



# B.Y.O.S. – BUILD YOUR OWN SALAD

Team salad bar toolkit for the people who power KP



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## B.Y.O.S. – BUILD YOUR OWN SALAD

# Introduction

Welcome to B.Y.O.S. – Build Your Own Salad, a fun Healthy Workforce program for departments, working groups, unit-based teams, and groups of all sizes and types. This toolkit will help you and your coworkers increase the amount of fruit and vegetables you eat each day, while having fun preparing and eating delicious meals together. Throughout the guide, you'll see **tools highlighted in bold blue text** that you are free to use. Just click the text to be automatically linked to that tool.

## The Importance of Eating Fruits and Vegetables

Multiple studies show that eating a plant-based diet, including fruits and vegetables, is associated with better health and decreased risk of chronic diseases, including heart disease, high blood pressure, stroke, diabetes, metabolic syndrome, cancer, obesity, and osteoporosis.<sup>1-13</sup> Despite this, fewer than 25 percent of Americans eat the recommended 5+ servings each day.<sup>14</sup> Of even greater concern is the fact that fruit and vegetable intake may even be declining.<sup>15</sup>

## Fresh Eating in the Workplace

Including the recommended number of fruits and vegetables in your daily diet can be challenging, especially if you don't consume them during the work day. Did you know that without access to fruits and vegetables on the job, a working adult would have to eat 1 to 2 cups of fruits or vegetables every waking hour after work in order to meet the daily recommendation?<sup>16</sup> That's a lot of produce to pack into an evening. A better approach is to include fruits and vegetables at each meal and snack to consume your 5+ servings each and every day.

## B.Y.O.S. Program Overview

B.Y.O.S. (Build Your Own Salad) is a simple workplace program that helps make it easy for employees to eat fresh fruits and vegetables. Each person brings just one salad ingredient to share, and when the group comes together everyone gets to enjoy a bountiful salad bar.

### The goals of the program are to:

- Increase employee fruit and vegetable consumption
- Improve employee awareness of seasonal eating
- Build team morale, unity, and camaraderie
- Enhance a workplace culture of health
- Have fun enjoying delicious, healthy food





# B.Y.O.S. Quick Start Guide

Congratulations on starting your own B.Y.O.S. program with your coworkers. Follow these easy steps:

### 1. Coordinate

The coordinator keeps the program going with enthusiasm for healthy eating and a few reminders along the way. You can rotate coordinators so no one feels overloaded.

### 2. Schedule Frequency

We suggest making B.Y.O.S. a weekly event, but it's entirely up to you. Try it once and decide what your team prefers.

### 3. Announce and Invite

Send the [e-mail invitation](#) to your team to join B.Y.O.S. or just announce it at a team meeting using the e-mail copy as talking points.

### 4. Send a Pre-program Survey

Develop metrics about your team's healthy eating habits. Send out the [pre-program survey](#) to measure your team's fruit and vegetable consumption before they begin participating in the salad bar program.

### 5. Select a Recipe/Salad Bar Ingredients

There are a couple of ways to do this:

- Have everyone bring a favorite ingredient. Just make sure someone brings a yummy mix of lettuces.
- Select a [recipe](#) from our selection or one of your own favorite healthy recipes. Use the [sign up sheet template](#) for each team member to bring one ingredient of the recipe. The sign up sheets can be hard copy or posted on Ideabook.

### 6. Remind

Sometimes we get busy and forget even fun things, like bringing our salad ingredients. The day before B.Y.O.S., send an [e-mail reminder](#), or make an announcement, to bring ingredients the following day.

### 7. Enjoy

Dig in and enjoy the salad bar! Make sure to wash all fruits and vegetables thoroughly before eating. Share your own healthy recipes using the [recipe card template](#).

### 8. Evaluate

After eight weeks, or whatever timeframe you prefer, have team members complete the [post-program survey](#) to measure your team's fruit and vegetable consumption after the salad bar program and to evaluate the program overall. Completing the pre- and post-program survey is optional, but will be helpful to evaluate the toolkit's success.



