

# live*WELL*

VOLUME 11 ISSUE 2



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A UNIT OF UI HUMAN RESOURCES

 THE UNIVERSITY OF IOWA

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

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In January, we introduced Resilience as a focal point of our programming in 2015 due to a number of challenges campus is facing this year. We want to help individuals and departments move through changes in a helpful and positive manner. We work hard to serve the mission

of the University and at the same time need to take care of ourselves. This quarter our newsletter is focused specifically on Managing Emotions as it relates to resilience. We have launched a website with Resilience tools that can be found at [hr.uiowa.edu/livewell/resilience](http://hr.uiowa.edu/livewell/resilience) and offers short videos, information on skill-building workshops for departments, and great research and resources on the subject of resilience. Please check it out! Also, we enjoy featuring inspiring faculty and staff who have made changes that have been truly life-altering. If you or a colleague has an empowering, inspiring, or uplifting story about their personal health and well-being to share, please let us know at [livewell@uiowa.edu](mailto:livewell@uiowa.edu). We'd love to feature them in an upcoming edition of liveWELL!

Yours in health,

*Megan Hammes*

Megan Hammes, MS, MCHES  
Manager, UI Wellness

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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.



# RESILIENCE PART 1: EMOTIONAL AWARENESS



BY BEV KLUG, M.A., LMFT  
Director of Mindfulness-Based Programs  
University of Iowa Hospitals and Clinics, Department of Psychiatry



**Emotional awareness, the non-judgmental recognition and acceptance of what we are feeling, is linked to life-enhancing outcomes including health, happiness and resiliency.**

Yet, many of us learn there are “good” emotions and “bad” emotions and that the “bad” ones are unacceptable. However, like the weather, we don’t choose emotions (when was the last time you chose to feel angry, anxious or happy?), they simply arise dependent on many different factors. What we can choose is how we relate to the emotion. If we are aware of what we are feeling, we can learn how to hold even the most painful and difficult emotions consciously and compassionately, instead of reacting to them in ways that can be hurtful to ourselves and/or others. We can also learn to recognize, pause and savor the pleasant ones.

Difficult emotions often increase when we are stressed. Spending many hours a day trying to multi-task, lying awake at night thinking about what we didn’t get done or need to accomplish, or what might happen in the future, makes us feel anxious, irritated, hopeless, etc. When

this goes on for some time, it sparks reactions in our bodies and minds that can contribute to a constant state of “high alert” with no opportunity to return to a state of calm and balance. This negatively impacts our health and may also lead to our feeling, thinking, saying and doing things that we wouldn’t otherwise. Life is full of stressors, many from unanticipated changes, others from changes that we have chosen, e.g., having a baby, changing jobs, moving, etc. Awareness of the stressors in our lives can lead to relating to them in ways that lessen the suffering they cause us and those around us.

Emotional awareness also includes being aware of what others might be feeling and not taking it personally. For example, if a co-worker or family member has been working long hours to meet a deadline and is sleep deprived or, perhaps, is experiencing unexpected changes in their workload or personal life, they may be more irritable than usual. Rather than passing judgment or assuming it’s about you, it can be helpful to remember, “this is how people might feel when \_\_\_\_\_ happens” or, if you don’t know the circumstances, “everyone feels \_\_\_\_\_ sometimes” and be a bit



kinder and more supportive, or just respect their space to feel what they are feeling, remembering a time when you may have felt a similar way. If there is reason to believe it does have to do with you, consider the merits of having a conversation with them

about it at a time when you can really listen to them and not be defensive. Developing non-judgmental awareness of our emotions and thoughts, how they show up in the body and choosing wise responses rather than automatic reactions are skills that can be learned.

"THE AIM IS TO DEVELOP AN INNER BALANCE OF MIND THAT ALLOWS YOU TO FACE ALL LIFE SITUATIONS WITH GREATER STABILITY, CLARITY, UNDERSTANDING AND WISDOM AND TO ACT OR RESPOND EFFECTIVELY AND WITH DIGNITY OUT OF THAT CLARITY AND UNDERSTANDING."

