

OVADIA HEART HEALTH

WHITE PAPER

WHY MINDSET MATTERS

Every company has a mission. An eye on the future. Mindset matters in the workplace.



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INTRODUCTION

Every company has a mission. A new hire is instructed on the fundamentals of the company's goals, ambitions and how to positively contribute to the mission and team. Leadership steers the company toward the aspirations of the future. This forward-thinking perspective is labeled "growth mindset" or in athletic terms "performance mindset."

Let's pause to dissect that a second. If a company desires to move forward with the intention to grow and prosper, the health of their employees should be paramount. It is very challenging to enhance company performance with employees who are physically, mentally and emotionally compromised.

At present in the US only 12% of adults are metabolically healthy, and potentially as low as 7%.[1] Extrapolate that out to a company and one could estimate that more than 80% of your workforce has poor metabolic health. How is it possible to have high-functioning, growth orientated individuals that are burdened with chronic disease and poor cardio-metabolic health? Simply said, poor metabolic health stacks the odds against a company's growth prospects in an already competitive and stressful global business environment.

Tackling the problems of poor metabolic health in the workplace demands a comprehensive approach that includes metabolic health enhancement along with creating the mindset that sets your company apart from the field. Both are achievable and attainable given a focused strategy that educates and empowers your employees and leadership team. Metabolic health and mindset enhancement are two powerful tools that make a winning combination to worksite wellness endeavors.

FROM BUSINESS TO HEALTH MINDSET MATTERS

Dr. Alia Crum, psychology professor at Stanford University is studying the role of mindset in our overall health and wellbeing. Her publications and research[2] are at the forefront of this field and pertinent to individuals and companies seeking high performance team players.

- Mindsets and social context affect every medical encounter for better or worse
- The effects of mindset are not magical or mysterious
- Advanced neurobiological technologies enable them to be measured, categorized and quantified[3]



Crum's research study involving domestic workers who "believed" they were not physically active compared to others is a remarkable exploration into mindset matters. In a short training period with the workers, they showed them how active they really were using accelerometers tracking their daily activity, along with a mindset training course, these efforts improved certain metabolic markers such as weight, blood pressure and body fat.[4]

This idea of mindset matters is nothing new to athletes. Ask any world class Olympian or sport star and they will ultimately talk about how having the "right mindset" is just as crucial to winning as having the proper physical skills. The story of Australian professional tennis player Ashley Barty is a great example. She had trained for years on the circuit doing well but never achieving the championship in a major tournament.

Things changed when she hired and incorporated mindset training into her regime with mindset coach Ben Crowe, she then went on to win the Ladies Singles Final at Wimbledon in 2021. Athletes like Barty talk about how mindset coaching allows them to stay focused on goals, stay clear of the distractions and celebrate the opportunities created.[5]

NEW PARADIGM FOR WORKPLACE WELLNESS

Historically worksite wellness programs have over-promised and under-produced. Not just from a number's perspective but also from a general qualitative health enhancement one. Several decades ago, long-time healthcare expert Al Lewis (Co-founder and CEO Quizzify)[6] wrote about the dubious ROI (Return on Investment) numbers touted by wellness vendors, healthcare and insurance companies regarding ROI on worksite wellness programs. These promises stemmed from a Harvard University Study by Song and Baicker in 2019[7] which stated that companies could expect a more than 3 to 1 ROI with wellness programs. They have since "tempered" their enthusiasm.[8]

Lewis' books such as, *Why Nobody Believes the Numbers*, *Surviving Workplace Wellness*[9] and a seminal work co-authored with Tom Emerick *Cracking Health Costs* [10] all highlight in detailed form the inaccurate modeling as well as unrealistic promises in worksite wellness. Having had personal experience in designing, constructing, implementing and directing numerous programs across the country both for the CDC and independently, health change can happen when root causes are addressed, intrinsic behavior change support programs are accessible and proper experienced health coaching is integrated.[11]



Old paradigm worksite efforts were basically an outgrowth of the disease management insurance model. Targeting individuals via Health Risk Assessments (HRA's) which were health questionnaires (self-report) asking basic questions about health status and lifestyle. Questions like how many servings of fruits and vegetables do you eat in a week to how many minutes of exercise you do monthly and so on. They resembled the type of food frequency questionnaires used in poorly designed nutritional epidemiological studies.

