



WORK WELL UPDATE

## A Peek Inside

### MIND

Understand your money story

### BODY

An app that turns your exercise habits into data

### FOOD

Start the new year with a soup-er recipe

### RESEARCH

Why working together is the ultimate tool for innovation

### MYTHS DEBUNKED

Is bigger better?

# January

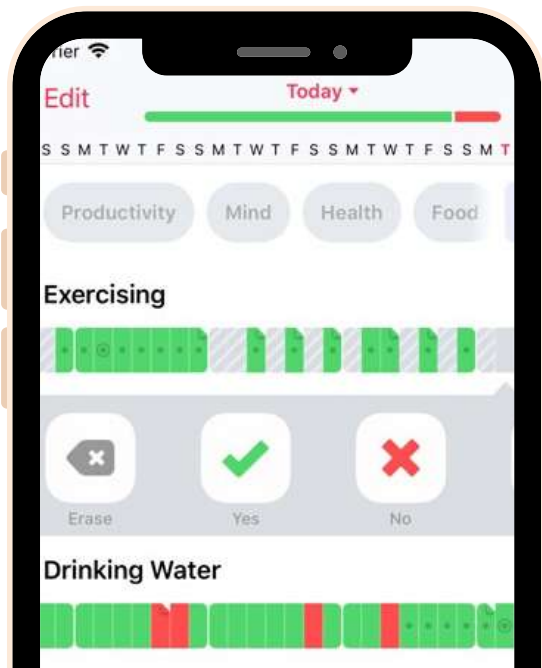
## *A New Beginning*

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The New Year is a traditional time to start fresh, but the reality is, you don't need an excuse to start over. This month, we're exploring a variety of strategies and benefits of starting from scratch, even if you don't feel like overhauling your life. We're focused on growth and change. You'll find an app that helps you build new habits, find the benefits of learning a new skill, and how to create a workspace that allows your employees to innovate.

On the Goga is a workplace wellness company guided by one, simple principle: Happy People Do Great Things.

**Learn More About Mindful Wellness Programs**  
[www.onthegoga.com](http://www.onthegoga.com)



# healthy tech

## WAY OF LIFE APP

Changing habits is hard work. Having the right tool is half the battle. The Way of Life app is the ideal tool to track your habits and motivate you to build a better, stronger and healthier you.

The Way of Life app allows you to set custom reminders, take notes, and create pie and bar charts for trends about your habits. Is your resolution to learn a new skills four times a week, drink water everyday or meditate? Tracking is the first step to a new habit.

*Cost: Free with In App Purchases*

## office holidays

THE OFFICIAL JANUARY LIST

1st: New Years Day

**8th: National Bubble Bath Day**

13th: National Clean Off Your Desk Day

20th: Martin Luther King, Jr. Day

28th: National Have Fun at Work Day



## wellness in 2

### LEARN A NEW SKILL

We all have a skill we've been promising ourselves we'll learn one day. But with busy schedules, it's hard to make time. Luckily, acquiring new skills doesn't have to be a huge time commitment.

Whether you want to learn a new language or how to moonwalk, new skills lead to a sense of pride and accomplishment. Starting today, commit two minutes a day to the skill you've been putting off. Two minutes a day is equivalent to 12 hours throughout the year. While this might not make you an expert, you will create a foundation that will give you the confidence to continue. Slow and steady wins the race.

*Source: Harvard Business Review*



# THIS MONTH'S health myth debunked

Myth:  
Bigger Teams Get Work Done  
Quicker and More Efficiently

## FACT:

Amazon's CEO Jeff Bezos uses a self-proclaimed "two pizza rule," when it comes to forming teams. If a team can't be fed by two pizzas, the team is too big. Numerous studies have found that adding additional team members actually hinders productivity and delays engagement. In fact, when a team has less than 10 members, it results in more engagement, accountability and productivity.

The fewer team members on a team, the less bureaucracy gets in the way. Employees are actually more engaged and satisfied with their work product when their teams are smaller. In addition, smaller teams exhibit stronger communication internally. Harvard Psychology professor, J. Richard Hackman discovered that "as a team gets bigger, the number of links that need to be managed among members increases at an accelerating, almost exponential rate. It's managing the links between members that gets teams into trouble. My rule of thumb is no double digits."

In conclusion, when forming your next team or meeting, consider the "less is more" approach. Bigger teams do not necessarily mean more productive or effective work.

*Source: Doist*



## vegetable minestrone

### INGREDIENTS:

- 1/2 tbsp olive oil
- 1 onion, diced
- 3 cloves garlic, chopped
- 1 1/2 cups chopped carrots & parsnips (each)
- 1/2 cup celery
- 1 1/2 tsp dried oregano
- 1/2 tsp dried basil
- 8 cups vegetable or chicken stock
- 2 1/2 cups canned kidney beans
- 1 cup chopped tomatoes
- 1 zucchini, diced
- 1/4 cup pasta
- 3 cups spinach
- 2 tbsp chopped parsley for garnish

### INSTRUCTIONS:

- Add olive oil to a soup pot over medium heat
- Add onion, garlic, carrot, celery & parsnip & cook til tender
- Stir in dried spices & add the broth, tomatoes & pasta
- Simmer for 20 minutes
- Stir in zucchini & simmer for an additional 10 minutes
- Garnish with chopped parsley

*Source: Simple and Savory*







## Eugenie George FINANCIAL WELLNESS COACH

### “ Two Unique Steps to Understand Your Money Story

Ah, the new year is here. It's a time when we embark on new conversations of growth. Normally we think about the new workouts we'll try, the trips we'll take or the budgets we'll keep. But especially when we think about new beginnings for our money, most of us forget to consider that creating healthier money habits can start by changing our mindset.

