



# Managing Type 2 Diabetes Holistically

Using Aduro® Connect Care & the  
Interrelated Aspects of Life to Help Your  
Employees Lead a Whole, Healthy Life

# Managing Type 2 Diabetes Holistically

 **37.3 million**  
Americans, about **1 in 10 have diabetes** <sup>(CDC)</sup>

 **90-95%** of those with  
diabetes have **Type 2** <sup>(CDC)</sup>

**Type 2 diabetes** is the most  
common form of the disease today <sup>(ADA)</sup>

The definition of diabetes is straightforward: the body doesn't use insulin properly. But diabetes is much more than that – it is a disease that impacts many aspects of your employees' lives.

Every person living with diabetes – Type 1, 2, or pre-diabetes – has a unique experience. With about one in 10 Americans having diabetes – and 90-95% of those having Type 2 diabetes – according to the Centers for Disease Control and Prevention (CDC), there's a high probability that your employees are impacted. However, you have an opportunity to help them manage the disease so they can lead a whole, healthy life.

A diagnosis of diabetes or pre-diabetes may be unsettling. For most people, their first instinct may be to become more educated by turning to the internet. That's commendable as knowledge is critically important to managing Type 2 diabetes. However, the voluminous information available through an internet search (2,490,000,000 results!) can be overwhelming for those suffering, undoubtedly bringing on feelings of frustration and uncertainty as to how to move forward. What indications of diabetes are most important? What symptoms should they pay attention to? What signs can't they ignore?

According to the American Diabetes Association (ADA), there is no one-size-fits-all treatment for diabetes. Aduro's Certified Diabetes Care and Education Specialists (CDCES) concur. Every person faced with managing their Type 2 diabetes needs to look at their food and nutrition intake, physical activity, and stressors. Diabetes is a disease that can impact many aspects of life. Luckily, we know much about how to manage and control it.



## Signs and Symptoms of Type 2 diabetes

Signs and symptoms of Type 2 diabetes often develop slowly. In fact, your employees can be living with type 2 diabetes for years and not know it. When signs and symptoms of diabetes are present, they may include:

- Increased thirst
- Frequent urination
- Increased hunger
- Unintended weight loss
- Fatigue
- Blurred vision
- Slow-healing sores
- Frequent infections
- Numbness or tingling in the hands or feet
- Areas of darkened skin, usually in the armpits and neck

Source: [Mayo Clinic](#)

Through 1,000 hours of experience in diabetes management, Aduro's CDCES coaches have each witnessed how the daily struggle of Type 2 diabetes and its impacts can wear down anyone, especially those lacking enough support. Moreover, there is the real threat that the disease can cause diabetes burnout – the state of physical and emotional exhaustion caused by the continuous distress of diabetes and efforts to self-manage it.

### **But this doesn't have to be the end-all for your employees.**

There is help and support for your employees with Type 2 diabetes to manage their care and condition. Not just the disease, but for them as a whole person.

Fortunately, there's a new solution for Type 2 diabetes management. [Aduro® Connect Care](#) focuses on the six interrelated aspects of human performance, with personalized digital experiences, support, accountability from coaching experts, and personalized content to help your employees design and navigate their Type 2 diabetes journey.

**“At Aduro, we focus on all the elements that lead to a whole, healthy life – emotional, behavioral, and biological – affecting employees’ ability to proactively manage their Type 2 diabetes care and overall health. It’s about seeing each individual as a whole person and meeting them where they are in the moment.”**

— Aduro® Connect Care's Health Director, Heather King





# Six Aspects of Life & **Type 2 diabetes**

The following are insights on how you can help your employees manage their Type 2 diabetes grounded through the six interrelated aspects of life. These insights can help them connect everything in their Type 2 diabetes journey: not just health, not just well-being, but all aspects of their life that will enable them to enjoy a stronger, healthier, and more positive life.



*Mindset & Resilience*



*Purpose & Contribution*



*Lifestyle & Health*



*Development & Growth*



*Relationship & Community*



*Money & Prosperity*



When we become aware of our mindset, we can identify opportunities to learn, grow and build resilience to respond better to adversity.

# Mindset & Resilience

Promising [research](#) indicates that **programs promoting resilience lead to positive self-management outcomes and lower A1C readings after 6 months.**

## How can you help?

1. Be intentional about helping those with Type 2 diabetes make connections with colleagues.
2. Allow for flexibility so team members can focus on their health and well-being.

