



HEALTHY HOSPO

NUTRITION FOR HEALTH + VITALITY

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- One of the fundamental issues facing the hospitality industry right now is the mismatch between the demands the industry faces - customer numbers and expectations, rises costs and profitability, intense competition, and the availability and retention of staff - and its capacity to meet these demands.
 - As a customer service industry, the bulk of this capacity sits with the people who make up the industry – the frontline staff, the team leaders and managers, and the business owners. As all businesses feel the pressure to do more with less, this really tests the energy and vitality of all who work in the industry, with implications for the physical, mental, and emotional wellbeing of all who make up this industry.
 - The Healthy Hospo programme aims to support hospitality staff with some tools and resources to help increase their capacity and wellbeing during this time.

COMPETENCY = KNOWLEDGE + EXPERIENCE

In many areas in life, we focus heavily on our competencies – our knowledge, expertise, and experience in a given area or role – but not as much on our capacities (our energy) to express these competencies.

**CAPACITY =
ENERGY**





DEMANDS



CAPACITY



STRESS



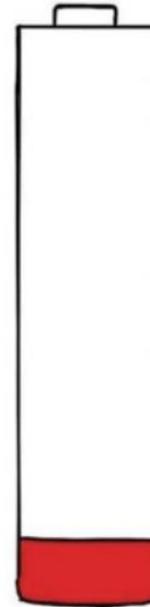
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People rarely factor in their available energy to their overall daily capacity

[until that energy is becoming severely depleted at least].

They assume their daily energy is constant and try to manage time as their key performance variable.

YOU WOULDN'T LET THIS HAPPEN TO YOUR PHONE.



DON'T LET THIS HAPPEN TO YOU EITHER.



**SELF-CARE IS A PRIORITY.
NOT A LUXURY.**



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THE PROGRESSIVE LOSS OF OUR ENERGY (CAPACITY)

TIREDNESS > FATIGUE > EXHAUSTION > BURNOUT

This continuum is in the common narrative in many sectors, including hospo, with a particular focus on burnout. But burnout is just the complete loss of energy, with people cycling through many stages of tiredness, fatigue, and exhaustion before then. Rather than waiting until we are burnt out then wondering what to do about it, it is perhaps best to look at strategies which assist in helping people recover from the inherent tiredness and fatigue which are a part of working in hospo, such as making improvements to nutrition, sleep, and social connection patterns.

NUTRITION & WELLNESS IN THE HOSPITALITY INDUSTRY

- Alongside other key health strategies, **good nutrition plays a key role in maintaining everyday health**, and, importantly for everyone, the **energy and vitality** of everyone working in the industry.
- Low energy levels not only lead to poor health, workplace sickness, accidents, absenteeism, and a high staff turnover, but they are the fundamental drivers of low mood, mental health issues, and team morale.
- **Environment is the most powerful driver of behaviour**, including our social environment and team cultures.





When it comes to improving nutrition, there are always many areas an individual can focus on. Breaking this down to the most simple strategies and skills can look something like this:

Ensure you are eating enough food

1. Eat enough protein
2. Eat enough vegetables
3. Eat enough carbohydrate
4. Eat enough fat
5. Drink enough fluids for hydration

Ensure you are eating better food

1. Choose better proteins
2. Choose better vegetables
3. Choose better carbohydrates
4. Choose better fats
5. Choose better beverages

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- In my experience working with many individuals over the years, ensuring sufficient and better protein is the best place to start. Most people either aren't eating enough in total, or it isn't distributed across an individual's day very well (very little for most of the day, then a lot all in one meal).
 - This has wide-ranging implications, from appetite control (without enough protein in a meal, you will be hungry again soon after), to health (more likely to get sick), to body composition (more likely to lose muscle and bone and gain body fat).
 - In particular, because the protein we eat in our diet directly impacts the many hormones and neurotransmitters which regulate our mind and mood, there can be serious mental and emotional health implications from not eating sufficient protein in the day, including anxiety and depression.

UNDERSTANDING ‘PROTEIN LEVERAGE’

Relatively recent research (“*protein leverage hypothesis*”) suggests that we should **prioritise protein to help regulate our appetite, food intake, and energy.** This is because, **first and foremost**, we have a physiological requirement to consume food which meets our **minimum amino acid (protein) needs.**

This research suggests that if we don’t consume adequate **protein energy** each day (and evenly across the day), we will end up overconsuming foods high in carbs and/or fats in a subconscious effort to obtain those **critical amino acids.**

This can affect everything from our body composition to our mental health.



