

Quarterly Newsletter

Issue Date:
April 2017

SPRING
into **motion**



St. Thomas University WELLNESS

IN THIS ISSUE



Mental Health – There's An App For That!

Page #5



Mindfulness: MindWell-U 30-Day Challenge - Page #6

The Benefits of Walking

Submitted by Pauline McIntyre

A substantial portion of the Canadian population is not physically active enough to experience health benefits.

Walking is a gentle, low-impact exercise that's easy, free and available to everyone! Here is why walking works:



Walking strengthens your heart

Reduce your risk of heart disease and stroke by walking regularly. It's great cardio exercise, lowering levels of LDL (bad) cholesterol while increasing levels of HDL (good) cholesterol. The Heart & Stroke Association says that a brisk 30-minute walk every day helps too, reducing the risk by up to 27 percent.

Walking decreases risk of disease

A regular walking habit slashes the risk of type 2 diabetes by around 60 percent, and you're 20 percent less likely to develop cancer of the colon, breast or womb.

Walking helps you lose weight

You'll burn around 75 calories simply by walking for 30 minutes. Up your speed and it's 99 calories! Work that short walk into your daily routine and you'll shed the pounds in no time.

Walking prevents dementia

Older people who walk regularly are more likely to avoid brain shrinkage and preserve memory as the years pass. Dementia is said to affect 1 in 14 people over 65 and 1 in 6 over 80. Walking can help reduce that stat!

Walking tones up legs, bums and tums

Give definition to calves, quads and hamstrings while lifting your glutes (bum muscles) with regular walking. Add hill into the mix and it's even more effective.

Walking boosts vitamin D

We all need to get outside more. Many people in our region are vitamin D deficient, affecting important things like bone health and our immune systems. Walking is the perfect way to enjoy the outdoors while getting your vitamin D fix.

Walking gives you energy

You'll get more done with more energy, and a brisk walk is one of the best natural energizers around. It boosts circulation and increases oxygen supply to every cell in your body, helping you to feel more alert and alive.

Walking makes you happy

Exercise boosts your mood. Studies show that a brisk walk is just as effective as antidepressants in mild cases of depression, releasing feel-good endorphins while reducing stress and anxiety. So for positive mental health, walking's an absolute must.

GRAB A WALKING BUDDY AND SPRING INTO MOTION TODAY!

Sources: <https://www.tescoliving.com/articles/8-reasons-why-walking-is-great-for-your-health>

Personality Dimensions

by Tricia Berry, School of Education



A Personality Dimensions workshop is a great way to recognize strengths and appreciate differences. It is for this reason that the Saint Thomas University Faculty of Education recently held a Personality Dimensions workshop with their practicing teachers. It was a great opportunity for the group of soon to be professionals to explore their own personality temperament as well as that of the many people they will interact with personally and professionally in the future.

There is an introductory Personality Dimensions workshop and it is very useful in helping groups to discover

and understand their own strengths and weaknesses. It can also help participants to understand the strengths and preferences of others. Understanding those preferences can help people improve their communication and interpersonal relationships. It is also an excellent tool for helping people to realize that differences are not necessarily faults.

After an introductory workshop is completed, your group can do application sessions that address specific challenges or goals of the department or team. These can include conflict management, leadership development, team building, and work/life balance.

Consider these questions: What are your core needs? What are your values? What are your key stressors? What are those of your friends, colleagues, spouse, etc? This workshop will have you discover and articulate the answers to these questions in a fun and interactive

process of self-discovery and team building

Know your personality dimensions to:

- Express yourself appropriately
- Appreciate yourself & others
- Negotiate more effectively
- Narrow gaps and differences
- Identify potential problems early
- Optimize team performance
- Support and encourage others
- Organize efficient teams
- Yield higher productivity
- Influence others positively

<http://www.personalitydimensions.com/>

Personality Dimensions

For more information on the workshop
www.facebook.com/triciaberrycareerco
[unselling](#)

STU Wellness BikeShare Program

by Lori Orchard



On Your Marks, Get Ready, Get Set!