Our "Money Story" is the narrative we tell ourselves about what money means to us, and how we relate to it. How we view money is an important influencer for how we spend (or save). The great thing is, we can change our Money Story. Here are a two simple ways to create a new relationship to money:

#### 1) Celebrate Your Money Wins

Write a weekly list of your money wins - a list of ways that your money has helped you. Did you need a car tune-up? Did you purchase a gift for a loved one? Instead of thinking about how much money you had to spend, take time out of your week to consider how that spending has helped you in times of need and/or made you happier.

#### 2) Write a Letter to Yourself About Your Money

It may seem strange, but did you know that every day you're telling yourself a story about money? Some people believe that they are great with money, and some believe that money burns their wallet. Writing down your thoughts about money helps you learn what your money story is, which is the first step in understanding your money habits. Try this prompt: 'What was my first experience with money? How did that experience shape my spending patterns?'

# innovation through collaboration

Source: Culture Amp

## INTRODUCTION

As the research emerges around employee happiness leading to productivity, companies are changing the way they operate to unlock their employees' potential and promote creativity and innovation. One common focus is to foster collaboration. The Microsoft Surface Group connected with industry experts and researchers to understand the role of collaboration in organizational success.

## GROWTH MINDSET

Anna White, HR manager at Microsoft explains collaborative culture starts with a growth mindset and being "insatiably curious." She believes, "We need to stop acting as knowers, who seem to have all the answers and ignore input from others." Creating a space that encourages diverse opinions and perspectives empowers the organization to grow in a meaningful way.

## THE RESEARCH

Research shows that collaboration produces value. According to a Google study produced in 2015, 56% of executives surveyed ranked collaboration-related measures as the #1 factor impacting their organization's overall profitability. According to Forrester Research, "many enterprises struggle in their workplace technology, environments that are not built for collaboration, and cultures that do not fully support teams to achieve better outcomes. The result is teams that are not as effective as they could be." A Stanford University study found that collaborative work fuels intrinsic motivation and drives people to stick to their tasks for longer periods of time. They also found that people had higher achievement rates and lower fatigue (Mathos, Kenneth, Lead People Scientist at Culture Amp). Innovation through effective collaboration is created when these three practices are aligned:

## COLLABORATIVE TECH

Christopher J. Kelly, co-founder of Convene, says that companies need to rethink technology: "Technology on its own can shift behavior and engage employees in new ways." The key is making sure your technology systems promote collaboration, not stifle it.

## CONNECTED SPACES

Most companies aren't optimizing the current workspace to promote innovation and collaboration. Research from Herman Miller suggests that up to 66% of current meeting rooms are underused or avoided. This "results in dramatic social, physical and cognitive inhibitors that keep people in their seats and reduce the desire to move around the room, or engage in collaboration." Forrester found that companies with collaboration-oriented workspaces promote higher attendance, better teamwork, faster project completion, and attract new talent.



## 3 Ways to START THE NEW YEAR ON A POSITIVE NOTE

### DONATE YOUR CLOTHES

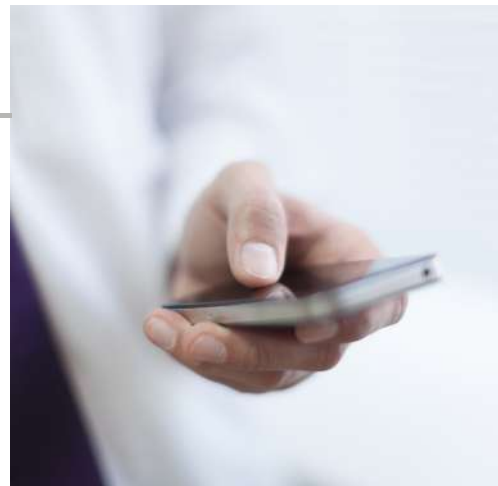
What better way to start fresh than doing a wardrobe revamp and donating the clothes you don't wear. You'll enjoy some extra closet space while bringing joy to someone in need.

### UNFOLLOW

Most of us have days when we scroll through social media endlessly. One way to reduce social media stress is to unfollow anyone whose posts spark negativity as you're scrolling.

### TAKE SOME TIME FOR YOURSELF

While the end of the year is all about reflecting, the beginning of the year is a time for creating a fresh outlook on life. Spend some time with yourself and create a vision for your year ahead. Maybe treat yourself to a new journal to jot down goals and ideas!



## How To: DECLUTTER YOUR WORKSPACE

1

### Reduce, Reuse, Recycle

Start by eliminating what you don't need. Be mindful to recycle or repurpose as much as you can. Have old papers you don't need? Maybe they can be scratch paper for notes or calculations.

2

### Make it Green

Did you know plants improve air quality and help reduce stress? Start small and buy a succulent to keep at your desk. They're easy to take care of and will help you de-stress all year.

3

### Tidy Regularly

Add a recurring calendar event to do a 15-minute cleanup of your space every month. Try to eliminate anything that doesn't serve a purpose going forward.



#### THIS MONTH'S

## Your Question, Answered.

Have a health-or wellness-related question you want answered?

Email us at [info@onthegoga.com](mailto:info@onthegoga.com) use the subject line

MY QUESTION ANSWERED

"What are some fun activities for the cold winter months that don't require going outside?"

*Jasmine Knowles, Cheltenham, PA*

Great question, Jasmine! One of our favorite activities when it's cold outside is to cuddle up on the couch with some hot cocoa and no agenda. If you really set the scene (with candles, blankets, and your favorite movie), you can create such a cozy feeling that you're almost grateful for the cold outdoors. If you want to keep it social, invite some friends over for an "unplugged night." Check phones at the door, play some board games, have a movie marathon or do a blind wine tasting.

