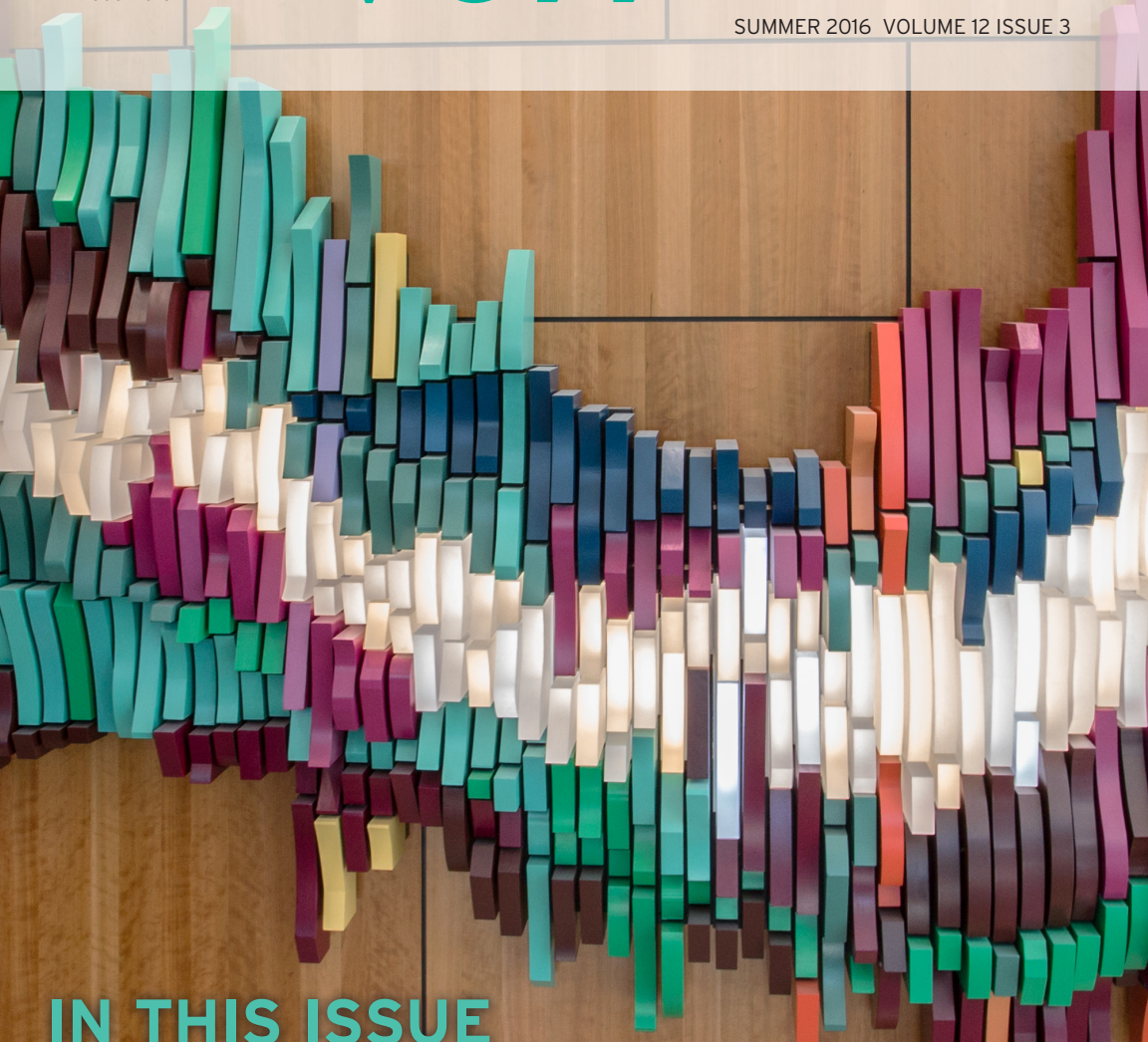




2006-2016

# liveWELL

SUMMER 2016 VOLUME 12 ISSUE 3



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FINANCIAL WELL-BEING • WORKPLACE FLEXIBILITY

**UI Wellness**

A UNIT OF UI HUMAN RESOURCES



THE UNIVERSITY OF IOWA®

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*UI Wellness is a unit of  
UI Human Resources.*

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We continue to celebrate the 10-year anniversary of the **liveWELL** program in 2016! **SAVE THE DATE** for our annual Health Fair taking place on Wednesday, November 2 at the UI Field House Main Deck! While still a few months away, our annual Health Fair will be the culmination of our 10-year anniversary with new health screenings,

wellness information from community partners, and University of Iowa entities focused on health and well-being. College of Pharmacy students provide cholesterol and blood glucose screenings. In addition, DeGowin Blood Center sets up shop to host a blood drive at the event. Follow **liveWELL** on Facebook and Twitter (@UIowaLiveWELL) for announcements and updates.

