for food that I eat.
- Focus on some of the micronutrients I hadn't been previously.
- I will try to self educate more on nutrient supplements.

iv. **Feasting or Fasting**

- Adjust my intermittent fasting schedule/make sure I eat my veggies!
- I've been practicing IF for a few months now and really love it. More energy and mental clarity. I will continue to practice.
- Attempt some form of the Intermittent Fasting
- View fasting and different eating patterns as a natural alternative to strictly regimented time schedules
- There are many variations of Intermittent Fasting. Good to know.

v. **Water Exercises**

- Going to clean out my pool and try to increase my activity in it.
- Walk in the pool.
- Best posture to use during a swim workout.
- She shared resources for a better aqua workout and already defined workouts along with the information regarding best practices.
- Try the exercise she recommended, assure my posture is correct, and check out the pool at Campus Rec.

vi. **Financial Management**

- Percentage of budgeting, how to use what you don't spend.
- Start saving with auto draft. Work on a will to make life easier for my family. Differentiate wants vs. needs in my budget.
- Confirming that any amount to save is a start - having realistic goals - it is ok to make changes as needed.
- Think of myself as a saver instead of a spender who is trying to save. Also, give myself grace when I make a mistake and keep moving forward.
- Do not purchase a vehicle on the first visit. Go home and do my research. Forgive myself if I mess up. Avoid peer pressure.
- To make a detailed budget of all my expenses, evaluate them as needs or wants, eliminate any unnecessary expenses and allocate a percentage to savings and/or paying down debt.

vii. **Power of Positivity**

- Listing three things I'm grateful for each day.
- I need to take the time to show gratitude to the people in my life. I always thought I did, but this course made me think I need to more thoroughly.
- I want to incorporate practicing gratitude more in my life. I will definitely start by trying the 7 day exercise of picking 3 things I am grateful for.
- The course provided reinforcement to continue my efforts of developing a practice of gratitude. It also gave "permission" to start today and not be so hard on myself when I don't get to sharing gratitude as often as I want. Great exercises - I wish more suggestions were given.
- Reflect everyday of things I am grateful for. To have a positive state of mind.

viii. **Comments for improvement of all workshops**

- Perhaps have a deck of cards, etc. in front of the room to visualize the appropriate portion size.
- The beginning of the presentation, he made comments something like - It is unfortunate that we live in a country where the food is trash and healthy food is expensive. It is not unfortunate that we live in the greatest nation and I did not appreciate his words. I don't believe he was trashing the USA but he needs to have a better choice of words.
- In general: Participant chairs need to be staggered to be able to see the screen. Is there a way to have a digital copy of slide show/a larger printout?
- This was a great workshop and JR did a great job. I think that our insurance has a tracking system that he might want to look into to add to the workshop.
- Maybe a little more about the psychology of exercise; how the absence of exercise can impact you negatively/in what ways. But that may be a different workshop...
- Very shallow dive into the information. A lot of discussing definitions and not much information on the mechanics or the science, or practical suggestions.
- She basically read the PowerPoint slides to us. There was not much discussion about the information. I was expecting more information on general supplements that people use regularly.
- Work on Presentation skills. At the end she just stopped. Didn't really encourage discussion or questions.
- While the speaker was very knowledgeable, she seemed hurried to cover all of the material. Other than the one example about a friend's cancer, she did not seem to connect the information with how it could benefit the audience. Although, it was a lot of information to try to cover in an hour, I was glad to receive it.
- Presenter knew his topic back and forth but should keep in mind that most of his audience did not. I learned a lot but also felt at times that I wasn't sure what he was talking about when it came the scientific jargon.
- This is the second workshop I have attended. The research is great, however participants are there for applicable input on how to put these topics into practice, if needed.
- More time and attention should be given to that aspect.
- The presentation seemed like a high school book report. The presenter was not knowledgeable about the subject nor invested in being able to talk about it. I feel bad someone assigned him to do it. He did seem like a very nice young man. New title for the workshop: "Ignore intermittent fasting until more studies are done but I think you should eat healthy."
- His research was good but it wasn't the type of workshop I was expecting. Having someone who has done IF or knows more of the in's and out's, gives



guidance for those wanting to try would be helpful. How to properly fast for those who do want to do it.

- The content was very study centered. From that aspect, it was a great presentation. I was expecting more of an instructional presentation. It was disappointing that the presenter only did not follow the plan that was being discussed, but left the overall impression that it's not a lifestyle we should use.
- The videoing of the audience was unexpected and made me extremely uncomfortable, especially for a topic as personal as gratitude. For future classes I would recommend making it very clear that audience members will be recorded if that's the case and allow them to opt out or sit in a certain section of the room that's not recorded.
- I would encourage the presenter to have the audience talk with a partner or in a small group about other exercises to do for gratitude. It is very challenging at times for people to speak up.
- I was hoping for a bit more psychology - To really understand why we buy the things we do and have the habits that we do so that we can break them.
- Cynthia did a great job! I absolutely loved her energy! My only suggestion will be to extend the course 30 minutes so we do not have to rush through the end.

***Live. Work. Be Well.***