**JON KABAT-ZINN, PH.D.,** MINDFULNESS TEACHER, AUTHOR, SCIENTIST

The Mindfulness-Based Stress Reduction (MBSR) program, offered at the University of Iowa Hospitals and Clinics since 1996, helps people develop and integrate these skills into their daily lives. Research supports the effectiveness of MBSR. Visit with a health coach at UI Wellness for a possible referral and fee support or contact us at:

#### **MINDFULNESS-BASED PROGRAMS**

Email: [mindfulness@uiowa.edu](mailto:mindfulness@uiowa.edu)

Website: [www.uihealthcare.org/mindfulness](http://www.uihealthcare.org/mindfulness)

Phone: 319-384-5089

"BOTH BASIC AND CLINICAL RESEARCH INDICATE THAT CULTIVATING A MORE MINDFUL WAY OF BEING IS ASSOCIATED WITH LESS EMOTIONAL DISTRESS, MORE POSITIVE STATES OF MIND, AND BETTER QUALITY OF LIFE. IN ADDITION, MINDFULNESS PRACTICE CAN INFLUENCE THE BRAIN, THE AUTONOMIC NERVOUS SYSTEM, STRESS HORMONES, THE IMMUNE SYSTEM, AND HEALTH BEHAVIORS, INCLUDING EATING, SLEEPING, AND SUBSTANCE USE, IN SALUTARY WAYS."

**JEFFREY M. GREESON, PH.D.**



## SKILLBUILDER: RAIN

### RECOGNITION

Recognize what emotion is here and non-judgmentally label it "sad," "angry," etc.

### ACCEPTANCE

Accept that this emotion is here, that it is natural, that you can allow it to be here without needing to act out of it

### INVESTIGATION

Investigate what the actual experience of the emotion is in the body by feeling the sensations rather than trying to analyze or problem-solve

### NON-IDENTIFICATION

Not taking the emotion personally, remembering their ever-changing nature and that they are not you or what you are, they are something you experience

*Adapted from Fully Present: The Science, Art, and Practice of Mindfulness (pp. 117-118) by Diana Winston and Susan L. Smalley. Da Capo Lifelong Books, 2010.*



# RESILIENCE COACHING SESSIONS



## SUMMER 2015

**Are you looking for stress management strategies?  
Interested in increasing your resilience?**

**liveWELL** Health Coach Carla Melby invites you to step out of your hectic daily life, shift your perspective and lift your spirits. Plan to attend resilience coaching sessions to learn tips and tricks gathered from the latest research in a fun and uplifting series. These sessions are designed to help you gain resilience, manage stress and discover ways to bounce back quickly from life's challenges.



### TOPICS COVERED:

- Stress Relief
- Personal Energy
- Humor and Positivity
- Self-Care and Staying Healthy
- Strengthening Your Resilience

**SECTION 1:**  
**TUESDAYS AT CRWC,**  
**WELLNESS SUITE, 5:30PM**

**MAY 12, MAY 26,**  
**JUNE 9, JUNE 23,**  
**JULY 7**

**SECTION 2:**  
**WEDNESDAYS AT UIHC,**  
**MELROSE DINING, AT NOON**

**MAY 13, MAY 27,**  
**JUNE 10,**  
**JULY 8, JULY 22**

**Eligibility:** Free to UI staff and faculty in 50% or greater, regular positions

**To sign up or for more information:**

Contact UI Wellness at [livewell@uiowa.edu](mailto:livewell@uiowa.edu) or 353-2973

Registration deadline is **May 8, 2015**. Space is limited to the first 12 registrants.



# YOUR EMOTIONS AT WORK



BY MAGGIE MOORE, L.I.S.W.  
Director, Faculty and Staff Services/UI Employee Assistance Program

"Live Long and Prosper!" The Vulcan Salute. If you are as old as I am, you might remember the original television series "Star Trek" and one of their more memorable characters, Mr. Spock. Spock was the green-blooded, pointy-eared Vulcan who served as the science officer on the USS Enterprise. Vulcans were noted for living by reason and logic with no interference from emotion. But if you are a fan of the show, you will also know that Spock was actually not all Vulcan. He was maternally half-human. Spock's mixed human-Vulcan heritage meant that he had to fight back his "human" emotions when he was faced with dilemmas at work. He needed logic to tackle the various challenges faced or he could jeopardize a Starship.

Not that most of us are faced with the fate of a Starship in our current

work, but I am willing to bet that we all, on occasion, wish we could be more Vulcan at work, remaining calm, cool and collected regardless of whether a situation is uncomfortable or distressing. But emotion is one of the unique qualities that makes us human. Defined in the Oxford Dictionary, emotion is a natural instinctive state of mind deriving from one's circumstances, mood, or relationships with others.