In this edition, Resilient Leadership is the focus. Whether a leader by position or nature, strategies can be employed to help model emotionally-intelligent responses to change and challenges. We need this now more than ever in light of ongoing change, rapid growth, and a fast-paced environment.

Enjoy the rest of the summertime and Go Hawkeyes!

Yours in health,

A handwritten signature in black ink that reads "Megan Hammes". The script is fluid and cursive.

Megan Hammes, MS, MCHES  
Interim Director, UI Wellness  
University Human Resources

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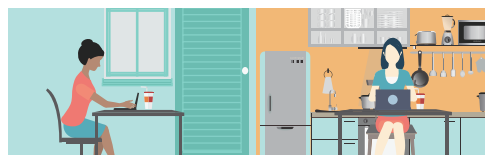
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### liveWELL @ UI

At the University of Iowa, we aspire to fully incorporate health and wellness into the lives of our campus community members. This is possible through a commitment to continuous development of a healthy campus culture in the spirit of learning and discovery that is at the heart of a distinguished public university.

# BUILDING RESILIENCE @ UIOWA:

## *The Resilient Leader*



**By Maggie Moore, LISW**  
Director, UI Employee Assistance Program (EAP)

***“Oh the times, they are a changin’”*** is a line from a classic Bob Dylan song that became an anthem of change during the turbulent times of the 1960’s. That song inspired everyday people to “please heed the call” and become leaders. Martin Luther King advocated for change using non-violence and despite hardships, kept going. Many of the people who inspire us have persevered through hardships and yet continue to lead: Barrack Obama, Sonya Sotomayor, Oprah Winfrey, Nelson Mandela. It turns out that some of the most inspirational leaders came from humble beginnings and faced hardships, and as a result, developed resilience. Research confirms that resilience can be learned and that resilient leaders create a positive environment, face setbacks with courage and hope, and work towards creating a meaningful environment and shared vision for themselves and their team.

Those of you who have followed this newsletter over the last year know that we have been focusing on resilience and the skills that can be developed to build resilience. It is also useful to consider how we can lead with resilience. Resilient leadership is about influence. Leaders who have influence invest more in others through consistent direct or indirect involvement. Influence is about relationships and the trust, stewardship, care, concern, service, humility and understanding what needs to occur. The resilient leader needs to recognize that how you respond to stressful events is at least partly under one’s control. You have the ability to choose to some extent how difficult and painful any given event will be. Your decision to work towards a greater personal sense of control leads to resilience.



Believing that you have some measure of control over your life is important for wellness, as it motivates helpful coping. Although control is important for well-being, people never have perfect control over all situations. **Remind yourself: You always have a choice, and each day represents the opportunity for a new beginning.**

Resilient leadership is different than management. Managers help us cope with complexity but resilient leaders help us move through change. When we talk about a “resilient leader,” we are referring not only to the role that existing and emerging leaders play in our work culture but also about the capacity to move forward from adversity and manage new roles when circumstances change. Resilient leadership is about knowing how to move forward after failure. It also means that, no matter how much stress or challenge we face, the resilient leader maintains a leadership presence. The resilient leader works diligently at developing and maintaining best practices in leadership communication. They are clear, direct, empathetic but sharp in setting goals and regularly evaluating effectiveness. The resilient leader knows their sphere of influence and is able to identify circumstances about which they have control or about which they do not have control. They have a well-developed tolerance for failure both in self as well as in the work team. James Dyson, the now famous inventor of the Dyson bagless vacuum cleaner, indicated that failure for him was a starting point. According to the MIT Together website, Dyson reported that his now worldwide product was the result of 5,000 prototypes and 15 years of perseverance. “I wanted to give up almost every day,” he said, but felt like his success was built on failure. Seeing problems as starting points versus the end of the road builds resilience and the inspiration to move forward.