Our lived experiences and beliefs create our **mindsets**. Mindsets are our personal “defaults” or unconscious programming – how we think, act, and operate at our baseline.

One’s mindset is an important tool in a Type 2 diabetes management journey. When one becomes aware of their mindset, they can identify opportunities to learn, grow, and respond better to adversity.

**Resilience** is our ability to respond to adversity and our willingness to change when needed. Positively, [studies](#) involving people with diabetes have shown that high resilience levels are related to lower A1C levels, indicating better glycemetic control.

**Bottom line:** Reframing your employee’s mindset around stress and building resilience have both physical and mental benefits, especially for those with diabetes.

**“Having someone check in with me, even just for 15-minutes a week until I established a new habit, is extremely powerful and helpful, especially in times of stress. If I didn’t have a Connect Care check-in coming up, I might not have done it. It’s very encouraging to have this accountability. I can make better decisions for myself and stick with them.**

— Aduro® Connect Care Member





*Knowing our purpose are what makes our actions and goals seem significant and can lead to greater life satisfaction and well-being.*

# Purpose & Contribution

People with Type 2 diabetes aren't only concerned with the disease—they care about all aspects of managing it and **want a path that reduces work stress**, considers their **sense of belonging** and recognizes their busy lives, family needs, and finances.

## How can you help?

1. Develop core values for your business so your team is all working toward common goals.
2. Insist on uninterrupted time so your team can concentrate on tasks that make them feel empowered.

A major problem associated with Type 2 diabetes is that the condition can prevent individuals from being fully engaged in work and life, whether due to physical complications, mental or emotional challenges, or the financial burden of diabetes care. It can even lower one's [life satisfaction](#).

It's important that your employees feel empowered. Having a **purpose** is what makes their actions and goals seem significant. Also, one's sense of purpose and **contribution** is powerful as it can empower people to achieve goals and build a lifestyle that puts them in the driver's seat with confidence, motivation, and an "I've got this" feeling. Purpose and contribution are the cornerstone of building a fulfilling life.





We can make daily decisions that contribute to both immediate and future health outcomes.

# Lifestyle & Health

Stress is a part of life, but it can make managing diabetes harder. Advice from the CDC: regular **physical activity**, getting enough **sleep**, and **relaxation exercises can help.**

According to the American Diabetes Association (ADA), a huge part of managing Type 2 diabetes is developing a healthy diet and fitness plan. The good news is that any activity can make a difference. **In fact**, did you know that when active, cells become more sensitive to insulin, so it works more effectively to lower blood sugar?

Everyday, the decisions we make contribute to our immediate and future health outcomes. Long-term diabetes management involves focusing on key **health** and **lifestyle** behaviors that can help reduce the risk of complications, improve blood pressure control, and minimize markers of cardiovascular disease. **Health behaviors** that your employees can focus on include:

- Physical activity
- Healthy eating
- Weight management
- Smoking cessation

## How can you help?

1. Provide time and tools that get your team moving. Many cities have parks and free trail maps online.
2. Create workshops and messaging that foster employee health and benefits literacy.

**“I’m coming up on 90 days since my diagnosis at the end of this month. It’s been a lot of change for me. {The lower A1C}... this is a real result that has helped me feel much better in all kinds of ways, and I wanted you to know how much the great work you do can impact a real person in wonderful ways.**

— Aduro® Connect Care Pilot Participant who **decreased their A1C from 8.5% at the start to 5.6% by the end.**





*Life happens in relationships with others. Those connections build and strengthen community.*

# Relationships & Community

For a company with 1,000 employees, ADA estimates that **120 have diabetes, 34 are undiagnosed and 370 have pre-diabetes.**

## How can you help?

1. Arrange for opportunities for your team to collaborate with colleagues on volunteering for a cause.
2. Celebrate your team! Happiness is infectious!

Unfortunately, [studies](#) have shown that stigma is a reality for many with diabetes. Your employees with Type 2 diabetes may feel alienated or stigmatized because of their diagnosis and it may cause a burden on their social and family life. You can help your employees challenge this stigma by building **relationships** and **community**.

It's important that your employees feel comfortable discussing the challenge of diabetes with friends, family, and colleagues. This may be difficult as they may feel alone in their advocacy journey. Finding a supportive community in and outside of work allows them to be their whole self and have a full work and social life. Another opportunity to build community is to develop educational programs or an Employee Resource Group for your workplace.