BETTER APPETITE CONTROL

PROTEIN HELPS YOU FEEL SATISFIED AND PREVENTS HUNGER



METABOLIC BOOST

PROTEIN HELPS BURN MORE KILOJOULES AND PREVENTS THE SLOWING OF METABOLISM THAT OCCURS WHEN YOU LOSE WEIGHT



REDUCED FOOD CRAVINGS

HIGH PROTEIN BREAKFASTS CAN HELP REDUCE NIGHT-TIME CRAVINGS



IMPROVED BODY COMPOSITION

HIGHER PROTEIN DIETS RESULT IN GREATER FAT LOSS AND LESS MUSCLE LOSS



REDUCED ENERGY INTAKE

INCREASES IN PROTEIN AT MEALS CAN HAVE SUBSTANTIAL EFFECTS ON ENERGY INTAKE, WHICH IS ESSENTIAL FOR WEIGHT LOSS

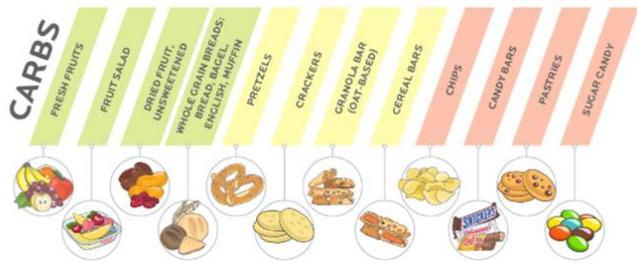
- Improved immunity and recovery from illness and injury
- Improved mental health outcomes
- Improved sleep

AIM FOR BETTER RATHER THAN PERFECT

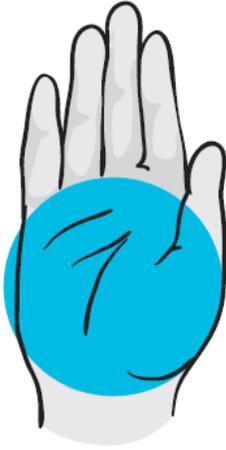
There are very few absolutes in nutrition. People are better served by not thinking in black and white terms of “good” or “bad” foods, but rather in terms of foods which we should eat more of, and foods which we should eat less of. The person who can make steady consistent small changes sustained over a long period of time tends to do better than the individual who takes a high-intensity approach for a short period of time, only to find it isn’t sustainable longer term.



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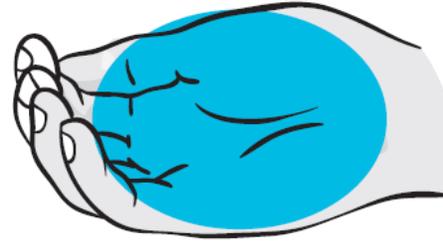
A serve does not equal a portion!



A serving of protein
= 1 palm



A serving of vegetables
= 1 fist



A serving of carbs
= 1 cupped hand



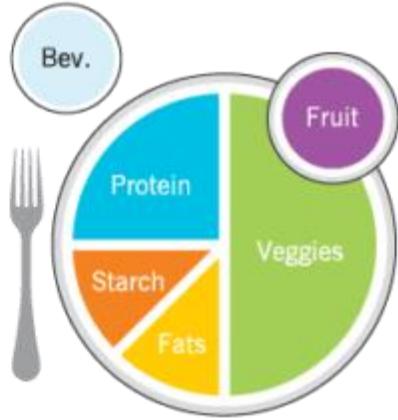
A serving of fats
= 1 thumb

Using hands to measure portions is a good approach for most clients who don't need specific amounts of foods or macronutrients.

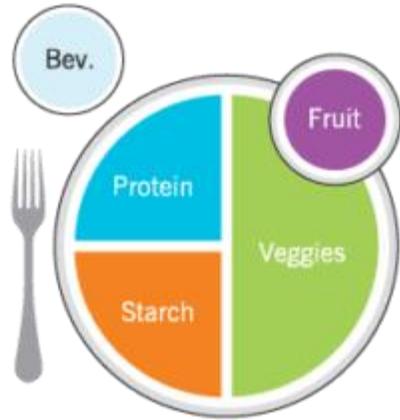
1. **Hands are portable.** They come with you to work lunches, restaurants, social gatherings, etc.
2. **Hands are a consistent size, providing a consistent reference.**
3. **Hands scale with the individual.** Bigger people need more food, and tend to have bigger hands, therefore getting larger portions. Smaller people need less food, and tend to have smaller hands, therefore getting smaller portions.
4. **Hand-size portions can help you track food choices, nutrients, and energy simply and easily.** This saves time-consuming and often unnecessary weighing and measuring, which most people don't need.



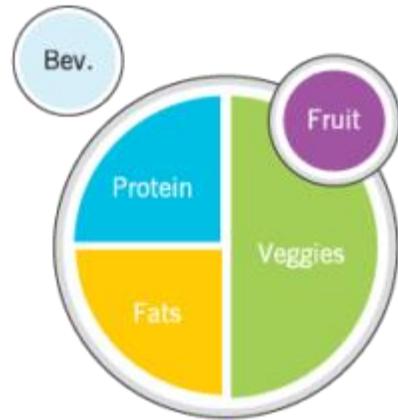
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Balanced plate



Low-fat, high-carb plate



Low-carb high-fat plate

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- All meals should include a balance of protein-dense foods, healthy carbohydrates (starches, fruit, vege), and be relatively low in processed fats and oils
 - Research shows that **meal size and frequency is typically reduced** for shift workers whilst **snacking is increased**.