Resilient leadership doesn’t just apply to supervisors or managers; resilient leadership is something that exists within all of us. It happens when we are present “at the table” to take advantage of opportunities as well as meet challenges as a contributing member of the team. Within each of us is the ability to develop character and act with integrity; to cope with our emotions effectively and communicate clearly. Resilient leadership is about taking ownership of changing maybe only one thing, thus making it better as a result and knowing what we have control over and what we do not. Many of us are faced with leadership opportunities every day, either as leaders for our children or for our friends or at work. It is not a question of whether we are leaders, it is a question of how we can access the leadership abilities within us every day and work to build resilience no matter the role we are playing at the time.

For more information on Building Resilience @Ulowa,  
please visit [hr.uiowa.edu/livewell/resilience](http://hr.uiowa.edu/livewell/resilience)

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## BECOMING A RESILIENT LEADER: Where to Begin

- 1 Connect with others
- 2 Look for opportunities
- 3 Manage emotions
- 4 Pay attention to self-talk
- 5 Act with integrity
- 6 Grow optimism
- 7 Take responsibility and persevere
- 8 Get out of your comfort zone
- 9 Practice self-care

## THE RESILIENT LEADER:

- Is clear, direct, empathetic but sharp in setting goals and regularly evaluating effectiveness
- Has a clear understanding of their locus of control and sphere of influence
- Is able to identify and delineate circumstances where they have control or little control
- Works diligently at developing and maintaining best practices in communication
- Communicates shared vision and mission
- Has a well-developed tolerance for failure both in self as well as in the work team

## RESOURCES FOR *Leadership & Resiliency*

### LEADERSHIP PROGRAMS >> [hr.uiowa.edu/leadership-development](http://hr.uiowa.edu/leadership-development)

- Communication and Career Coaching
- Supervising@IOWA Series
- Advanced Management Series

### VIDEO LIBRARY >> [hr.uiowa.edu/livewell/resilience](http://hr.uiowa.edu/livewell/resilience)

- Emotional Intelligence and Resilience
- The Resilient Leader
- Coping, Problem-Solving & Communication
- Tips for Dealing with Conflict

## THE RESILIENT LEADER Workshop

*The Resilient Leader* is designed for established and emerging leaders as they respond to challenges and changes on the University of Iowa campus. The 60 to 90 minute workshop looks at how leaders can be role models for resilience and instrumental in creating a resilient team. For more information on delivering this to your workgroup, contact [livewell@uiowa.edu](mailto:livewell@uiowa.edu).

## ONE-ON-ONE SERVICES

- UI Employee Assistance Program professionals can provide confidential short-term counseling focused on bouncing back from adverse life events to faculty, staff and their families. Connect by emailing [eaphelp@uiowa.edu](mailto:eaphelp@uiowa.edu) or calling (319) 335-2085.
- **LiveWELL** offers health coaching to employees and can focus on resilience and other areas of self-care. Connect by emailing [livewell@uiowa.edu](mailto:livewell@uiowa.edu) or calling (319) 353-2973.

# RESILIENCE QUOTES

Cut out & pin up!



## GROW

THE *Secret* OF *Change*  
IS TO **FOCUS** ALL OF YOUR **ENERGY**  
NOT ON **FIGHTING THE OLD**  
BUT **BUILDING** *the new.*  
- SOCRATES

## YOUR LIFE

does not get better *by chance,*  
it gets better *by change.*  
- JIM ROHN

## INSPIRE



THE PESSIMIST  
COMPLAINS ABOUT THE WIND.  
THE OPTIMIST  
EXPECTS IT TO CHANGE.  
THE REALIST  
ADJUSTS THE SAILS.  
- WILLIAM A. WARD

*You don't have to be a*

## PERSON OF INFLUENCE

TO BE INFLUENTIAL. IN FACT,  
THE **MOST** INFLUENTIAL  
PEOPLE  
IN MY LIFE ARE PROBABLY NOT EVEN  
*Aware* OF THE THINGS  
THEY'VE TAUGHT ME.  
- SCOTT ADAMS