New paradigm employee wellness programs target the root cause of most chronic conditions, poor metabolic health. The five markers of metabolic health are waist circumference, blood pressure, fasting blood glucose, triglycerides and HDL cholesterol. Companies like Virta Health[12] and Dr. Tro's Medical Weight Loss Employee wellness programs have demonstrated improvement in not only metabolic health[13] but in reversing Type 2 Diabetes with the proper education, coaching, targeted lifestyle interventions and medical metabolic health oversight.

New paradigm programs also incorporate the practices utilized in cultivating high level performers from the fields of sports and the performing arts. Business groups have theorized on these types of practices for years but seldom apply the effort to their wellness programs. Forward thinking companies will see that the integration of mindset and metabolic health can be a successful partnership.

CULTIVATING MINDSET IN THE WORKPLACE

The Leadership Institute states there are three ways to adopt a performance mindset.[14]

- 01 Master Discipline and Excellence
- 02 Maintain Laser-Like Focus
- 03 Dare to Think Differently



Mastering any task, be it playing the piano or learning how to prepare healthy food takes practice. Author Malcolm Gladwell highlights the 10,000-hour theory in his work[15], which sees this amount of devotion as a tipping point to being good at something. Instinctively we know it takes repetition and constant reinforcement of skills and habits to become more efficient as well as build confidence, comfort and ease.

In the field of sports psychology professor and author Mihaly Csikszentmihalyi defines this ease and comfort in high performers as being “in flow.”[16] Individuals who develop a mindset which allows them to tap into this “flow” state are those who go on to achieve great success. Helping employees have opportunities to practice and build confidence in health endeavors employs the positive effects of mindset on overall health.

HOW TO MAINTAIN FOCUS

Four simple practices for employee wellness programs to strengthen focus and enhance performance mindset.

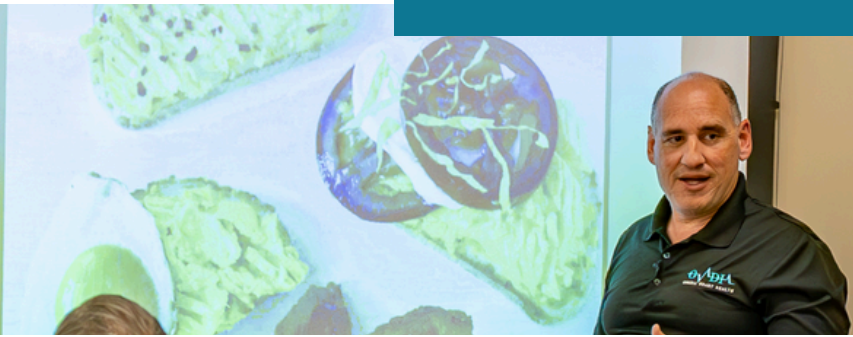
- Prioritize the company’s health and wellness schedule
- Utilize team meetings to encourage health as a priority, walk the walk
- Focus on solutions not the problems
- Encourage time to be quiet and get outdoors

As company’s look to the future which holds much change and uncertainty, efforts that build stability, focus and skill-building can be utilized to strengthen the overall company culture. In this 2024 Company Culture Report from O.C. Tanner[17] two opportunities for organizations in the coming year are “nimble resilience and skill-building” both of which can be greatly enhanced with good metabolic health and improved mindset practices.

This does require that a company dares to think differently. As mentioned above, historically wellness programs have tried to emulate our medical system model of treating disease. Future innovative and forward-thinking organizations will incorporate a focus on preventative metabolic health endeavors and a performance mindset for empowering belief that how we think, act and encourage wellbeing matters.

Ingredient Swaps

How individuals process food is unique and complex involving microbiome and genetics. Food swaps are a great way to make huge impact with little change.



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OUR TEAM



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Dr. Philip Ovadia

Board-certified Cardiac Surgeon and founder of Ovadia Heart Health

Our mission is to optimize the public's metabolic health and help people like you stay off my operating table. As a heart surgeon who used to be morbidly obese, I have seen firsthand the failures of mainstream diets and medicine. I realized that what helped me lose over 100 pounds was the same solution that could have prevented thousands of open heart surgeries I've performed – metabolic health. Through Ovadia Heart Health, I teach individuals and organizations my complete metabolic health system to prevent and reverse disease, avoid early death, and live well for life.



Next Steps: Your heart's health is too important to leave in the hands of someone who doesn't fully support your wellness journey.

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