→ In my experience, this makes it much more difficult to achieve a good protein: energy balance (harder to get the balance between protein and carbs/fats). So it is perhaps better to focus on your meals, making them a bit bigger, than trying to find a lot of healthy snacks.

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- The same research also shows that **availability had the strongest influence on types of food consumed.**
 - Planning and meal prep plays a major role in whether or not you can stick to your nutrition plan while working shifts.
 - **Keep the “what to eat” simple and consistent and focus more on planning, prep, schedules, systems, habits, etc.**
 - Identify the core foods in each category that you enjoy and eat MORE of those. Don't overthink it!

PLANNING YOUR MEALS – DAY SHIFT

- When you wake up ‘front-load’ your ‘breakfast’ meal to provide you with energy for your day
- During your shift aim for a larger lunch meal and snacks to keep you alert and energised throughout the afternoon
- After your shift aim for a smaller dinner meal to help you sleep and stop you waking due to hunger

PLANNING YOUR MEALS – LATE/NIGHT SHIFT

- After your shift and before sleep have a small breakfast-like meal to help you sleep and stop you from waking due to hunger
- After you have slept, eat a larger meal to provide you with energy for your day
- Night time meal breaks
 - Early in your shift: a small to medium dinner
 - Late in your shift: a small snack every few hours to keep you alert and energy levels high

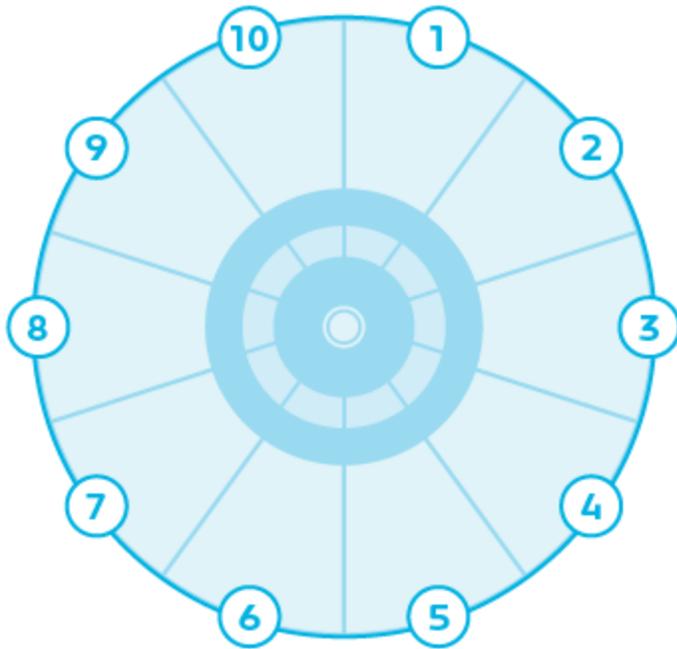
TO SOLVE BIG PROBLEMS, START SMALL

- Narrowing your focus is a mental model that you can apply whenever you want to start a new behaviour or take on a new project that seems too big or overwhelming or complex to handle, such as improving your nutrition and overall health and wellbeing landscape.
- The ‘narrow-focus’ model is a filter you can run larger problems through to approach issues from a more useful place. How do you solve big problems? Start with a smaller ones.

BIG PROBLEM: How can I eat better each day?

SMALL SOLUTION: Don't try to change all of your food habits at once. You could start by solving a very small segment of the problem, e.g., increase your protein at one meal of the day. Master that. Do it for four weeks.

Take what you learn about **being consistent** with that one thing and apply it to another meal or food group.



Step 1: Consider areas of life where you'd like to change or improve.

Step 2: Ask, "What's the absolute MOST I could do?" That's your 10.

Step 3: Ask, "What's the absolute LEAST?" There's your 1.

Step 4: Use 1 and 10 to fill in the other points on the dial.

Step 5: Refer to your dial when life gets busy (or slows down!).



NUTRITION

Run organic farm and health spa; all meals prepped by sports nutritionist; eat slowly with no distractions

10



Eat mostly local/organic; plan all meals in advance, each "perfectly" balanced

9



Prep food in advance; protein + veg. at each meal; balance fats

8



Prep food for week in advance; 6 servings of veg./day

7



Protein + portion of fruit or veg. at most meals

6



5



Replace 1 meal w/ less processed one

1



Add side salad to your lunch

2



Try 1 new healthy recipe/week

3



Sit at table for most meals

4



Protein w/ each meal



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