## LEAD

## HAVING INFLUENCE

IS NOT ABOUT

**ELEVATING SELF**

BUT ABOUT

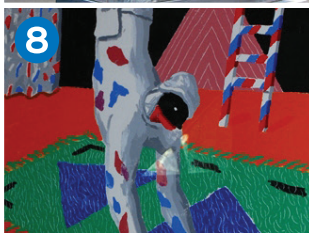
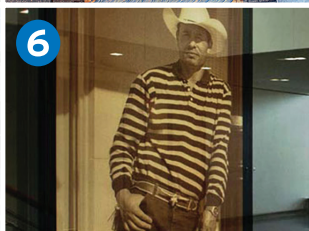
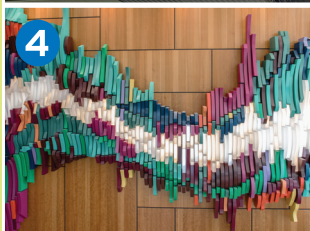
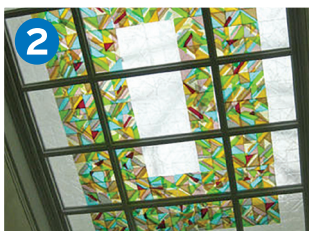
**LIFTING OTHERS.**

- SHERI DEW

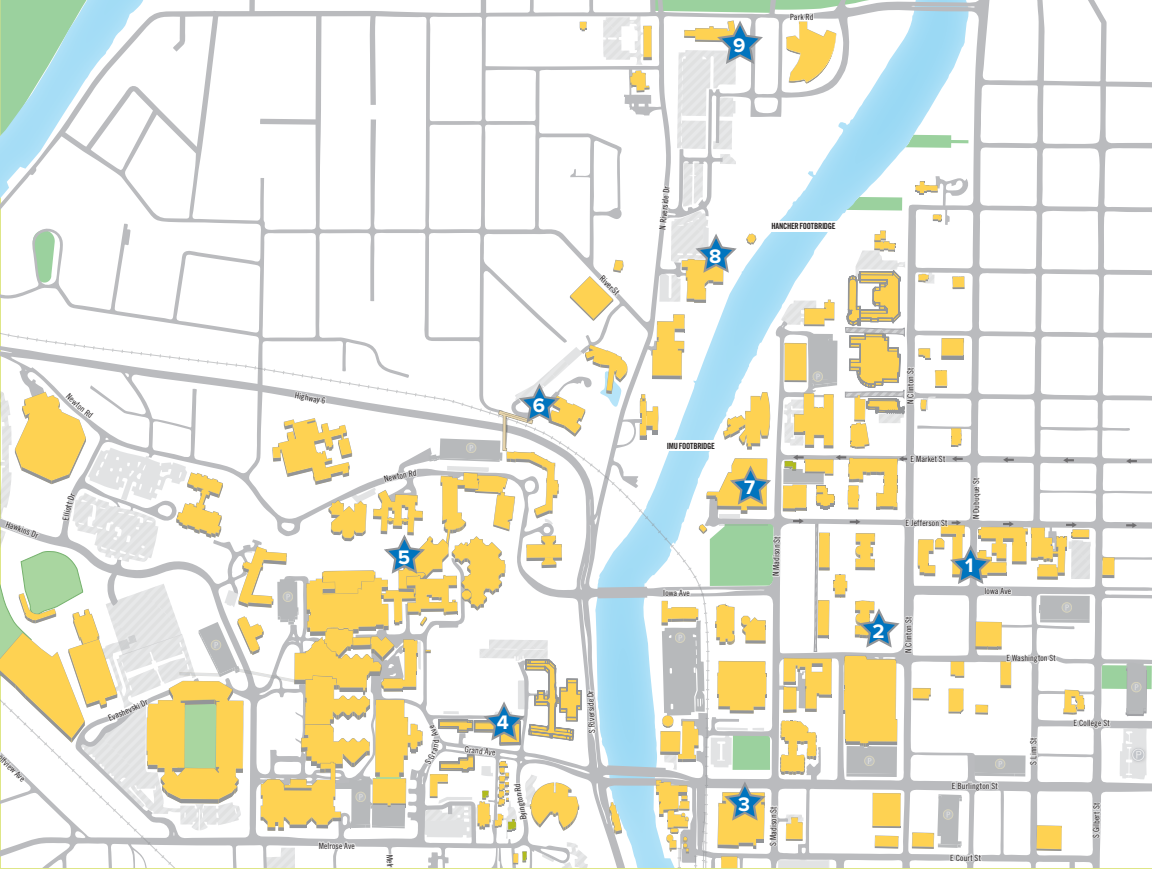
# liveWELL

## WALKING SCAVENGER HUNT

The **liveWELL 2016 Walking Scavenger Hunt** is a self-paced walking program inspired by landmarks around the University of Iowa campus. At each destination, you will find a related bonus code to enter online in [My Health and Wellness on Employee Self-Service](#). For every bonus code you enter, you will receive 50 **liveWELL** points to put towards prizes in the wellness store. **Earn up to 450 points!** No registration necessary.







