

FAMILY LIVING IDEAS

August 2004

The Illusion of Success

A common management strategy to spur achievement is to set aggressive performance objectives that, like the mechanical rabbit that paces racing greyhounds, pushes employees to maximum effort. Benignly called "stretch goals," the theory is that a sales person, afraid he will lose his job if he doesn't increase sales by 15 percent, may only achieve a 10 percent gain—but that's still pretty good.

The problem is that, in a culture where personal integrity is becoming a rare attribute even among basically good people, high-performance goals simply provide an excuse for dishonesty and irresponsibility. Believing that "it's a matter of survival," a disturbing number of employees conclude that distortion, deception and even outright falsification of numbers are justified to keep their jobs and earn their bonuses. As a result, almost everyone seems to reach their stretch goals and management congratulates itself on generating an unbroken string of double-digit growth.

Organizational audits conducted by the Josephson Institute reveal that a high percentage of employees who feel pressured to achieve ever-escalating numerical goals ignore or defer problems, and manipulate or falsify reports to help them "hit their numbers." The deceptive accounting tactics that caused a collapse of trust in Wall Street illustrate one coping strategy called "backing into the numbers."

Look, pressure is no excuse for cheating, but it is a frequent cause. Responsible management needs to take into account the propensity of employees to tell them what they want to hear. There's nothing wrong with aggressive growth and profit goals, but if organizations do not place an even higher value on character in their hiring, training, promotion, compensation and discipline practices, all they will achieve is the illusion of success.

Source: Michael Josephson, Josephson Institute of Ethics



It is Grant and Adams County Fair Time!

Grant County Fair is August 17 – 21, in Moses Lake so plan to exhibit some of your accomplishments. Entry times vary so get an exhibitor's guide at the Fairgrounds Office.

Adams County Fair is September 15-18 in Othello.

Volunteers are always needed!

Diabetes Classes in September and November

Diabetes classes will be taught in September and November if you are interested.

The town, time of day and day of week depends on preference of registrations called in to the office — 754-2011 Ext. 413. These classes involve 6 classes of 2 hours each and it is important for you to plan to attend all of the classes. There are 2 classes that are the WSU/Joslin Clinic research classes with some medical tests included. Four of the classes are on nutrition for diabetic meal plans.

Call the above number and sign up if this meets a medical need for you.

*Sometimes, it takes just one person
to work a miracle.*

Finding your roots

With the exception of carrots, root vegetables are not nutritional powerhouses, but they are versatile, filling, usually low in calories, and economical. They have anywhere from 9 calories (radishes) to 60 calories (parsnips and taro) in one-half cup, with one exception—yucca, which is calorie-dense. They're all fair to moderate sources of fiber (2 to 5 grams per cup) and also provide some iron, potassium and vitamin C.

If the bulbous roots still have the green tops attached when you buy them, cut these off before you store the roots in the refrigerator. This will prolong their life. Some of these greens, such as turnip and beet, are delicious when cooked and very nutritious.

Root veggies, notably carrots, turnips and radishes, are better when small; large ones may be tough, pithy or starchy. *The deeper the color, the more nutritious.*

Beets. These contain more sugar than any other root vegetable, but still only about 35 calories in one-half cup. Good source of phytochemicals and some iron.

Carrots. One of the best sources of beta carotene.

Parsnips. Relatives of the carrot (without beta carotene), these are a fair source of vitamin C, folate and potassium.

Radishes. While not outstanding nutritionally,

they're a source of vitamin C and phytochemicals, and make a good, low-calorie snack. Usually eaten raw (slices are good in sandwiches), but can be cooked in soups and stews, or heated and eaten whole as a side dish. Peeling reduces the sharp taste.

Rutabagas. Sometimes called yellow turnips, these are the best source of vitamin C of all root vegetables.

Turnips. These relatives of the cabbage are cruciferous vegetables. They come in an astonishing range of shapes and sizes. Most have white flesh. Young ones are small and tender; older ones have a thick skin and keep better. Good puréed, mashed with potatoes or added to stews and soups.

