IN THIS ISSUE

PERSONALIZE YOUR 2014 FOCUS AREA

MY HEALTH AND WELLNESS - WHAT’S NEW?

BLUE ZONES UPDATE

UI Wellness
A UNIT OF UI HUMAN RESOURCES
Often people set intentions in the New Year, especially ones that focus around:
- Personal Energy and Resilience,
- Fitness and Health or
- Relationships and Connections.
If one of these areas sounds familiar, we want to provide you with some suggestions to set yourself up for success!

University Human Resources Health and Productivity units of:
- Faculty and Staff Services/Employee Assistance Program
- Family Services Office, and
- liveWELL have compiled a number of things to consider as you define and refine personal intentions in the new year.

2014 marks the 8th birthday of the liveWELL program. It has been inspiring to see the program grow and develop, but mostly to see the progress that faculty and staff have made in terms of taking charge of their overall health and wellness. We highlight some of our success stories from a data and outcomes perspective and also from a programs and people angle in our Annual Report. I encourage you to take a look at hr.uiowa.edu/livewell/, and let us know your thoughts via email (livewell@uiowa.edu) or on social media (facebook.com/UIowaLiveWell or @UIowaLiveWELL).

To a happy and healthy 2014,

Megan Hammes
Manager, UI Wellness/Human Resources

PS: liveWELL has a new website!
Check us out at hr.uiowa.edu/livewell
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.
Almost everyone surveyed (93%) in a recent study by Wellness and Prevention, Inc. stated that they were interested in improving their energy levels throughout their day. These results clearly show that energy is in high demand. We all want more of it. With limited time in our daily schedules it can be very challenging to add more to our routines. While having regular health and wellness routines is the optimal strategy, what other “achievable” options do busy people have to start off the New Year with increased energy?
In an interesting new study, Janet Nikolovski, Ph.D. and Jack Groppel Ph.D. recommend “microbursts”. Microbursts are those short but deliberate shifts we make throughout the day that can create significant impact to our overall energy reserves. These authors assert that these small energy investments can have a big energy return. Microbursts can be physical, emotional, mental, or spiritual. If we were to choose small bursts to improve performance throughout the day, this can lead to some very powerful cumulative changes in energy. Here are some examples of microbursts:

- 5 minutes of walking up the stairs
- 3 minutes of jumping up and down
- 3 minutes of arm circles followed by 2 minutes of marching in place
- Actively doing 5 minutes of an altruistic activity like writing a thank you note or providing positive feedback to a coworker
- Do a “MyYogaOnline” video that you can access from Self Service. Click on My Health and Wellness under the liveWELL tab and go to the Resources drop-down
- Close your eyes and do 2 minutes of deep, slow breathing

On average, the researchers found that participants reported triple energy levels immediately after the microburst activity. Proving that small changes can be very powerful!

Adapted from: The Power of an Energy Microburst a white paper by Drs. Janet Nikolovski and Jack Groppel.
In 2014, why not set a New Year’s resolution around simply feeling better and not forcing fitness-related goals upon ourselves? It isn’t uncommon to use the holiday season as an excuse to binge one last time before the New Year. We rationalize our bad behaviors at work potlucks and family gatherings being certain we will be at the gym every week post-holidays. This is why gyms offer promotions and deals in January – a part of the multi-billion dollar fitness industry. According to Time Magazine, “60% of gym memberships go unused and attendance is usually back to normal by mid-February.”

Why do we do this to ourselves year over year?
Live Healthy Iowa
Team-Based Challenge:
The Live Healthy Iowa 10-Week Challenge starts on January 27. You and your team of 2-10 people will cumulatively acquire minutes of activity and track weight in a fun, friendly, supportive format. liveWELL will reimburse your participation fee of $20 if you submit progress each of the 10 weeks.
hr.uiowa.edu/livewell/live-healthy-iowa

Lifestyles Weight Management Group:
Lifestyles is ten weeks designed to develop skills for sustainable weight management. It will be held on Wednesdays beginning February 5-April 16 from 6-7 p.m. at the Campus Recreation and Wellness Center. Program is FREE for faculty/staff who are working with a Health Coach through the liveWELL program.

- Classes and Group discussions focused on nutrition habits, grocery shopping, meal planning, and the emotional aspects of eating.
- Optional, free use of technology applications to help track progress
- Structured Physical Activity time to introduce a variety of exercise and forms in the Campus Recreation and Wellness Center
- Classes Led by registered dietitian and exercise specialist
hr.uiowa.edu/livewell/lifestyles-weight-management-program

Recreation Membership Incentive Program:
Faculty and Staff in 50% or greater, regular positions are eligible to receive a monthly incentive of half of a single membership to campus recreation facilities. Fitness classes such as Zumba are included with this membership and discounts are given to specialty classes like Kettlebells and X-Fit. To receive the monthly incentive, members are required to visit any campus fitness facility at least four times per month, as well as take their Personal Health Assessment within the calendar year. That means that current members need to take their PHA by January 23 (payroll cutoff) to get their February incentive. More information can be found at hr.uiowa.edu/livewell or by contacting liveWELL at livewell@uiowa.edu or 319-353-2973 or Recreational Service at rec-services@uiowa.edu or 319-335-9293.