## B.Y.O.S. – BUILD YOUR OWN SALAD

# E-mail Templates

Just copy and paste the e-mail copy below and send to your team. You can also use the copy as talking points to make an announcement in a team meeting.

### Invitation

Subject Line: B.Y.O.S. – Join Our Department’s Build Your Own Salad Program

Want to squeeze more fresh and delicious fruits and vegetables into your day, while having lots of fun with your coworkers? Join me on [INSERT DATE and TIME] at [INSERT LOCATION] for B.Y.O.S. – Build Your Own Salad. We’ll each bring one salad ingredient and then come together to make our salads, eat together, and enjoy one another’s company.

Make sure to go green – and we’re not just talking about salad greens. Bring a reusable plate or bowl and silverware to enjoy your salad.

B.Y.O.S. and Thrive!

[INSERT YOUR NAME]

### Reminder

Subject Line: Reminder: B.Y.O.S. Tomorrow!

Join us for tomorrow’s delicious salad bar. Don’t forget to bring your ingredient, your reusable utensils – and a healthy appetite!

B.Y.O.S. and Thrive!

[INSERT YOUR NAME]



## B.Y.O.S. – BUILD YOUR OWN SALAD

# B.Y.O.S. Ingredients List

Bring a variety of ingredients, aiming for seasonal, locally grown, organic ingredients as often as you can. Make sure to wash all fruits and vegetables thoroughly before eating. Don't forget your simple salad dressing ingredients – oil and vinegars.

### Greens

Steer clear of iceberg lettuce and go for more vitamins and flavor with a variety of greens that you can mix together such as:

- Arugula
- Mesclun
- Romaine
- Watercress
- Butter lettuce
- Red leaf
- Spinach

### Whole Grains

Add whole grains for fiber and a hearty upgrade. Plan for up to half a cup as a serving for each person.

- Brown Rice
- Bulgur
- Quinoa
- Barley

### Colorful Veggies

Pile an unlimited number of colorful veggies onto your salad. Another idea, try adding grilled vegetables, like peppers, onions, zucchini, or eggplant.

- Artichoke heart
- Cabbage
- Jicama
- Spicy pepper
- Banana pepper
- Carrot
- Mushroom
- Tomato
- Beet
- Celery
- Onion
- Bell pepper
- Cucumber
- Radish

### Fruits

Add these yummy fruits for a splash of color and sweetness in your salad.

- Berries like strawberries, raspberries, blackberries, or blueberries
- Pomegranate seeds
- Segmented citrus fruits
- Sliced peaches, nectarines, plums, apricots, or other stone fruit

### Protein

Most Americans eat more protein than they need, so stick to the recommended serving sizes.

High protein food	Serving size (for one person)
Sliced grilled chicken breast or fish (salmon and sardines are good choices)	2-3 ounces (size of your palm or a deck of playing cards)
Boiled egg (sliced, chopped, whole)	1 large
Firm tofu	½ cup
Beans (chickpeas, kidney, black, pinto, etc.)	½ cup
Edamame (soy beans)	½ cup

### Yummy Extras – Enjoy in moderation

- Avocado (1/8 medium = 45 calories)
- Cheese (1 ounce = 100 calories)
- Croutons (5 croutons = 50 calories)
- Nuts (1/8 cup = 150-200 calories)
- Olives (8 large = 45 calories)
- Seeds (1 Tablespoon = 50-75 calories)



# Creating a Healthy Salad

### Healthy Salad Tips

Salads are easy, fresh, and delicious. Some salads, however, even ones that sound healthy can be filled with unhealthy ingredients and have more than 1,000 calories. Follow these rules of thumb for healthy salads.

- **Go green.** The darker green varieties, such as green or red leaf lettuce, baby spring mix, and spinach, are higher in vitamins and nutrients than iceberg lettuce.
- **Pile on the veggies.** Fresh or grilled vegetables add antioxidants and fiber, not to mention color and flavor.
- **Dress light.** Avoid creamy dressings and go for low-fat vinaigrettes, or olive oil and vinegar. Check out some great dressing ideas below.
- **Punch up the protein.** Grilled chicken, fish, tofu, nuts, seeds, edamame, hard-boiled eggs, or beans are great protein additions to turn a salad into a complete meal.
- **Go easy on the gourmet ingredients.** Scrumptious toppings like goat cheese, wonton strips, bacon bits, croutons and even healthy fats like avocado and nuts are all high in fat. If you're working on a weight management goal, pick just one high-fat delicacy, if any, to top your salad.