Jícama. Often served with salsa in Mexican restaurants. Sweet, crisp and juicy. Add to green salads and fruit salads. Peel and then cut into slices or sticks for dipping. Just 25 calories in one-half cup, sliced. Fairly good source of vitamin C and potassium.

Taro. Found all year in Latin American and Asian markets, taro tastes like a cross between chestnuts and potatoes. Contains some potassium and iron. Add to stews, or else stir-fry, boil or purée for soups. Don't refrigerate; simply store in a cool place.

Yucca (cassava). Found in Latin American markets. Higher in calories than other root vegetables—160 per half cup. Contains some vitamin C, potassium, calcium and iron. Boil and serve with a sauce, or add to stews.

Source: UC Berkeley Wellness Letter, August 2004

Twelve Things You Should Know

T The labels on multivitamin/mineral pills list the amount of each nutrient and the percentage of the "Daily Value" (the FDA's reference values used on foods and supplements) that represents.

T A multi need not cost more than a few cents a day. You don't need a fancy multi. Most store-brand and generic products are fine.

T Look for "USP" on the label. This means the product meets the standards of the U.S. Pharmacopeia, including one for disintegration, and has been tested under controlled laboratory conditions. Most brand-name vitamins aren't labeled USP, because the manufacturers either don't want to do the tests, or prefer to guarantee the products via the brand names. Generic or store brands are more often labeled USP, and are cheaper.

T Most important: Look for 100% of the Daily Value of the following vitamins: Vitamin D, B₁ (thiamin), B₂ (riboflavin), B₃ (niacin), B₆, B₁₂ and folic acid (another B vitamin). Plus at least 20 micrograms of vitamin K, for strong bones.

T Lower levels of vitamin A. The multi should contain no more than 5,000 IU of vitamin A (that's 100% of the Daily Value), *but at least 40% of this should be in the form of beta carotene* (the label will say, for instance, "50% as beta carotene" under vitamin A). Getting more than about 6,000 IU of vitamin A itself from food and supplements increases the risk of fractures in people over 50. Beta carotene is safe for your bones, though high doses (more than in a basic multi) may increase the risk of lung cancer in smokers.

T Look for up to 100% of the Daily Value of these minerals: copper, zinc, iodine, selenium (preferably from yeast, but not more than 200 micrograms) and chromium (not more than 200 micrograms). Most multis also contain some magnesium.

T Most multis contain 100% of the Daily Value of vitamins C and E, but this may not be enough to provide their full antioxidant effects. **We recommend 250 to 500 milligrams of C a day, but that you get the additional C from fruits and vegetables, if possible.** Recent research on the potential benefits of larger doses of vitamin E has yielded disappointing or conflicting results.

T Calcium is bulky, so a multi will contain only a small amount of it. Unless you consume enough dairy products, collards, broccoli, fortified OJ and salmon or sardines (with bones), **you should take a separate calcium supplement.** Everyone

needs at least 1,000 milligrams of calcium a day from food and/or supplements. Women over 50 and men over 65 need 1,200 to 1,500 milligrams a day.

T Premenopausal women should look for 100% of the Daily Value of iron. In contrast, people with the genetic disorder hemochromatosis (who absorb too much iron) should avoid supplemental iron. Men and postmenopausal women need only 45% of the Daily Value, and may be better off with a multi containing no iron.

T More than 100% of the Daily Value isn't necessarily better. Higher doses of the B vitamins are okay, but large doses of copper, for instance, can interfere with the absorption of zinc, and vice versa. And large doses of vitamin A or zinc, for instance, can be dangerous.

T Take your multi with food. If it contains iron, don't take a calcium supplement at the same time, since iron interferes with calcium absorption.