## WEST CAMPUS

### #4 Scholastic Truth - Petersen Hall, 304 Grand Avenue

**BONUS CODE QUESTION:** What year was Scholastic Truth created? \_\_\_\_\_

### #5 Gateway to Self-Realization - Eckstein Medical Research Building, 431 Newton Road

**BONUS CODE QUESTION:** The Gateway to Self-Realization is made from stainless steel and \_\_\_\_\_.

### #6 Iowa Portraits - College of Public Health, 145 N. Riverside Drive

**BONUS CODE QUESTION:** The portraits are what percent larger than their actual life size? \_\_\_\_\_ percent

### #8 Parade - Theatre Building, 200 N. Riverside Drive

**BONUS CODE QUESTION:** What year did the artist, David Hockney, teach at the University of Iowa? \_\_\_\_\_

### #9 D Forever - Levitt Center, One E. Park Road

**BONUS CODE QUESTION:** What year was Hu Hung-Shu born? \_\_\_\_\_

## EAST CAMPUS

### #1 Bridge for Iowa - Above Dubuque Street & Iowa Avenue

**BONUS CODE QUESTION:** Who said the quotes along the inside of the bridge wall? \_\_\_\_\_ (last name only)

### #2 Reticulating Aperture - Schaeffer Hall, 200 E. Washington Street

**BONUS CODE QUESTION:** What year was The Reticulating Aperture? \_\_\_\_\_

### #3 River of Life - CRWC, 309 S. Madison Street

**BONUS CODE QUESTION:** Who was the creator of the piece titled "River of Life"? \_\_\_\_\_ (last name only)

### #7 Stepping Out - Iowa Memorial Union, 125 N. Madison Street

**BONUS CODE QUESTION:** Elizabeth Catlett earned her Master of Fine Arts degree at the University of \_\_\_\_\_.

# WELLNESS HEROES

Wellness Heroes is a program to recognize employees who are practicing healthy behaviors in the workplace while inspiring others. Nominate a Wellness Hero at [hr.uiowa.edu/livewell/wellness-heroes](https://hr.uiowa.edu/livewell/wellness-heroes).



## BROOKE ZITTERGRUEN UIHC HEALTH INFORMATION MANAGEMENT

### NOMINATED BY ELLEN CLAEYS:

Brooke spent a lot of her breaks trying to get a Weight Watchers @ Work meeting set up at the UIHC HSSB building in Coralville. Brooke had to be the middle man, between WW and the staff at the HSSB building to get enough people to sign up to get a meeting. This is a great program, and we appreciate that Brooke took the time to do this for the staff at this location.

## DENISE SCHIEFFER LIBRARY ADMINISTRATION

### NOMINATED BY DAN TEETS:

Denise has been a Wellness Ambassador at the UI Libraries for many years, continuously keeping us informed of Wellness Initiatives. She has also been a team captain for many Library teams for the 10-week Wellness Challenge over the years. She has coordinated a healthy potluck of the Library teams to celebrate a successful completion of the Wellness Challenge for as long as the Library has participated.



## HANNAH YEO HUMAN RESOURCES

### NOMINATED BY RUTH HURLBURT:

Hannah is a new staff in HR, and she volunteered to be a Live Healthy Iowa team leader. She is doing well with her own goals, and is great at encouraging her team.





## **JANE KINNEY**

### **PSYCHIATRIC NURSING, UIHC**

#### **NOMINATED BY MICHELLE RAY-MICHAEELEC:**

Jane has been our Wellness Ambassador and has encouraged wellness on our unit for a long time. She is an excellent healthy leader and coach. Jane has encouraged healthy eating and healthy behaviors among her friends and coworkers.

## **LAVONNE KAHLER** CD&D-TRAINING & PROJECT SERVICES

#### **NOMINATED BY ELIZABETH GIER:**

LaVonne has taken the initiative to form teams for each of the LHI challenges and really does a great job keeping all of us on track. She has organized "salad bar" lunches on Fridays (each team member brings some ingredients), and sends us e-mail messages checking on our progress. She is awesome!