Our Annual Bikeshare program starts up in **May** and runs through to **October!**

Tired of winter? Spring into Motion by taking a ride along our city trails!

The program is intended to allow **students, staff and faculty** access to four differently sized bicycles on a sign out basis. Helmets and locks are supplied on sign out- all you need is a reasonable pair of shoes and knowledge of the road rules for bikes.



Join Today-\$10 per Season

In the past 5 years, there has been a great uptake in the use of the Bikeshare program. The low cost of the program, \$10, is used to support the maintenance and upkeep of the bikes.

The Bikeshare program provides **St. Thomas Faculty, Staff and Students** the opportunity to experience the city and surrounding area trails while providing a workout. Individuals within the STU community that have **utilized this program** have benefited from the increased activity and getting out for the lunch hour break.

Come to the J.B. O'Keefe Fitness Centre for more information and to sign out a bike! (We even have trail maps at the desk for you to plan your route!)

You're just one ride away from a good mood!!! Take a bike ride!

REGISTER TODAY!

For more information about this program and other wellness initiatives, please visit our website at <http://wp.stu.ca/wellness/bike-share-program/>

JB O'Keefe Gym



Staff & Faculty Memberships

Members gain access to the use of cardio and strength training equipment all for less than the cost of a lunch per pay! Sign up for payroll deduction today and check it out for yourself!

JB O'KEEFE GYM FACILITY	
HOURS OF OPERATION (SEPTEMBER 2016-APRIL 2017)	
Monday	6:30 AM-10:00 PM
Tuesday	6:30 AM-10:00 PM
Wednesday	6:30 AM-10:00 PM
Thursday	6:30 AM-10:00 PM
Friday	6:30 AM-7:30 PM
Saturday	9:00 AM-5:00 PM
Sunday	10:00 AM-7:00 PM

*check the website for summer hours

SIGN UP TODAY!

For more information about becoming a member of the JB O'Keefe center, please visit our website at

<http://w3.stu.ca/stu/athletics/facilities/okeefe>

FUN FITNESS FACTS



Laughing 100 times is equivalent to 15 minutes of exercise on a stationary bicycle.



A scientist cracked his knuckles on one hand for over 50 years to prove it did not cause Arthritis.



You can tweak your metabolic health by turning down the bedroom thermostat a few degrees.

Healthy Spring Recipes

Fiddlehead Tart



Ingredients

1 tablespoon olive oil
1 leek, trimmed, cleaned and sliced thinly
1 clove garlic, chopped
1/2 lemon, juice
3 sheets phyllo dough, thawed as directed on package and cut in half lengthwise
Salt and pepper to taste
1 cup gruyere, grated
1/2 pound fiddleheads, well cleaned and blanched for 3 minutes

Directions

Heat the oil in a pan over medium heat.

Add the leek and cook until tender, about 3-5 minutes.

Add the garlic and cook until fragrant, about a minute.

Remove from heat, mix in the lemon juice and season with salt and pepper.

Place a sheet of the phyllo dough on a greased baking sheet and brush it with oil. Repeat with the remaining sheets each on top of the last.

Sprinkle the leeks over the phyllo followed by the cheese and finally the fiddleheads.

Bake in a preheated 375F/190C oven until the phyllo dough is golden brown, about 20-30 minutes.

[Source: closetcooking.com](http://www.closetcooking.com)

Strawberry-Rhubarb Smoothie

Ingredients

1/2 cup stewed rhubarb made with 1/4 cup maple syrup or honey, see below
1/2 very ripe banana
1/2 cup sliced ripe strawberries or more, to taste
1/2 cup almond milk (or other non-dairy milk)
1 tsp chia seeds
4 ice cubes

Instructions

First, make the stewed rhubarb.