### Healthy Salad Dressing Tips

Salad dressings can add flavor and punch to a salad, but they can also add significant calories and fat. Especially if you're working to manage your weight, try some of these tips:

- Drizzle a modest amount of dressing (1 Tablespoon is a serving for one person) onto your salad and then toss to layer it throughout your salad. Tossing helps you to use less.
- If using a creamy dressing, mix with a small amount of milk before tossing the salad to thin out the calories. Or try adding plain Greek yogurt to thicken it up and/or use it as a delicious dip.
- Aim for sugar and corn syrup free dressings, except naturally occurring sugars in dressings with fruit. Read the label to be sure.
- Break out of the olive oil box. Try flavored oils, such as walnut, macadamia nut, garlic infused, or flax seed oils to name a few. Check your local grocery store for inspiration.
- Stock up on ingredients for low calorie dressings that you can use more liberally, such as balsamic, red wine, and champagne vinegars, and lemon juice.

### Tips to Shop for a Healthy Bottled Salad Dressing

Sometimes we don't have the time to whip up a salad dressing from scratch and it's easier to use a store bought bottled salad dressing. Keep these tips in mind which choosing a dressing:

- Look at the ingredients list. You want to choose one with a short list full of ingredients that you recognize, like olive oil, vinegar, pepper, but not chemicals and preservatives that you can't pronounce.
- Try salad dressing in a "spritzer" bottle. With just 1 calorie per spray, it can help to craft a light salad.

### Do Your Own Nutrient Analysis

You don't have to be a registered dietitian to run a nutrient analysis on your salad – or any dish for that matter. If you're curious about the nutrient content of your recipes, here are a couple of websites to try:

<http://nat.illinois.edu/>

<http://www.choosemyplate.gov/>



## B.Y.O.S. – BUILD YOUR OWN SALAD

# Salad Recipes

Salads are a quick and easy lunch that don't require a recipe, but if you're getting into a "salad rut" try one of these recipes to renew your zest for salads. You can also use the [recipe card template](#) to share your favorite healthy salad recipes with your coworkers.

### From Dr. Maring's Kitchen Salad Recipes

If you haven't explored the healthy cooking video series, "From Dr. Maring's Kitchen," check it out today at [kp.org/healthyworkforce](http://kp.org/healthyworkforce). You'll find six episodes featuring healthy recipes, quick tips, and nutrition information. You can even try some of the recipes as part of your B.Y.O.S. program with slight modifications to make them easy to whip up in the workplace:

- Corn, Cherry Tomato, and Cilantro Salad
  - Scoop on top of your favorite lettuce to make a filling lunch.
- Caesar Salad
  - Easy to make at work for B.Y.O.S.
- Brown Rice with Cherry Tomatoes, Greens & Chicken or Tuna
  - Make the brown rice ahead of time and bring to work refrigerated.
  - Heat up rice in the microwave. Then follow recipe to mix ingredients.
- Baby Spinach Salad with Strawberry Vinaigrette
  - Make the vinaigrette ahead of time and bring to work refrigerated.

### Recipes from Dr. Maring's Farmers Market and Recipe Blog Update

For years, Dr. Preston Maring has posted recipes and updates on his blog. Included in the following pages are a few recipes for delicious salads and dressings that are easy to make in the workplace, but you can find plenty more by visiting the blog at [kp.org/farmersmarketrecipes](http://kp.org/farmersmarketrecipes).