## **MICHELE GOBUSH** BURN UNIT NURSING, UIHC

#### **NOMINATED BY AUDREY FERGUSON:**

Michele has a positive attitude and is a team player as a charge nurse on the Burn Unit night shift. This year she has committed to becoming healthy and joined a local Weight Watchers group. She is committed to her healthy lifestyle choices and has been very successful in her efforts to become healthier. She shares her successes and her healthy cooking tips with the rest of the night shift team. Sometimes it can be hard to make healthy choices at night, but she inspires the team with her commitment to packing nutritious foods for work.

## **REGINA SNYDER** IOWA RIVER LANDING SCHEDULING

#### **NOMINATED BY MOLLY SIKORA:**

Regina is encouraging to ALL staff members at IRL and has unique and well thought-out ideas for everyone participating in the Live Healthy challenge--even if it is encouraging a coworker to vacuum for exercise minutes. She coordinates a leaderboard for every team here at Iowa River Landing and updates it weekly.

## **RICHARD GARRISON** GRADUATE MEDICAL EDUCATION

#### **NOMINATED BY CLOVER FARMER:**

Richard has encouraged the whole Graduate Medical Education Office to eat better and be more active. He has taken the initiative to provide our office with equipment to make sure we are moving during the day. He will ask others to walk with him to places and encourage better eating if he goes with you to the dining room. Richard was the sole reason that our whole office and the CSO office signed up to do the Healthy Iowa Challenge and has kept us in check to make sure we do our logging. He is awesome and very much deserves the recognition! Thank you.

## **SHEILA JONES** NURSING, UIHC

#### **NOMINATED BY LOIS HOLZ:**

Sheila is a model for positive thinking, for finding time to take action, and for taking good care of herself. She models health--has lost lots of weight, exercises daily, and creates a positive attitude and environment for those who get to work with her. Just look for the green tennis shoes moving quickly in the hallway!

# *Financial Well-Being*

## MANAGING INCOME & DEBT

*By Mary Eggenburg, University Benefits Office*

**Living and tracking your financial plan** provides balance and direction to daily life. Your financial strategy prepares a foundation for making choices, helps you avoid making last minute decisions, and paves the path to reach your life goals. As you create your plan, keep it simple and make goals attainable.

**Prepare a monthly budget on a spreadsheet** or budget template and itemize monthly income and expenses. List yourself as an expenditure and pay yourself first putting extra into savings or your retirement plan.

**Categorize expenses as essential or discretionary** so that when unexpected expenses occur, you can modify your spreadsheet. Also, a growing family, job change, college costs, and salary changes may require making adjustments to keep you balanced and lower your stress level. If needed, set a temporary spending freeze for non-essentials such as clothing and eating out. Make a grocery list and stick to it.

**A great Budget Worksheet is located on the TIAA website:**  
[www.tiaa.org/public/pdf/tc\\_life\\_insurance\\_budget\\_worksheet.pdf](http://www.tiaa.org/public/pdf/tc_life_insurance_budget_worksheet.pdf)

**Your financial goals are unique.** You may consider meeting with a financial consultant to develop your financial plan and discuss retirement savings. Challenge yourself and your family to stay on target to meet your short- and long- term goals. Following your plan can prepare you for when life changes happen.

*Enrollment now open!* **TIAA ONLINE** *Workshop*

**“Inside Money Workshop: MANAGING INCOME & DEBT”**

**THURSDAY, SEPTEMBER 29, 2016 • 12:00PM**

MEETING TYPE: **WEB & AUDIO**

DIAL-IN NUMBER: **800.851.3758** ACCESS CODE: **7040435**

REGISTER AT:

**[hr.uiowa.edu/benefits/financial-education-classes](http://hr.uiowa.edu/benefits/financial-education-classes)**



## NUTRITION GROUP HEALTH COACHING:

# SPOTLIGHT ON *Sugar*

Added sugar is present in about 80% of our food items available in the market. Not surprisingly, it is linked with obesity and many other chronic diseases. Attend these group coaching sessions to learn about the connection of high sugar intake to our health. Objectives of this series include:

- Find out about hidden sources of sugar
- Learn how eating sugar affects your body
- Explore the difference between natural and added sugar
- Develop strategies to reduce your sugar intake



ILONA LICHTY

## SECTION 1

**TUESDAYS @ UIHC | NOON-12:45PM**

UIHC ATRIUM CONFERENCE ROOM A  
October 4, 11, 25 and November 1

## SECTION 2

**THURSDAYS @ CRWC | 5:30-6:15PM**

CAMPUS RECREATION AND WELLNESS  
CENTER - WELLNESS SERVICES AREA  
October 6, 13, 27 and November 3

Registration deadline:  
**September 16, 2016**

**ELIGIBILITY:** Free to UI staff and faculty in 50% or greater, regular positions. Priority will be given to those who have not participated in health coaching within the last 12 months.