Combine 4 cups chopped rhubarb with 1/3 cup water and 1/4 cup maple syrup or honey in a medium pot. Bring to a boil, then reduce heat to low. Simmer for 20 to 30 minutes until tender. Makes 2 cups. Store in the refrigerator.

Blend 1/2 cup of the cooled stewed rhubarb with the remaining ingredients in a blender and serve.

[Source: flavourandsavour.com](http://flavourandsavour.com)



Do you have a favourite recipe that you'd like to share? Send it to wellness@stu.ca to have it added in the next Wellness Newsletter!

The Wellness Committee Wellness Resources

The Seven Dimensions of Wellness



Wellness Program at STU

We are committed to providing information and opportunities that promote health awareness, illness prevention and overall health & wellness knowledge to our Staff and Faculty using the “Seven Dimensions of Health & Wellness” as a guideline.

Each year, the Committee tries to incorporate various opportunities of learning from lunch & learns physical challenges such as yoga and walking, cooking class, and NEW this year, our Wellness Fair and the free massage clinic!

Current Wellness Initiatives

April 2017

- o Wellness Newsletter –Spring Edition
- o April 28th Walking Challenge Kick-Off

May 2017

- o **30-Day Walking Challenge**
Stay tuned for details!
- o Strategic Planning for 2017-2018 Wellness Initiatives

Suggestions on future initiatives are always welcomed by emailing wellness@stu.ca

FOR MORE INFORMATION

View our Website for more information on the STU Wellness program www.stu.ca/wellness

Ongoing Wellness Programs

Employee & Family
Assistance



EFAP – Employee and Family Assistance Program

This program is available to you free of charge, 24 hours a day, seven days a week. Your Employee and Family Assistance Program is a support service that can help you take the first step. Visit the website at www.workhealthlife.com

Partners for Mental Health- Not Myself Today Program



The purpose of this program is to promote positive mental health, encourage discussions around mental health and illness, reduce the stigma of mental illness and provide educational resources to Managers and staff in the area of mental health.

<http://wp.stu.ca/wellness/partners-for-mental-health-im-not-myself-today-program/>



Community Food Smart Program

The Student Union runs this program out of James Dunn Hall. This makes for convenient pickups! Members can place an order for one or two fresh produce bags a month. The price of a food bag is \$15. Each Fall, the Wellness Committee is committed to purchasing 4 memberships and the first bag of groceries to provide a draw.

<http://wp.stu.ca/wellness/community-food-smart/>



Wellness Bikeshare Program

Runs from May to October each year. For a \$10 membership fee each year, Staff, Students and Faculty are able to utilize the bikes in the JB O’Keefe Centre. See page 2 or the wellness website for more details.



Quarterly Newsletters

From September to April, the Wellness Committee is dedicated to bringing you, our readers a newsletter full of helpful tips, upcoming wellness events, a few health new recipes to try and other articles on health and wellness. We are always open to ideas or suggestions for future issues. Please see copies of our past newsletters on our website.

VISIT OUR WEBSITE

STU Wellness Website NEW!

Our website has been updated!! Please take a moment to view the *Wellness Events* tab, as well as the *Useful links and Upcoming Fredericton Events!*

Mindfulness

by Lori Orchard

Have you ever driven your car somewhere and arrived at your destination only to realize you remember nothing about your journey? Most of us have! We all have examples of 'mind/essness' – A state also often refer to as being on 'autopilot.'

In this busy, hyper connected world we live in we lose ourselves in autopilot for much of the day...every day. Our attention is absorbed in our wandering minds and we are not really 'present' in our own lives.