T Words you *don't* need to see listed on the bottle: "high-potency," "senior formula," "stress formula," "starch-free," "natural" or "slow-release." Added ingredients such as enzymes, hormones, amino acids, PABA, ginseng and other herbs serve no purpose and add to the price.

Source: UC Berkeley Wellness Letter, August 2004

Early warnings

Only 20% of people would recognize all five of the warning signs of a stroke listed below, according to a recent survey by the CDC.

Sudden numbness or weakness of the face, an arm or a leg.

Sudden confusion, trouble speaking or understanding.

Sudden trouble walking, dizziness or loss of balance or coordination.

Sudden trouble seeing.

Sudden, severe headache with no known cause.

Call 911 immediately if someone tells you that he/she has even just one of these symptoms. *There's no time to waste:* half of all stroke deaths occur before an ambulance arrives. And prompt treatment can help prevent severe brain damage.

Source: UC Berkeley Wellness Letter, August 2004

Backpack blues

Back or neck pain is often caused by regular use of over-stuffed or poorly adjusted backpacks. If you carry a backpack, or if your child uses one, follow this advice:

Don't overpack. The pack should weigh no more than 10% of your weight, at most 15% for kids. If it's too

heavy, you may bend forward, arch your back or lean sideways—risks for your back, neck and shoulders.

Wear both shoulder straps. Slinging the pack over one shoulder shifts all the weight to one side. Wear it over the strongest mid-back muscles.

Minimize the slack in the straps so the pack doesn't dangle.

If you have to carry heavier loads, use the type of pack used by backpackers—one with padding, hip/waist belts and multiple compartments to balance the weight.

Source: UC Berkeley Wellness Letter, August 2004



Summer Fruit

Apricots, bananas, cantaloupe, kiwi, mangoes, nectarines, peaches, pears, plantains and plums continue to ripen at room temperature after they're picked. To speed their ripening, put them in a loosely-closed brown paper bag or ripening bowl at room temperature. Ripening bowls are sold at many stores that sell home kitchen supplies. Plastic bags don't work for ripening. Once fully ripened, fruits may be stored in the refrigerator to lengthen their storage time. Fruits that should be picked or bought ripe include: grapes, apples, cherries, grapefruit, oranges, pineapple, strawberries, tangerines and watermelon.

Source: The Topic Tickler, Chelan and Douglas Counties, June 2004

Twelve Ways to Save at the Pump

This summer's high gasoline prices make it more important than ever to save on fuel. Most people know to avoid higher octane fuel than their cars require and to keep their cars tuned up and tires inflated. Here are other money-saving ideas that you might not have thought of...

1 Check the gauge. Be aware of the amount of gas in your tank. When the tank is half full, start looking for a gas station. This gives you time to comparison shop. Avoid interstate and highway stations—gas on a busy highway costs 10 to 15 cents more per gallon than the same brand and grade in less-trafficked areas. Buying self-service gas saves 10 cents or more per gallon. Compare prices on-line at www.gaspricewatch.com and www.gasbuddy.com.

2 Buy big-box gas. Wholesale clubs sell discounted gas at member-only pumps. Their gas averages about 12 cents a gallon less than gas at regular stations. To find a station, type in your location on the club's Web site—BJ's (www.bjs.com), Costco (www.costco.com) and some Sam's Clubs locations (www.samsclub.com).

3 Get a gas card. Major gas companies offer a 1% to 5% discount if you use their MasterCard or Visa when buying their brand of gas. The Visa card cosponsored by AAA gives 5% back from the first dollar on all purchases at the pump, regardless of brand (no annual fee, 800-551-0839. www.aaa.com). Pay your bill in full each month so interest costs don't wipe out the savings.

4 Don't let your car idle. If you're going to be at a standstill for more than a minute, turn off the engine. Idling consumes up to one gallon of gas per hour. It also wastes more gas than restarting the engine.