**TO SIGN UP OR FOR MORE INFO, CONTACT US AT**

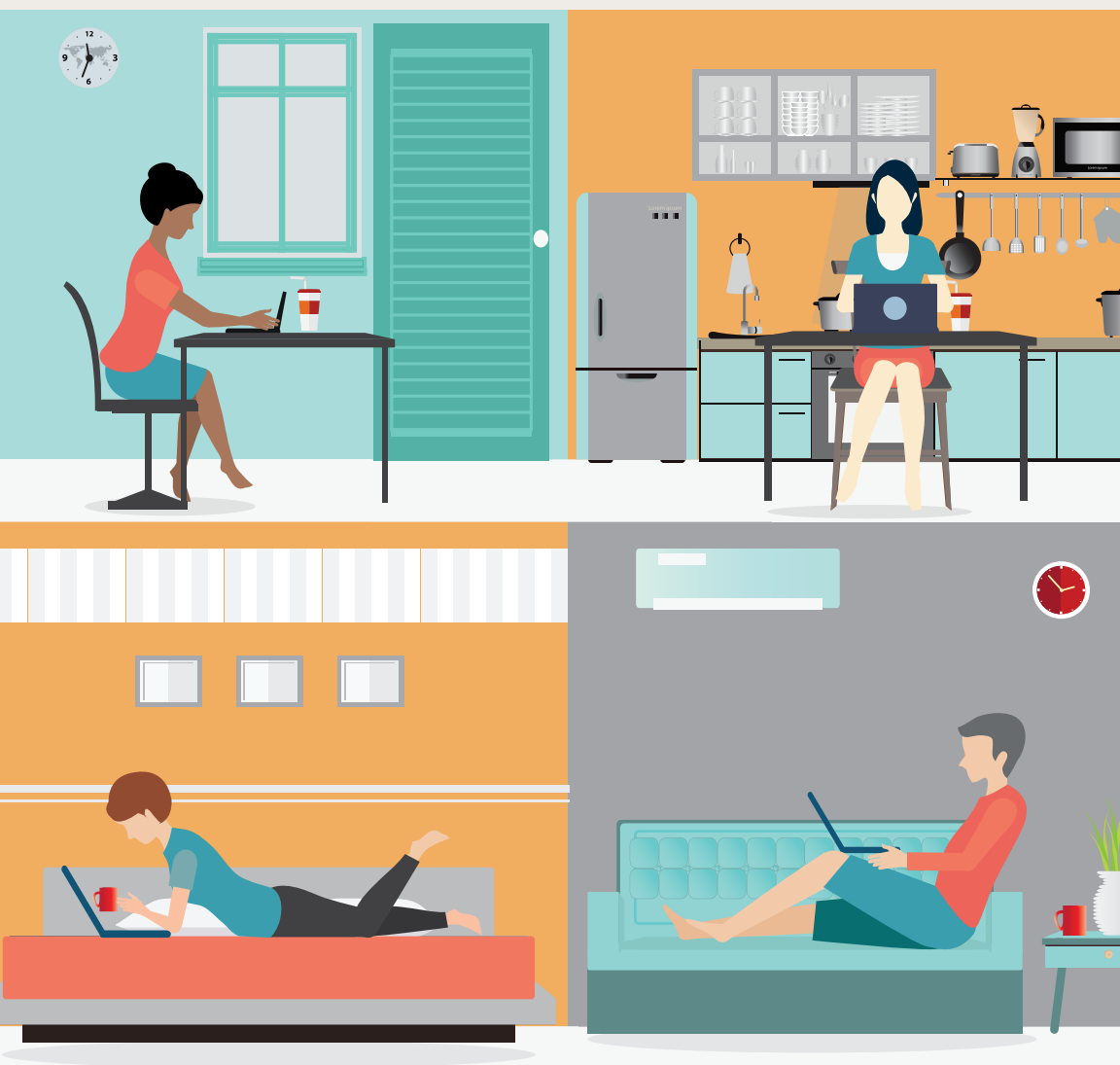
**livewell@uiowa.edu OR (319) 353-2973**