## B.Y.O.S. – BUILD YOUR OWN SALAD

### Asian Spinach Salad with Mandarin Oranges and Avocado

Serves 4

6 ounces baby spinach leaves, washed and dried  
3 Satsuma mandarin oranges, peeled and sliced  
1 Fuerte avocado, halved, peeled, pitted and cut into thin wedges  
2 Tablespoons finely minced shallots  
2 Tablespoons rice vinegar  
1 Tablespoon canola oil  
1 Tablespoon minced fresh ginger  
½ tsp toasted sesame oil  
Freshly ground pepper to taste  
1/8 teaspoon or less salt (optional)

- Whisk the shallots, rice vinegar, canola oil, ginger, and sesame oil together for the dressing. Season it to taste with salt and pepper.
- Toss the spinach and the dressing in a salad bowl. Add the oranges and avocado and toss gently.

#### Nutrition information per serving:

Calories: 153  
Fat: 12 gm  
Saturated fat: 1 gm  
Trans fat: 0 gm  
Cholesterol: 0 mg  
Carbohydrate: 14 gm  
Fiber: 5gm  
Sodium: 184 mg  
Protein: 3 gm



## B.Y.O.S. – BUILD YOUR OWN SALAD

### Marlene's Pluot and Red Onion Salad with Balsamic Vinaigrette

Serves 6

4 large or 8 smaller pluots,\* sliced however you can do it  
½ red onion, sliced thinly either lengthwise or horizontally  
Lettuce for six people. Butter lettuce tasted great.  
2 Tablespoons balsamic vinegar  
6 Tablespoons olive oil  
Freshly ground pepper to taste  
1/8 teaspoon or less salt (optional)

- Toss the pluots and red onion with the balsamic vinegar and oil. Season with salt and pepper.
- Let this sit for a while during which time you can wash and dry the lettuce.
- In a large salad bowl, toss the lettuce gently with the pluot and red onion mixture.

#### Nutrition Information Per Serving:

Calories: 181  
Fat: 14 gm  
Saturated fat: 2 gm  
Trans fat: 0 gm  
Cholesterol: 0 mg  
Carbohydrate: 14 gm  
Fiber: 2 gm  
Sodium: 105 mg  
Protein: 2 gm

\*Note: If you are unable to find pluots – a delicious hybrid of a plum and an apricot – you can substitute either plums or apricots in this recipe.



## B.Y.O.S. – BUILD YOUR OWN SALAD

### Spinach Salad with Blood Oranges, Almonds, and Tarragon

Serves 4

#### For the dressing:

6 Tablespoons canola oil  
1/4 cup fresh orange juice  
3 green onions, white and light green parts coarsely chopped  
3 Tablespoons unseasoned rice vinegar  
1 Tablespoon honey  
1 Tablespoon chopped fresh tarragon  
1 Teaspoon grated orange peel  
Freshly ground pepper to taste  
1/8 teaspoon or less salt (optional)

#### For the salad:

2 blood oranges  
1/2 cup almonds, sliced and toasted in a skillet  
Spinach for four

- Whisk the first seven ingredients together. Season the dressing with salt and freshly ground pepper.
- Peel the oranges and cut some of the white part off. Cut them up into segments.
- Wash and dry the spinach well. Toss the leaves with about half of the dressing. You may not need more and have leftover dressing for another salad.
- Mix in the orange pieces and top with toasted almonds.

#### Nutrition information per serving:

Calories: 295  
Fat: 27 gm  
Saturated fat: 2 gm  
Trans fat: 0 gm  
Cholesterol: 0 mg  
Carbohydrate: 12 gm  
Fiber: 3 gm  
Sodium: 115 mg  
Protein: 3 gm



## B.Y.O.S. – BUILD YOUR OWN SALAD

### Spinach Salad with Sesame-Ginger Vinaigrette

This is so simple and so tasty.

Serves 4

#### For the dressing:

2 tsp orange or tangerine zest  
2 Tbsp freshly squeezed orange or tangerine juice  
2 tsp grated ginger (Peel it and keep in the freezer so you'll always have some available to use with a grater.)  
2-1/2 Tbsp rice wine vinegar  
2 Tbsp extra virgin olive oil  
1 Tbsp dark sesame oil  
1 tsp soy sauce  
1/8 teaspoon or less salt (optional)

#### For the salad:

Enough fresh spinach to feed your family and friends (Use about 1 cup per person)  
1/4 red onion, thinly sliced

- Mix the dressing.
- Toss the dressing with spinach, red onion.
- Maybe add pieces of citrus fruit and toasted sesame seeds.