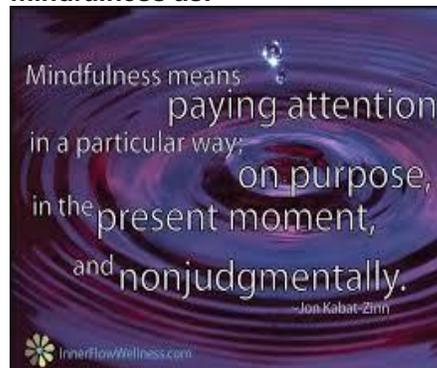
On autopilot we often fail to notice the beauty of life, fail to hear what our bodies are telling us, and we tend to get lost in 'doing' so we find ourselves constantly striving and struggling to 'getting stuff done' instead of really living. We become vulnerable to **anxiety, stress and even depression.**

What is Mindfulness?

Mindfulness is the opposite of mindlessness. It means waking up out of autopilot and 'taking the steering wheel' of our attention again.

Mindfulness also involves non-judgment, meaning that we pay attention to our thoughts and feelings with the attitude of an impartial witness — without believing them or taking them personally.

Jon Kabat- Zinn defines mindfulness as:



Evidence-based Research

Although the roots of mindfulness is thought to be an ancient Buddhist practice of meditation, in the last century there has been thousands of evidence-based studies that have documented the physical and mental health benefits of mindfulness.

Dr. Geoffrey Soloway, founder of MindWell-U, says:

"There are many definitions of mindfulness but it boils down to training in attention, Rather than worrying about what has happened or might happen in the future, mindfulness teaches people to respond skillfully to whatever is happening right now. Once people see things for what they really are, they can respond better, communicate more clearly and be more engaged with what they're doing."

This evidence-based online training has been proven by UBC's Sauder School of Business to 'significantly increase' resilience, well-being, engagement, and performance.

MindWell-U's 30-Day Challenge

How the Challenge Works

The Challenge platform is available anytime, anywhere and on any device, helping to make mindfulness relevant and engaging for all. The time commitment is just 5 to 10 minutes a day.

Each participant enrolled in the Challenge can invite a buddy at no additional cost. Having a buddy improves engagement and completion.

The Challenge is comprised of:

- Daily Take 5 Practice
- Videos
- Podcasts
- Buddy emails
- Texts

There are four key areas where mindfulness training can impact the workplace:

1. Health and well-being of employees
2. Improved teamwork and conflict resolution
3. Stronger leadership
4. Enhanced performance

Aims of the Challenge

The 30 Day Mindfulness Challenge aims to help participants experience **less stress, more joy, and peak performance.**

Mindfulness, and specifically the Take 5 practice, helps people learn how to return their mind to the present moment and what is happening now. This is by no means easy to do, and participants invariably find that their minds wander easily - although with time more sustained concentration becomes possible.

Participants gradually learn to maintain and focus their attention, accepting their experience in an open-minded and curious rather than a judgmental way.

Mindfulness helps loosen the grip of habitual, mindless activity ('automatic pilot') and enables the learner to be less impulsive and reactive, and to examine their thoughts more kindly and rationally.

Mindfulness reduces the common tendency to categorize all experience instantly as good and bad. This can greatly increase a sense of calm, meaning and purpose, enhancing one's ability to be truly happy.

FOR MORE INFORMATION

View MindWell-U's Website:

<http://www.mindwellu.com/>

Sources:

<http://www.mindwellu.com/>

Mental Health - There's An App For That!

by Kelly Humber Kelly

Now-a-days, many of us have smartphones and use them for just about everything - surfing the internet, banking, chatting with friends across the world. So that got us at STU Mental Health thinking...can smartphones help to support your mental health?

It turns out that our phones can be very useful tools when it comes to mental health and wellness. There are many excellent, easy, and free mental health apps readily available for download. When used properly, these apps can be effective tools to help you improve your mental health.



Check out these great apps, counsellor-tested and available for download on android and iOS!

