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liveWELL

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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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Resilience continues to thread itself through the fall 2016 newsletter. Take a look at the *Top 10 Ways to Build Resilience* (page 6)—which do you use to cultivate your resilience? I like #6, “Look for opportunities for self-discovery.”

Through coaching

I’ve learned that just by changing the way we frame our struggles gives us permission to embrace them. Rather than looking at a failure as negative, I challenge you to pause and reflect, “What did I learn?” Each moment, of everyday, presents an opportunity to be better, healthier and happier.

So, what will you do with THIS moment?

What opportunities are in front of you?

Maybe, the “gift of presence” is the best gift you can give yourself this holiday season.

In this issue, we highlight ways you can take immediate steps to enhance your resilience through improving your emotional awareness (see *Sentiments for the Seasons*) or initiating a Group Coaching Series in your department (like the CLAS Academic Advisors). You can participate in Grow Your Grit, the **liveWELL** online Wellness Challenge to enhance your self-care during all the hustle and bustle.

Whatever you choose to do, I challenge you to do it! Be present and enjoy that moment. Your brain, heart, body, and soul will all thank you.

I wish you a fall and winter season full of movement, joy, and presence.

A handwritten signature in black ink that reads "Erin Litton". The script is elegant and cursive.

Erin Litton, MA, CHES, ACSM-CEP
Senior Behavioral Health Consultant
liveWELL

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MORE WAYS TO
UTILIZE HEALTH
COACH SERVICE



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.

SENTIMENTS *for the* SEASON:

EMOTIONAL AWARENESS THROUGH THE *HOLIDAZE*



By Bronwyn Threlkeld-Wiegand, LISW

**Senior Behavioral Health Clinician,
Faculty Staff Services/
UI Employee Assistance Program (EAP)**

It's time. They're here...the “*holidaze*.” Fall's cool hustle and bustle will soon become the shivery flurry of winter. Celebrations from October to December can be entertaining, expensive and frequently exhausting. According to the National Retail Federation (NRF), 90% of Americans observe Christmas, Kwanza or Hanukkah. In 2013-14 all of those celebrations resulted in \$600 billion in sales (Pew Research Center). This highlights what can become the focus of these occasions, the acquisition and disbursement of things. The best of times can be the worst of times especially if we are struggling financially, have lost a loved one, or are already feeling a bit lost. No, Scrooge has not taken over the writing of this article, but if 'tis or 'tisn't the season to be jolly for you, here are a few resilience tools which might help you through the holidays and the long months of winter.

Responding to challenges and moving forward in a positive way is in essence the practice of resiliency. What would it be like to present yourself the gift of resiliency over the next few months? *See the list on page 6.* For right now, let's talk about #9, “Maintain a hopeful outlook.” This concept is rooted in the construct

of emotional awareness. Have you ever been asked “How are you feeling?” Only to respond, “I actually don’t know.” **Emotional awareness is having a feeling, labeling that feeling and then gaining an understanding of yourself as a result.** When there is an advertisement showing holiday cheer or real life people who are joyful, we automatically, immediately without thinking, have a response to those scenarios. An automatic response is a thought and an accompanying emotion. “Maintaining a hopeful outlook” requires some flexibility with ourselves and our thought process. **Just because I have a certain thought doesn’t mean it is true. The practice of simply noticing thoughts rather than going with them can create the space for resilience.** You will increase your emotional awareness every time you label with words how you are feeling. Shawn Achor (*The Happiness Advantage*, 2010) reported that when people are primed to feel high levels of distress, those who can identify how they are feeling and who can put those feelings into words are the quickest to recover. *See chart on page 6.*

If you find yourself frequently working hard not to think about something, you may be avoiding feelings. Avoidance can lead to irritability, physical exhaustion, panic and increased anger. One way to practice identifying these emotions could be to write about events in your life and label how they made you feel. Try checking in with yourself in the morning and night specifically honing in on how you are *feeling*, not what you are *thinking*. “Maintaining a hopeful outlook” requires some ability to hold the immediate distress as temporary and resolvable by seeing that a resolution is possible at some time in the future. Sometimes a “tincture of time” is all that is needed.