#### Nutrition information per serving:

Calories: 116  
Fat: 10 gm  
Saturated fat: 1.5 gm  
Trans fat: 0 gm  
Cholesterol: 0 mg  
Carbohydrate: 6 gm  
Fiber: 1 gm  
Sodium: 221 mg  
Protein: 1 gm



## B.Y.O.S. – BUILD YOUR OWN SALAD

### All Purpose Lemon Vinaigrette

Serves 4

2 Tbsp lemon juice  
2 Tbsp extra virgin olive oil  
1 garlic clove, minced  
1 tsp coarsely chopped rinsed capers  
1 tsp minced fresh oregano  
1 Kalamata olive, pitted and minced  
Freshly ground pepper to taste  
1/8 teaspoon or less salt (optional)

- Whisk everything together.
- Use as above on almost anything.

#### Nutrition Information Per Serving (1/4 of recipe):

Calories: 130  
Fat: 14 gm  
Saturated fat: 2 gm  
Trans fat: 0 gm  
Cholesterol: 0 mg  
Carbohydrate: 2 gm  
Fiber: 0 gm  
Sodium: 177 mg  
Protein: 0 gm



## B.Y.O.S. – BUILD YOUR OWN SALAD

### Red Wine Vinaigrette

Serves 8

2 tablespoons red wine vinegar  
1 teaspoon Dijon mustard  
1 teaspoon finely minced shallot  
6 tablespoons extra virgin olive oil  
Freshly ground pepper to taste  
1/8 teaspoon or less salt (optional)

- Whisk the vinegar, mustard, salt, and shallot together in a small bowl. Let stand about 5 minutes.
- Whisk in the olive oil.
- Add pepper to taste.
- Dress your beautiful salad creation and enjoy.

#### Nutrition Information Per Serving (1/8 of recipe):

Calories: 90  
Fat: 10.5 gm  
Saturated fat: 1.5 gm  
Trans fat: 0 gm  
Cholesterol: 0 mg  
Carbohydrate: 0 gm  
Fiber: 0 gm  
Sodium: 45 mg  
Protein: 0 gm



## B.Y.O.S. – BUILD YOUR OWN SALAD

### Blue Cheese and Tarragon Dip/Dressing

Serves 4

2 ounces Blue Cheese  
3 Tablespoons extra virgin olive oil  
2 Tablespoons red wine vinegar  
1 Tablespoon chopped fresh tarragon or 1 teaspoon dried  
1 Tablespoon honey  
1 Tablespoon nonfat Greek style yogurt  
1/8 teaspoon or less salt (optional)  
Freshly ground black pepper to taste

Mash everything except yogurt together in a bowl with a fork. Mix in the yogurt if you are making a dressing. Season to taste and enjoy.

#### **Nutrition information per serving (1/4 of recipe):**

Calories: 158  
Fat: 14 gm  
Saturated fat: 4 gm  
Trans fat: 0 gm  
Cholesterol: 11 mg  
Carbohydrate: 6 gm  
Fiber: 0 gm  
Sodium: 272 mg  
Protein: 3 gm



## B.Y.O.S. – BUILD YOUR OWN SALAD

### All Purpose Pomegranate Vinaigrette

Serves 8

1 tsp Dijon mustard  
1 Tbsp honey  
1 Tbsp minced shallots  
1 Tbsp rice wine vinegar  
1 Tbsp red wine vinegar  
1/2 cup pomegranate juice  
6 Tbsp canola oil  
Freshly ground pepper to taste  
1/8 teaspoon or less salt (optional)

- Add all ingredients except the canola oil to a blender.
- Blend, then add the canola slowly with the blender running.
- Season to taste with pepper and 1/8 teaspoon or less salt (optional).
- Drizzle over your favorite basic salad, create a fancier salad with pears, candied pecans, and blue cheese, or serve with a mixed green salad with pan-roasted chicken breast to make an entrée salad.