SAM

SAM is an easy-to-use app that is full of great information and self-help tips for those that struggle with anxiety. The "self-help" section of this app teaches you about anxiety, and offers physical and mental strategies to combat stress and anxiety. The app allows you to input and track your anxiety over the course of the day, identify what makes you anxious, and develop your own, personalized anxiety toolkit. The app also provides "Help for anxiety NOW", which helps to calm you down in moments of panic.

USES: Anxiety self-help

PROS: Easy to use; lots of great information about anxiety; teaches necessary coping skills; ability to track and analyze your anxiety.

CONS: Entirely text-based might help navigate one of the many seasonal challenges ahead of us!

MINDSHIFT

Developed by Anxiety BC and BC Mental Health and Addiction Services, Mindshift is designed to help you cope with your anxiety. Instead of trying to avoid anxiety, MindShift helps you change the way you think about your anxiety so you can face it head-on. The app can help you learn how to relax, develop more helpful ways of thinking, and identify active steps to control your anxiety. It provides skills to help you ride out intense emotions, get more sleep, decrease general/test/social/performance anxiety, challenge perfectionism, decrease worrying, and cope with panic.

USES: Anxiety self-help

PROS: Easy to use; excellent information; teaches coping skills for a wide range of anxiety concerns

CONS: Entirely text-based; pages can be a little crowded

HEADSPACE

Developed by mindfulness and meditation expert Andy Puddicombe, this handy little app can help you be more mindful in your daily life. Did you know that regular mindfulness training has been linked to improved working memory, the ability to sustain attention, improved interpersonal skills, and is believed by many experts to be as effective as antidepressants in helping depression (but without the side-effects)? HeadSpace offers "Take 10" meditations, which are 10 minute, guided meditations with Andy. The app also features great information about mindfulness, and some amazing animations to help you get started on your mindfulness journey.

USES: Mindfulness / Meditation for depression, anxiety, and improved mental and physical health

PROS: Easy to use; lots of great information; amazing animations; expertly-guided meditations

CONS: Some information/"packs" are inaccessible unless you pay

for an upgrade. We recommend sticking with the free "Take 10" option.

PACIFICA

Pacifica is an app that is designed to help manage stress, anxiety, and depression using Cognitive Behavioural Therapy, mindfulness and wellness. Pacifica urges you to input your thoughts, goals, mood, and healthy activities so that you can monitor your own well-being. Pacifica also provides useful coping and relaxation exercises to help you better understand and manage your mental health. The app allows you to connect with groups and communities, providing safe peer support from other, like-minded users.

USES: To manage stress, anxiety, and depression

PROS: Introductory information makes the app easy to use/understand; information and resources are very useful; peer support groups are amazing!

CONS: Relies heavily on text; some features of the app are inaccessible unless you pay for an upgrade.

SUPERBETTER

You shouldn't play around with your mental health... unless, of course, you're playing SuperBetter. This neat little app is designed to be game-like, complete with quests, power-ups, bad guys and allies. The purpose of the game is to help build personal resilience: the ability to stay strong, motivated and optimistic even in the face of difficult challenges. SuperBetter players have one objective - to harness the power of positive emotions and social connection so we can live, feel, and act better!

USES: Improve overall mental health and well-being

PROS: Easy to use and FUN!; encourages and incentivizes healthy thinking and lifestyle choices

CONS: Has less direct resources than other apps.

Did you know...April is Introvert Month?



Introversion was once a topic that many felt uncomfortable speaking about. Now, we see many publications,

which outline the psychological principles of Introversion, and the strengths that Introverts provide within the worlds of business, parenting, and relationship building. Remember Introversion is not about how shy you are, it is about where you get your energy!

The following top 10 traits outline some key information, about Introverts:

- 10) Introverts often run internal dialogues to themselves.
- 9) Introverts often feel a strange sense of duality: They feel like they're missing out, but want to be a part of things at the same time.
- 8) Introverts aren't "anti-social" they're "anti-draining".
- 7) Introverts make up approximately 50% of the world's population.
- 6) Introverts find "downtime" re-energizing.
- 5) Introverts find traditional networking draining and difficult.
- 4) Introverts find new situations and parties exhausting.
- 3) Introverts are generally very observant.
- 2) Introverts are generally great listeners.
- 1) Introverts generally dislike "small talk".