Emotions are complex and the sources of our emotions vary. The emotions that we may feel safe expressing at home may not be acceptable at work. So what can we do? One of the first steps is realizing that becoming more aware of our emotions is an important step towards managing our emotions. Emotional self-awareness, self-control and self-management help us move through difficult situations and can help build resilience. Emotional awareness means knowing what our feelings are and why we are feeling

that way. It means understanding how our emotions affect what we do, think, and say. Our successful emotional management not only affects how we see ourselves and our happiness, but can influence other

people's feelings as well. We hope that this article and tips will help you feel more confident in managing your emotions at work so that you too can "Live Long and Prosper."

*Written in memory of Leonard Nimoy "Mr. Spock" 1931-2015*

## TIPS FOR COPING WITH YOUR EMOTIONS AT WORK

### START WITH YOURSELF

Know that you can only control your own behavior and not the behavior of others

### SELF-MONITORING

Relate your thoughts to your emotions by keeping track of what you're thinking about when you have a certain feeling. Try to make connections between your thoughts and emotions

### COUNTER

Replace Irrational Thoughts with Rational Ones

### OBSERVE

Get to know your emotions. Get to know triggers for various emotions

### INTERPRET

Identify the triggers that prompt you to feel like you have lost your cool and reacted in a way that you did not want to react. What were your intentions? Were your behaviors in keeping with your intentions?

### PAUSE

Engage in a long pause. Calm the body and let the mind catch up. Focus on breathing and calming before responding.

### TAKING QUIET TIME FOR YOURSELF

Set aside quiet time for yourself every day. Do it regularly, don't wait until you're anxious, angry, or depressed. It doesn't have to be a lot of time. Even a few minutes of sitting quietly and breathing can help settle when having a difficult day.

### DEEP BREATHING

Deep breathing improves the efficiency of your cardiovascular system in delivering oxygen to your body including your brain.

### Bibliography

*How to Achieve Emotional Control* by Mark Lindsey

Ochalla, Bryan; Malecek, Adam; Jain, Rachna. Credit

*Union Management* 26.9 (Sep 2003): 6. Advice about managing emotions in the workplace environment

*International Journal of Human Resource Studies* ISSN 2162-3058 2013, Vol. 3, No. 4

*Managing Emotional Symptoms of Stress.*

Healthy Living Center at Employee Self-Service



# SALAD CLUB

**Wellness Ambassadors Deb Pfab and Laura Knosp**, at The Institute for Clinical and Translational Science, have successfully introduced a daily salad club to their work group. The nine members use a sign-up sheet and plan to bring a variety of items the following week. This ensures a wide array of fresh and delicious veggies, toppings, and dressings. All of the items are marked "Salad Club" and kept together in the departmental refrigerator. Each day they set out the ingredients and serve themselves, buffet style. Recent items include mixed greens, feta cheese, cucumbers, heirloom tomatoes, pickled beets, sweet peppers, black and green olives, chickpeas, dried cranberries, sunflower seeds, croutons, radishes, celery, and carrots.

**"I used to spend 20 or so minutes every night of the week packing the next day's lunch. Now I bring my food in on Monday and lunch is handled for the whole week! It saves me so much time!"**

Members say the wide variety makes lunch time exciting and fun and has helped them to try new foods. One member said, "I've never had sweet peppers before. After I tasted them at Salad Club, I ran straight out to buy my own and have added them to every dinner at home since then. I absolutely love them!" Another was surprised to find she actually liked pickled beets and artichokes, things that she may not have ever purchased herself at the grocery store.

Salad Club members were pleased to discover more benefits, one saying, "I used to spend 20 or so minutes every night of the week packing the next day's lunch. Now I bring my food in on Monday and lunch is handled for the whole week! It saves me so much time!"

Another happy member said, "At first, I was like, 'Why don't we just go downstairs to the cafeteria salad bar?' But after a couple of days I realized that our ingredients were fresh, quick to retrieve, and there weren't any other foods around to tempt me away from eating healthy and making good food choices. And it's so much cheaper to eat a healthy lunch when we share our ingredients."