By building community, even with other people navigating the Type 2 diabetes journey, your employees will see people living their lives in a positive way. World-renowned research university John Hopkins [studied](#) positivity and reports there's a strong link between positivity and health.

**“ I think it's nice to speak to someone and get input because it provides more motivation than I can give myself. I hear positive things to motivate me. I'm not just doing it for myself, so I can't just say, 'Yeah, yeah, I'll do it tomorrow.' The Connect Care coaching provides gentle encouragement. It's not threatening. It helps me figure out why I'm not doing something and how to get myself to do it.**

— Aduro® Connect Care Pilot Participant





*We have an inherent desire and capacity to grow. Every time we experience change or learn something new, we have a growth opportunity.*

# Development & Growth

The ADA finds that the **total estimated cost of diagnosed diabetes is more than \$327 billion**, which includes \$237 billion in direct medical costs and \$90 billion in reduced productivity.

## How can you help?

1. Organize mentorships to enable your team to continue their professional growth.
2. Put together professional development plans for your team members – and work with their managers to make them a priority.

It's true. People living with Type 2 diabetes are managing the disease seven days a week, 365 days a year. Some say, "it's a full-time job." Others say, "it's all-consuming." We can't hide the fact that Type 2 diabetes does need to be managed, but there is a plethora of data that shows the positive, even life-changing, impact of that management. An ongoing commitment to healthy choices, **development** and **growth** has a direct influence on improving one's well-being.

Human beings have an inherent desire and capacity to grow and develop throughout our lives. Every time we experience change or learn something new, we have a growth opportunity.

That includes those with Type 2 diabetes. Both personal and professional development lead to overall growth possibilities. Assist your employees in setting a path to self-improvement by helping them put goals in place.





Human performance depends upon a person's ability to care for and adequately fund their basic needs.

# Money & Prosperity

**46% of employees feel distracted by their finances.**

Moreover, a [recent study](#) found that distraction at work can cost companies upwards of **15 times more** than health-related absenteeism.

## How can you help?

1. Provide tools to help employees set financial goals and seek out professional help to achieve them.
2. Audit your benefits package against the gold standards within the industry.

To be sure, human performance depends upon a person's ability to care for and adequately fund their basic needs. Yet a subject not often talked about in the Type 2 diabetes journey is its impact on **money** and **prosperity**. According to the ADA, individuals with diabetes have medical costs approximately 2.3 times higher than those who don't. With the costs (some of which are unnecessary) of special diets, medication, individually purchased software and hardware diabetes-tracking tools stacked on top of already-stretched thin budgets, the financial impact of diabetes can be a common stressor and cumbersome challenge. But, by helping better manage diabetes and improving mental health, there's a huge potential to reduce costs.

Need more convincing? A [Rutger's report](#) on the financial impact of improved behaviors notes that financial security and health are strongly related to personal happiness and to one another. The ancient philosopher, Virgil, was once quoted as saying, "The greatest wealth is health." Both health and wealth require proactivity and are jeopardized by doing nothing.

Understanding one's relationship with money, or the "money mindset," is an essential first step in moving beyond basic needs and towards a fulfilling, secure life. Helping your employee focus time and attention on their financial well-being is time well spent. We advocate that you help them understand the actions they can take to help ensure they are in the driver's seat of their financial journey, including building competence in:

- Budget basics
- The importance of savings
- Managing money through uncertainty
- Setting up a financial foundation
- Developing a money emergency roadmap
- Planning for retirement.



# Support your employees with Type 2 diabetes with **Aduro®** Connect Care.

The Aduro® Connect Care solution was developed to address the broad challenges people with Type 2 diabetes face. Aduro® Connect Care uses expert coaching, innovative content available in various formats for easy access, and a focus on mental health resiliency as the underpinning to improved health. Each Aduro® Connect Care coach is a Certified Diabetes Care and Education Specialist (CDCES), certified to have 1,000 hours of experience in diabetes management, regularly engaging with your employees throughout their diabetes management journey.

Every person's journey with Type 2 diabetes is different. Aduro® Connect Care is a human-centered solution to help your employees take control of their life, feel cared for, supported, and invested in.

For more insights on how Type 2 diabetes impacts the workplace, [read this blog post](#) or for more information on Aduro® Connect Care, visit:

<https://adurolife.com/solutions/connect-care/>