#### Nutrition information per serving:

Calories: 113  
Fat: 10.5 gm  
Saturated fat: 1 gm  
Trans fat: 0 gm  
Cholesterol: 0 mg  
Carbohydrate: 5 gm  
Fiber: 0 gm  
Sodium: 46 mg  
Protein: 0 gm

### Submit Your Healthy Recipe

Do you have a favorite healthy salad or salad dressing recipe? Send it to us at [HealthyWorkforce@kp.org](mailto:HealthyWorkforce@kp.org) and we'll add it to BYOS with your name featured.



# B.Y.O.S. – Build Your Own Salad

Time: \_\_\_\_\_ Date: \_\_\_\_\_ Location: \_\_\_\_\_

Name

Ingredient you'll bring

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## B.Y.O.S. – BUILD YOUR OWN SALAD

### B.Y.O.S. Pre-Program Survey

We're glad that you and your team are participating in the B.Y.O.S. – Build Your Own Salad program. Please complete this short survey to help us measure the effectiveness of this program.

#### How would you rate your overall health?

- Very good
- Good
- Okay
- Poor
- Very poor

#### How would you rate your eating habits?

- Very healthy
- Healthy
- Okay
- Poor
- Very poor

#### How many servings of fruit and vegetables do you currently eat per day?

*Note: One serving is a small piece of fruit or one cup (about the size of a soft ball) of raw vegetables.*

- 0
- 1-2
- 3-5
- 5+

#### How interested are you in healthy eating?

- Very interested
- Interested
- Neutral
- Not interested

#### How often do you bring your lunch to work?

- Always
- Often
- Sometimes
- Rarely

#### If you don't bring your lunch to work, why not?

- Not enough time to prepare lunch ahead of time
- Don't like cooking/preparing meals
- It's cheaper to eat out
- No access to fridge/microwave at work
- I like going out to eat with friends
- Other \_\_\_\_\_



## B.Y.O.S. – BUILD YOUR OWN SALAD

### B.Y.O.S. Post-Program Survey

We're glad that you and your team are participating in the B.Y.O.S. – Build Your Own Salad program. Please complete this short survey to help measure the effectiveness of this program.

#### How many servings of fruit and vegetables do you currently eat per day?

*Note: One serving is a small piece of fruit or one cup (about the size of a soft ball) of raw vegetables.*

- 0
- 1-2
- 3-5
- 5+

#### How interested are you in healthy eating?

- Very interested
- Interested
- Neutral
- Not interested

#### As a result of B.Y.O.S. how many more fruits and/or vegetables do you consume each day than before the program?

- 1 more serving
- 2 more servings
- 3 more servings
- 4+ more servings
- No change

#### As a result of B.Y.O.S., have you been eating more different kinds or a great variety of fruits and/or vegetables than before the program?

- No change
- A few more kinds
- Many more kinds

#### Do you agree that by offering the B.Y.O.S. program Kaiser Permanente Healthy Workforce is helping you to look after your health?

- Strongly Disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly Agree

#### How satisfied are you with the B.Y.O.S. program?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

**Additional comments:** *(Continue on the back if needed)*

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B.Y.O.S. – BUILD YOUR OWN SALAD

## Recipe Card Template



### B.Y.O.S. Recipe Card



Dish Name \_\_\_\_\_

From \_\_\_\_\_

Serves \_\_\_\_\_

Ingredients \_\_\_\_\_

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Instructions \_\_\_\_\_

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### B.Y.O.S. Recipe Card



Dish Name \_\_\_\_\_

From \_\_\_\_\_

Serves \_\_\_\_\_

Ingredients \_\_\_\_\_

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Instructions \_\_\_\_\_

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## B.Y.O.S. – BUILD YOUR OWN SALAD

# Contact us

If you have questions, feedback, photos, or success stories that you'd like to share, please contact the Healthy Workforce team at [HealthyWorkforce@kp.org](mailto:HealthyWorkforce@kp.org). We look forward to hearing from you!

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