**Congratulations to these awesome Wellness Ambassadors for making such a positive impact on their unit!**

## TIPS TO START YOUR OWN SALAD CLUB:

- Gather names of participants
- Post a sign-up sheet for greens, veggies, fruits, etc.
- Designate and label space for storage
- Communicate rules and guidelines such as
  - time things will be set out
  - who will put things away each day
  - items individuals will provide for themselves (this may include meat, dressing, plates, etc.)



# SPOTLIGHT ON SUCCESS: A YEAR TO REMEMBER

When Meg began working with a Health Coach about one year ago, she was preparing for what turned out to be a year to remember! With a 30th birthday and a wedding coming up, Meg didn't have the time and energy to keep a pesky smoking habit hanging on, so she set out to quit with her overall health and the eventual goal of expanding her family on her mind. Determined, Meg used Chantix, a prescription medication

to stop smoking, to help her with the cessation process. As a part of Affordable Care Act provisions, Chantix was covered at 100% by health insurance, which was a nice incentive. Meg quit in August, got married in October, went on a honeymoon, and somewhere along the way picked up some great exercise habits including walking. Fast-forward to present day and Meg is now an expectant first time mom!



*"I am celebrating being smoke-free for seven months and also to be expecting my first child! I am so thankful I had the support and guidance of my health coach (Carla). I needed a judgment-free and supportive environment which is exactly what I got with the wellness program. It was so easy I wish I would have done this years ago!"*

Meg Burns is a Social Worker at UI Hospitals & Clinics

## CONGRATULATIONS on all of your success Meg!

Truly inspirational. If you are a faculty or staff member who was inspired by Meg's story and are seeking support and assistance for making a life-changing health improvement in the near future, consider working for free with a live **WELL** Health Coach. Learn more at [hr.uiowa.edu/liveWELL](http://hr.uiowa.edu/liveWELL) or call 319-353-2973 to schedule.

# \$500 MONTHLY WINNERS

Each month, two faculty or staff members are awarded \$500 for completing their Personal Health Assessment within the calendar year.

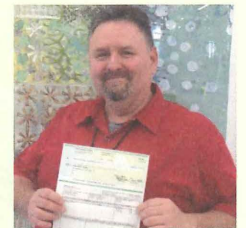
## THIS SPRING WE ASKED OUR WINNERS WHAT THEY DID WITH THEIR \$500 WINNINGS, AND WHAT SUMMER ACTIVITIES THEY ARE LOOKING FORWARD TO DOING!



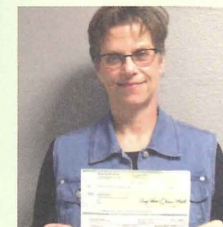
**LYNNE PIEPER**  
Urology

"I purchased a good pair of running shoes with the \$500 I won. I am looking forward to getting outside to train for a 5K that I will be running in with my granddaughter!"

**MARK SPADING**  
Iowa River Landing



"I can't wait to get my boat on the lake and am excited to help my 5 year old learn and play the game of softball/t-ball."



**BARBARA KELLEY**  
College of Pharmacy

"My goal for this spring/summer is to upgrade my bicycle, start riding more, and ride one day of RAGBRAI!"

**JOHANNA SU**  
Department of Nursing



I plan on using the money to go on a ski trip with my friends and will use the rest of the money to continue to pay off my student loans! Some activities I enjoy in the summer are usually outdoors: frisbee golfing (even though I'm not the best), hiking, walking my dog, going to the beach, and attending music festivals.



# UI ERGONOMICS PROGRAM

## Ergonomic Workstation Evaluations

The University of Iowa encourages employees to follow sound ergonomic practices, and to become educated in ergonomic principles in order to ensure a healthy and productive work environment. The Ergonomic Workstation Assessment and Evaluation process is designed to provide employees with education, self-awareness, and onsite assistance if they believe their work area may not be optimal.

### Who is eligible?

Ergonomic Workstation Evaluations are available, free of charge, to all University of Iowa Faculty and Staff. Visit the UI Ergonomics Program website at [hr.uiowa.edu/benefits/ergonomics](http://hr.uiowa.edu/benefits/ergonomics) to complete a brief ICON course and the Ergonomic Risk Survey. At the end of the survey, if you feel you require additional assistance, check the box to indicate that you would like to be contacted to set up an On-site Evaluation.

### Contact

[Ergonomics@uiowa.edu](mailto:Ergonomics@uiowa.edu)  
319-384-0959



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Company

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



**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.