Holiday emotions also can be triggered by the memories that celebrations are renowned for making. To quote Dr. Seuss, “You will never know the true value of a moment, until it becomes a memory” or the funny Stephen Wright, “Whenever I think of the past, it brings back so many memories.” These coming holiday moments will become the memories we make. Having sadness or stress associated with events that are universally prescribed to be joyful can make us feel worse because we are “supposed” to be happy. Yet, sometimes, it is true. Things aren’t exactly what we wanted for ourselves right now, and that is okay. Aristotle said, “Hope is a waking dream.” You may find yourself being resistant to the cheer of the holidays or even guilty if you do have fun, but just know that this too shall pass. Believing that something different could be lying in wait for you can be a very hopeful exercise.

10 WAYS TO BUILD RESILIENCE

Identified by the American Psychological Association (APA)

- 1 Make connections.
- 2 Avoid seeing crises as insurmountable problems.
- 3 Accept that change is a part of living.
- 4 Move toward your goals.
- 5 Take decisive actions.
- 6 Look for opportunities for self-discovery.
- 7 Nurture a positive view of yourself.
- 8 Keep things in perspective.
- 9 Maintain a hopeful outlook.
- 10 Take care of yourself.

Free resources are available to you through the Healthy Living Learning Center.

» Log into Self-Service, then under the **liveWELL** tab: Personal Health Assessment, continue to the PHA and Healthy Living Learning Center, search keyword: Holiday

HOW *are you* FEELING?



HAPPY



JOYFUL



CONTENT



SILLY



SAD



ANGRY



SCARED



WORRIED



CONFUSED



SURPRISED



HURT



EMBARRASSED

Adapted from Priceless Parenting, www.PricelessParenting.com



Grow Your Grit

Give Recognition to your Own Well-Being

Faculty and staff are invited to participate in the UI Wellness winter online wellness challenge, **Grow Your Grit**. Every day can be seen as an opportunity to grow as a person. With this holiday, season it is important to remember how resilient you are. Through this four-week program, you will focus on four different categories that can help you build your grit all season long.

Friends/Family

Food

Fitness

Fun

From **November 14 to December 11**, take at least five steps weekly to maintain or improve your well-being by checking off tasks on your GROW Checklist. Weekly, participants will receive an email containing tips for that week's GROW Checklist. Included in that email will be a Bonus Code worth **50 liveWELL Points** to enter on My Health and Wellness.

Visit hr.uiowa.edu/liveWELL/grow-your-grit for program details and your printable GROW checklist.

To participate in Grow Your Grit, register at My Health and Wellness on Self-Service.



RESILIENCE *In Action*

12 Academic Advisors from the College of Liberal Arts and Sciences came together in June 2016 to meet with a Health Coach for four sessions focused on resilience.

“This group was impressive as they delved into the topic of resilience as it applied to them personally and professionally. They were eager to discover new techniques for managing stress; they shared ideas and worked together to come up with solutions.”

- Carla Melby, Health Coach

“The resiliency group reminded me of all the different avenues to lean on during the times that I am overwhelmed, frustrated, or feel myself starting to get negative. I have great colleagues for support but the gentle reminder that I can change my mind and attitude and using quotes, music, and self-talk to take control is not only healthy for me, but is setting a great example for the hundreds of students I serve on this campus.”

*- Denise Barnard,
Senior Academic Advisor in Sociology
and Wellness Ambassador*

The RESILIENT LEADER

Resilience can be defined as the ability to effectively respond to challenges and move forward in a positive way. Outcomes from the Resilient Leader workshop and videos attest to be positive and impactful for our campus leaders.

Now more than ever, leadership requires more complex and adaptive thinking to deal with often volatile and unpredictable organizational changes. Managing people is no longer enough, and leaders are critical pieces to a successful and resilient organization. In early 2016, content specific to Resilient Leadership was developed and includes a 90-minute, on-site workshop and a four-minute video. Since launching, this information has been delivered to about 120 leaders in these various formats.

When leaders across campus were polled:

86% indicated that their ability to effectively respond to challenges and move forward in a positive way had increased.

89% received ideas for sustaining personal resilience

“**The Resilient Leader was an outstanding presentation (and really great presenter). The presentation made me think about being a better, happier person, manager, and worker. Thanks a bunch!**”

- UI Staff Supervisor

Building Resilience WORKSHOPS & VIDEOS



6 Group Health Coaching series focused on resilience.

Attendees learn about the science of happiness and positive psychology with informative video clips from current researchers as well as activities to define strategies for workplace resilience.



30 on-site workshops to various University work groups including three webinars for remote staff with Child Health Specialty Clinics.



Nearly 3,000 video views.

Most popular: “Energizing with Desk Yoga,” “What is Self-Care?” and “Coping, Problem Solving, and Communication.”