[hr.uiowa.edu/livewell/group-health-coach-service](http://hr.uiowa.edu/livewell/group-health-coach-service)

live**WELL**

# WORKPLACE FLEXIBILITY

**UI Family Services: Flexible Work Arrangements are a tool that can be used in a variety of situations**



**Flexible Work Arrangements** (FWA) are adjustments made to an employee's work schedule or the location where the work is performed. This can be initiated by either you or your supervisor, depending on the circumstances. FWA are becoming increasingly popular in certain job areas because they allow employees to more effectively balance commitments at work and at home, while they allow employers to attract and retain talented, engaged employees.

**FWA can present in many forms, including:**

- Non-traditional start and stop times (great for avoiding rush hour traffic!)
- Compressed work weeks
- Telecommuting
- Flex time

*FWA are not feasible for all job descriptions. If you are interested in a FWA consultation, either for yourself or your employees, please contact Family Services at [familyservices@uiowa.edu](mailto:familyservices@uiowa.edu) or 319-335-1371. These consultations can provide guidance, resources and tools to create a supportive, inclusive and productive work environment. For more information on FWA at the University of Iowa, visit the Family Services website at [hr.uiowa.edu/family-services/flexible-work-options](http://hr.uiowa.edu/family-services/flexible-work-options).*

## Is road construction impacting too much of your time?

It is no secret that there are some major road construction projects going on in Iowa City this summer and there is a very good chance your normal commute is taking you longer to get to and from work each day. In fact, the University of Iowa has advised students, faculty and staff traveling between downtown Iowa City and Interstate 80 to expect 15-30 minute delays during peak hours, or between 6- 9 a.m. and 4-7 p.m. Some of the above examples of FWA can provide a temporary solution to help you stay engaged and productive at work while reducing the impact the road construction has on your personal time.

## Fun facts about Flexible Work Arrangements

According to a report released by the Society for Human Resources Management, FWA have been shown to have a positive aspect on several aspects of employee excellence. These percentages represent the percent of Human Resources professionals who felt that FWA had a positive impact on each area listed.

- Employee intent to stay within organization **(74%)**
- Employee productivity **(67%)**
- Quality of employees' work **(59%)**
- Quality of employees' personal/family lives **(84%)**
- Morale/job satisfaction/engagement **(80%)**
- Employee health and wellness **(52%)**

View the full report at:

[www.shrm.org/Research/FutureWorkplaceTrends/Documents/Flexible%20Work%20Arrangements.pdf](http://www.shrm.org/Research/FutureWorkplaceTrends/Documents/Flexible%20Work%20Arrangements.pdf)

## SHUTi SLEEP PROGRAM



**SHUTi** is a free, comprehensive online program that is now available to eligible UI Faculty and Staff. Some benefits of SHUTi are:

- decreased severity of insomnia
- fewer night-time awakenings
- improved sleep-efficiency
- feeling more rested and
- having more energy during the day.

### Contact

Find out more by calling **335-2085** or emailing **eaphelp@uiowa.edu**. You can also get information about tips for better sleep at **hr.uiowa.edu/eap/sleep**.



Find live **WELL** on Social Media  
@UlowaLiveWELL

### My Health & Wellness Bonus Code:

**LEADERSHIP**

Submit Bonus Code in Self-Service on My Health and Wellness for 50 Points.  
Learn more about prizes and points at [hr.uiowa.edu/livewell/my-health-and-wellness](http://hr.uiowa.edu/livewell/my-health-and-wellness).



Fit Friendly  
Company



Health Champion  
Designation



**Healthy Iowa**  
*Building a legacy of wellness*

Healthy Iowa  
Award Winner



Honorable Mention  
(2015)

Human Resources  
**liveWELL** program  
E119 CRWC, Iowa City, IA 52242  
phone 319-353-2973  
[livewell@uiowa.edu](mailto:livewell@uiowa.edu)



**THE UNIVERSITY OF IOWA**  
**liveWELL**™

### WE WELCOME YOU

Individuals with disabilities are encouraged to attend all University of Iowa sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact UI Wellness at 319-353-2314.