Hug an introvert today...on second thought; maybe just give them the space they need to recharge ☺

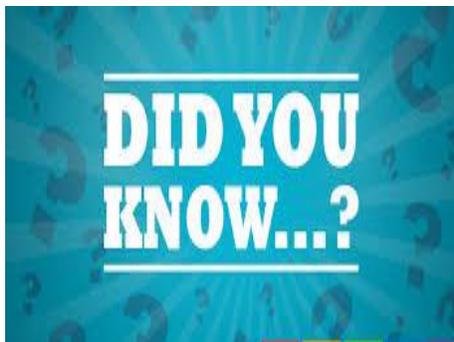
Did you know...About the NB Wellness Movement?



The Wellness Movement supports New Brunswick's Wellness Strategy by being a common platform and connection point for wellness in New Brunswick. The Wellness Movement supports, connects, and celebrates all New Brunswickers – individuals, families, community groups, schools and workplaces – working on enhancing one or more aspect of wellness.

As part of their contribution to New Brunswick's Wellness Strategy, the Department of Social Development's Wellness Branch supports these focus areas: mental fitness and resilience, healthy eating, physical activity, and tobacco-free living.

The Wellness Movement celebrates the people and places that support our well-being. Everyone has a role to play. This website provides you with the inspiration to start your story by profiling stories in your community and directs you to tools and resources to help you, your family, your community group, school or workplace take your next step on your path to wellness. Help grow The Wellness Movement in New Brunswick. Share your story! For more information View their Website for more information NB Wellness Movement program <http://www.wellnessnb.ca/>



Did you know...that lowering your calories too much could hinder weight loss?



Have you ever reached a weight loss plateau and wondered what happened? You started to lose weight and then after that initial weight loss your progress slows down and then eventually stops, even though your exercise and food intake has been consistent. Did you know that lowering your calories too much could actually hinder your weight loss progress? It is true! When you decrease your food intake, your body lowers its metabolic rate in response. While the body can still function, it ultimately requires fewer calories, which creates hunger and prevents you from losing fat. **So how can you avoid this obstacle to losing weight?** Keep your calories slightly below your maintenance calories so that your energy and metabolism remain high. A deficit greater than 500 to 700 calories makes it much more difficult to maintain your lean body mass.

Did you know...the facts of Massage Therapy?

- Healthy touch of any kind can reduce the heart rate and lower blood pressure.
- Julius Caesar used massage to help his epilepsy.
- Massaging and gently pulling on your ears – top, middle, and bottom of outer earlobes once per day improves your immune system.
- Touch and massage stimulates the release of endorphins, the body's natural pain killers.
- A 60 minute massage is about the same as 7-8 hours of sleep to your body.
- Bob Hope, who lived to be 100, had daily massage as part of his health regimen.
- Massage may be the oldest form of medical care. Egyptian tomb paintings show people being massaged.



Wellness Health Trivia Quiz

Take the quiz for fun...the answers can be found on the back of the newsletter!

1. **Which food increases your risk of heart disease?**
 - a) Popcorn
 - b) Deli meat
 - c) Milk
 - d) Steak

2. **Which of these should you ditch for a better night's sleep?**
 - a) Pajamas
 - b) Socks
 - c) Blankets
 - d) Noise machines
 - e) Ear plugs

3. **What are some things you can do to help support your brain health?**
 - a) Eating nutritious foods
 - b) Regular physical activity
 - c) Doing mental exercises like crosswords or puzzles.
 - d) All of the above
 - e) Only A&B