Interested in a resilience workshop with your work group?

>> Contact liveWELL@uiowa.edu

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.



THE HSSB WELLNESS HEROES

The Wellness Committee at the Health Care Support Services Building on Ridgeway Drive has staff walking one lap at a time. Each month carries a unique challenge to get faculty and staff up and moving in a fun, supportive environment.

"I believe that being well is about making small changes that help promote a healthy life style over time. Our team at HSSB is working to provide healthy activities and opportunities at the workplace for all to enjoy. I have the privilege to help lead this team!" - Jean Heglan

DENISE BERNARD SENIOR ACADEMIC ADVISOR

NOMINATED BY CARLA MELBY:

Denise worked with **liveWELL** to organize two group coaching classes for her co-workers this summer: Anti-Inflammatory Eating and Resilience 101. She realized that her colleagues across campus would benefit from support in these areas and advocated on their behalf to bring the services to a convenient location. She was quick to respond to any request from the Health Coaches, extremely organized and timely in her communication with staff, and instrumental in making these classes happen.



MARY DE LA GARZA RESEARCH TECHNOLOGY DIRECTOR

NOMINATED BY ELIZABETH REETZ:

"Mary awes us with her dedication to healthy eating and 'food is medicine' attitude. She's spent months on an elimination diet and knows exactly what heals and hurts her. Her attention to a healthy diet, plus ample time in the gym working on cardio and strength, makes people in our office look up to her. She's also recently started practicing mindfulness and meditation through a UIHC program. She knows what it takes to regenerate and feel good, and she just doesn't give up."

ZACH HILL LEAD PATIENT ACCESS SPECIALIST

NOMINATED BY MELISSA ROSS:

"Zach is an inspiration in the lifestyle he leads that exemplifies health. He is energetic, zipping around the corridors of the hospital, and participating regularly in road races all year long. His personal dedication to an active lifestyle is as evident as his perpetual ruddy complexion from all his outdoor activities, including paddle boarding, rollerblading, and basketball. His demeanor also leads to great customer service, in that he is mindful of others, even-tempered, and handles stressful situations well. His light-hearted attitude is infectious, and it is much appreciated."





UI HEALTH FAIR:

10-YEAR ANNIVERSARY *of* liveWELL



The 2016 UI Health Fair is an annual, **FREE** event where you can to obtain a variety of health and wellness information as well as free health screenings, giveaways, and **GREAT** door prizes!

- Free Health Screenings
- Door Prize Drawings and Giveaways
- Representatives from TIAA, UI Benefits, UI Health Plans Office, Delta Dental and Wellmark
- Blood Drive
- Fitness Assessments
- Foam Rolling

More information at

<http://hr.uiowa.edu/livewell/health-fair>

#UIHealthFair

Date: Wednesday, November 2

Time: 7:30am - 4:00pm

Who: University of Iowa
Faculty and Staff

Where: UI Field House Main Deck



2006-2016

The UI Health Fair is sponsored by the University of Iowa Community Credit Union and TIAA along with UI partners: UI Health Care, Recreation Services, and UI Wellness

Upcoming GROUP HEALTH COACH Series

liveWELL offers opportunities to participate in workshops focused on topics that are of interest to you. These series of classes are offered as a part of our **Group Health Coach Service**, and we can also provide them to your building or department.



LEADER: ERIN LITTON,
MA, CHES, ACSM-CEP

HEALTHY WEIGHT SERIES

- Create a plan for healthy weight management through the holidays with support and accountability of a group.
- Engage research-supported strategies for maintaining or reaching a healthy weight, using an approach that cares for the whole person.
- Identify where you feel best—not your lowest weight.

SECTION 1 Nov. 7, Nov. 14, Dec. 5, Dec. 21

MONDAYS @ UCC | NOON-12:45PM

UCC ROOM 2520B CONFERENCE CENTER

SECTION 2 Nov. 10, Nov. 17, Dec. 8, Dec. 15

THURSDAYS @ UIHC | NOON-12:45PM

UIHC ATRIUM CONFERENCE ROOMS A & B

SECTION 3 Nov. 9, Nov. 16, Dec. 7, Dec. 14

WEDNESDAYS @ HSSB | 11:00-11:45AM OR 12:00-12:45PM

HSSB CONFERENCE ROOM 1204

Registration deadline: **November 4, 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, CONTACT US AT

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

hr.uiowa.edu/livewell/group-health-coach-service



More Ways to Utilize HEALTH COACH SERVICE

The Health Coach Service provides support! Did you know that the Health Coach Service is available in many formats to support your success?