5 Map unfamiliar routes in advance, so you won't get lost and waste gas.

6 Drive strategically. Combine errands to avoid short trips. Use cruise control—it cuts down on gas as well as speeding tickets. Avoid roads that have a long string of traffic lights. Don't slam on the brakes or accelerate rapidly—this lowers gas mileage by 33% at highway speeds and by 5% around town.

7 Slow down. When you drive 70 miles per hour (mph) instead of 55 mph, you lose fuel economy. Every five miles per hour you drive over 60 mph is like paying an additional 10 to 12 cents a gallon.

8 Buy gas early in the morning or late in the evening when it is cool outside to reduce the amount of evaporation.

9 Use alternative forms of transportation. Take public transportation, walk or bike. Get a scooter—Vespas and other scooters get 40 miles per gallon (mpg) to 60 mpg. Consider a diesel-powered car—they have 20% to 40% better fuel economy than gas cars. Look into a gas-electric hybrid.

10 Park in a shady spot in hot weather so you don't need to blast the air conditioning as soon as you get back in your car. Air conditioning reduces fuel economy dramatically.

11 Keep the windows closed. When traveling on highways on long trips, open windows can create air drag and reduce your mileage by as much as 10%.

12 When renting a car, choose the model that gets the best gas mileage. Most Hondas, Toyotas and Hyundais as well as the Pontiac Vibe and Dodge Neon get 29 mpg or more in highway traffic. To compare fuel economy among cars: www.fueleconomy.gov.

Source: Nancy Dunnan, TravelSmart

Mosquitoes' not-so-happy meals

Why do mosquitoes love some of us, but turn up their noses at others? Many factors are involved. There are more than 170 species of mosquitoes in the U.S., and not all are attracted to, or repelled by, the same things. Some don't even bite humans, preferring cold-blooded creatures such as snakes. In any case, only the females feed on blood. Many compounds produced by the body (such as carbon dioxide and lactic acid) attract them, as do some perfumes. Mosquitoes also seem to prefer body warmth and moisture (so you're a likelier target when you're hot and sweaty), as well as certain parts of the body (the face and hands). Men are more likely to be bitten than women; adults more than children; and heavy people more than thin ones. And you may be more appealing one day than another. Women, for instance, may be more attractive to mosquitoes at certain points in the menstrual cycle.

Source: UC Berkeley Wellness Letter, July 2004

**About 3,500 men drown each year in the U.S.—more than four times as many as women.**

The gender gap is only partly explained by the fact the men tend to be in the water more than women. Men are more likely to swim alone, drink alcohol before swimming or while boating, swim in oceans and lakes (rather than pools) and/or swim at night. Young men are also more likely to take risks when swimming or boating, and to overestimate their swimming ability.

Source: UC Berkeley Wellness Letter, August 2004

Credit card fees are increasing, warns credit card adviser Robert Hammer. Issuers are raising late fees and penalties by an average of 9.2%—and expect to take in 13 billion from them this year. Grace periods also are shrinking, so more people may be hit by fees. The current grace period averages 20.6 days, down from 27.8 days a decade ago. *Self-defense:* Pay bills on time...read inserts so you know about changes in fees, grace periods, etc.

Source: Robert Hammer, R.K. Hammer Investment Bankers, CA

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INTERACTIVE MINDS***Bending, Not Breaking***

Everyone should do stretching activities at least three times per week. Warm up by walking or moving around slowly to get the body ready to stretch. As you begin stretching, slowly extend into the desired position, hold the position for 10 to 30 seconds and then release slowly. Relax for a short time and repeat the stretch three to five times.

Safe stretching

These simple rules should keep you from hurting yourself while you increase your flexibility.

- If you have had any joint replacement, make certain you get your healthcare provider's permission to stretch that area.
- Always warm up before stretching.
- If it hurts, you are stretching too far; though some minor discomfort is not unusual.
- Don't bounce as you stretch; slow and steady pulling into resistance is the right way to do it.
- Don't "lock" your joints into a rigid extension; just attempting to straighten them is enough.

Source: The Well Workplace, July 2004

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