4. **What is the recommended amount of physical activity for adults per week (as per the Canadian Physical Activity Guidelines)?**
 - a) 60 minutes of moderate to vigorous intensity aerobic physical activity per week
 - b) 150 minutes of moderate to vigorous intensity aerobic physical activity per week
 - c) 120 minutes of moderate to vigorous intensity aerobic physical activity per week
 - d) 90 minutes of moderate to vigorous intensity aerobic physical activity per week

5. **True or False - Walking at least 15 minutes a day can help boost my mood?**
 - True
 - False

6. **What percentage of the human body is water?**
 - a) 50%
 - b) 66%
 - c) 75%
 - d) 80%

7. **A sneeze occurs at about 100 miles an hour.**
 - True
 - False

8. **How many taste buds are on your tongue?**
 - a) Nine thousand
 - b) Nine million

9. **What is the largest organ of the human body?**
 - a) The brain
 - b) The liver
 - c) The spine
 - d) The skin

- 10. Negative emotions are more powerful than positive emotions.**
 - True
 - False

- 11. From a 2013 study of happiness, which country ranks #1 in life satisfaction?**
 - a) America
 - b) Denmark
 - c) Switzerland
 - d) Canada

- 12. What is the mesolimbic system?**
 - a) The part of the brain that is associated with feelings of joy
 - b) The part of the brain that "leads" people into depression
 - c) Happiness in terms of extinction of desire and suffering
 - d) None of the above

- 13. Sure, you've heard of antioxidants, but what are they really?**
 - a) They are substances that reduce damage caused by oxygen
 - b) They are obtained from diets rich in fruits and vegetables
 - c) They are a great way to boost the immune system
 - d) All of the above

- 14. What is the purpose of body fat?**
 - a) Body fat serves no purpose
 - b) To release hormones that control metabolism
 - c) To regulate blood flow to major organs
 - d) B & C

- 15. One pound of fat is equivalent to:**
 - a) 3050 calories
 - b) 3500 calories
 - c) 5030 calories
 - d) 5300 calories

- 16. What is metabolism?**
 - a) Hormones and enzymes that convert food into fuel
 - b) Biochemical processes of any living organism
 - c) The buildup and breakdown of substances in the body
 - d) All of the above

- 17. The more weight you carry, the faster your metabolism is likely running.**
 - True
 - False

- 18. Depression is identified by a sad and/or irritable mood exceeding normal sadness or grief.**
 - True
 - False

- 19. Children of depressed mothers are at higher risk for developing depression.**
 - True
 - False

- 20. Why do we sleep?**
 - a) No one knows
 - b) To cool the brain
 - c) To ensure proper functioning of our nervous systems
 - d) To clean the brain's memory slate

The Wellness Committee

The Wellness Committee was created as part of the St. Thomas University Strategic Plan 4.3A. The committee strives to promote the health and wellness of our faculty and staff employees by offering comprehensive education on health and wellness initiatives.

View our Website for more information on the STU Wellness program www.stu.ca/wellness

Lori Orchard - ext. 211 or lorchard@stu.ca
 Pauline McIntyre – ext. 530 or pmcintyre@stu.ca
 Kate Crawford - ext. 514 or kcrawford@stu.ca
 Kelly Humber - ext. 382 or humberk@stu.ca
 Trish Murray-Zelmer - ext. 423 tzelmer@stu.ca
 Jenny Thornhill - ext.529 jenny@stu.ca
 Derek Simon - ext.437 dsimon@stu.ca
 Clara Santacruz - clara@stu.ca
 Tricia Berry – tberry@stu.ca

If you are interested in contributing to our website, newsletter or event planning, please contact us about participating in our monthly meetings.

Creating A Culture Of Health, One Step At A Time!

Health Quiz Answers

1	b	11	b
2	a	12	a
3	d	13	d
4	b	14	b
5	TRUE	15	b
6	b	16	d
7	TRUE	17	TRUE
8	a	18	TRUE
9	d	19	TRUE
10	FALSE	20	c