ONE-ON-ONE HEALTH COACH

For first-time participants, work with a Health Coach to create your vision of well-being and set a plan in place. Meet your Health Coach at the Campus Recreation and Wellness Center, University of Iowa Hospitals and Clinics, or via telephone.

GROUP HEALTH COACH

Participate in a group, exploring specific well-being topics while building skills and support. Locations and time vary, and can be arranged at your worksite. Topics include:

- Resilience
- Healthy Weight
- Physical Activity and Performance Planning
- Anti-Inflammatory Eating for Optimal Health
- NEW: Unwrapping the Science of Sugar

HEALTH COACH BOOSTER

For those who have worked with a Health Coach before, participate in three sessions focused on specific topics for skill development.

- Resilience
- Healthy Weight
- Physical Activity and Performance Planning
- Anti-Inflammatory Eating for Optimal Health

More information can be found at hr.uiowa.edu/livewell/health-coach-service.

Interested in hosting a Group Health Coach Series at your worksite?
Contact livewell@uiowa.edu to learn how!

Financial Well-Being

MAXIMIZE OPEN ENROLLMENT OPPORTUNITIES

Mary Eggenburg, UI Benefits

Take advantage of lowering costs and saving money during your annual benefits open enrollment period this fall, especially when you participate in Flexible Spending Accounts (FSAs) which include health or dependent care accounts. Look at the following opportunities when selecting your benefits for the next calendar year.

■ **Watch for your employer's notice of benefits open enrollment.**

- Read materials and be sure to make your changes within the open enrollment period.
- Set aside time with your spouse or partner to review benefit options.
- Reference listed websites for benefit calculators and scheduled informational meetings.

■ **Review Health and Dental insurance plans.**

- If you are eligible to choose between health plans, compare coverage provisions and costs and switch to the plan that best meets the needs of you and your family.
- Take advantage of lower co-payment and co-insurance when possible.
- Try generic prescriptions to reduce your costs.

■ **Look at life insurance.**

- Assess the amount and type of life insurance that you need for yourself and dependents.
- Understand the IRS imputed tax calculation. hr.uiowa.edu/benefits/taxable-life-insurance
- Are your beneficiaries up-to-date? UI employees may review and update beneficiaries on The University of Iowa Employee Self-Service.

■ **Participate in FSAs to lower taxable income by setting aside pre-tax dollars to pay for qualified medical and dependent care expenses.**

- Available to UI Staff paid on a monthly basis, whose salary is subject to state and federal taxes.
- Out-of-pocket expenses may be reimbursed for you and your IRS-eligible dependents who are eligible to be on your insurance.
- Submit expenses on your self-service website for quicker reimbursement.
- Learn more at hr.uiowa.edu/fsa.

■ **While you are at it, look at other ways to save:**

- UI Employee Discount Program hr.uiowa.edu/benefits/employee-discounts
- Voluntary Retirement Savings Program hr.uiowa.edu/retirement/saving-extra

FLU SEASON

BE PROACTIVE TO KEEP GERMS AWAY AT HOME AND AT WORK



The Centers of Disease Control (CDC) recommends a yearly flu vaccine for everyone six months of age and older as the first and most important step in protecting against this serious disease.

In addition to getting a seasonal flu vaccine, you can take everyday preventive actions to prevent the spread of germs. Those actions include:

- Wash your hands often with soap and water, or use alcohol-based hand rub.
- Try to avoid close contact with sick people, and stay home if you are sick.
- Cover your nose and mouth with a tissue when you cough or sneeze.
- Avoid touching your eyes, nose, and mouth. Germs spread this way.
- Clean and disinfect surfaces and objects routinely like doorknobs, keyboards, and phones.

Source: www.CDC.gov/flu

SICK KID? TRY BACK-UP CHILD CARE!

Children sometimes get sick at the most inconvenient times. The University has resources available if your child is mildly ill and unable to go to school or child care. Paperwork needs to be submitted in advance of using these services. Visit hr.uiowa.edu/family-services/back-up-child-care for more information.

HAVE A STORY TO SHARE?

10
years

Send it to **livewell@uiowa.edu**
or share with us on facebook
and twitter **@uiowalivewell!**

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Find liveWELL on Social Media
@U IowaLiveWELL

My Health & Wellness Bonus Code:

HOLIDAZE

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.

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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.