Related Reading Materials:
The Intrinsic Exerciser
by Jay Kimieck

Mindless Eating
by Brian Wansink

Am I Really Hungry?
by Michelle May, MD
Human beings crave connection to others. Connections and relationships are important to our well-being and happiness. They create a safe place where we can learn, feel supported and seek resources in times of stress and adversity.
Many times connections and relationships are established because individuals have common interests or hobbies. In other cases connections are created because individuals might be dealing with similar life circumstances like parenting, caring for an aging parent or being new to a community. Regardless of why these connections occur, healthy relationships share similar characteristics including:

• Mutual understanding
• Caring
• A source of direct help in times of trouble
• Celebration of good times
• Security
• Validation of self-worth

Our drive to relate, collaborate, and help each other is an advantage that helps us survive as a species. Like other things we value, relationships require effort, time and energy to form and maintain. Healthy relationships begin with self-acceptance, empathy and healthy boundaries. By selecting and nurturing relationships that will support and encourage us, we gain security and validation. Reaching out to interact with others may bring challenges that help us to identify our own core values, to grow and learn, and give us the opportunity to be supportive of others. Forgiveness, acceptance of differences, and letting go of grievances play an important role. When we engage with compassion, cooperation, kindness, patience and acceptance, our relationships can both flourish and multiply.

Resources available to faculty and staff to support healthy relationships and connections include:

• Faculty and Staff Services/Employee Assistance Program provides confidential individual and family counseling with licensed therapists. Email EAPhelp@uiowa.edu or call 335-2085 to schedule an appointment.

• Family Services offers on campus elder caregiving appointments for those caring for an aging family member. Email familyservices@uiowa.edu or call 335-1371 to learn more.

Sources and Reading Material:

Happiness, by Ed Diener and Robert-Biswas-Diener
Happiness Is Contagious Positivity, by Barbara L. Fredrickson, Ph.D.
The How of Happiness, by Sonja Lyubormirsky
The Happiness Advantage, by Shawn Achor

myquickcoach Recommended Videos:

• Family and Work Clashes – Chris Harding
• Cutting Back on Long Hours, Dealing with Overload and Why Work-Life Balance is Important – David Posen

Share with us! What is YOUR 2014 Focus Area and how do you plan to stick with it?

TWEET or POST to @UIowaLiveWELL and use #liveWELL2014.
My Health and Wellness

My Health and Wellness is your home for liveWELL on Employee Self Service. My Health and Wellness is loaded with wellness resources and gives you the opportunity to earn liveWELL Points for your healthy behaviors.

What’s New?

My Health and Wellness has links to the Personal Health Assessment, Personal Wellness Modules, and additional resources such as the Health Coach Service and the MyYogaOnline videos.

Brand New in 2014 is a comprehensive Health Living Center, an online resource for stress tips, recipes, relationship information, health conditions, and all sorts of credible health news and information. You will access the Healthy Living Center before you see your Personal Health Assessment or Personal Wellness Modules, so be sure to spend some time exploring this excellent resource!
Earn liveWELL points for a number of activities. Monthly, select the healthy behaviors you practiced on a regular basis and earn five points for each healthy behavior checked. Maximum accrual for Monthly liveWELL points is 50 per month. Monthly points can be earned in the following areas:

- Cardiovascular Activities
- Strength Training
- Flexibility
- Nutrition
- Stress Management
- Other Wellness Area/Wellness

Practicing healthy behaviors can impact the risk or severity of many health conditions as well as contribute to better energy and sense of well-being. The healthy behaviors above are related to individual lifestyles practices and health history factors that have the highest impact on individual health, and biometric measures to determine health status.

**Bonus Points**

Periodically, there will be special programs and events that you can earn additional liveWELL Points for, so be sure to check My Health and Wellness often and sign up to receive emails about point opportunities in "My Reports and Settings."

**TRADE IN YOUR POINTS FOR PRIZES!**

Prizes Pictured Here:

1. Iowa T-shirt - 800pts
2. Iowa Hooded Sweatshirt - 2000pts
3. liveWELL Travel Mug - 400pts
4. liveWELL Lunch Bag - 500pts
5. Iowa Camelbak Water Bottle - 1800pts
6. Tigerhawk Hat - 800pts

Check out more prizes in the “Wellness Store” section!
The University of Iowa is committed to supporting the Iowa City community in its Blue Zone designation. We are well on our way to achieving a Blue Zones Worksite designation. Achieving the designation demonstrates that the University is not only committed to making UI a healthier place to work, but has already succeeded in making tangible changes to the environment that meet the criteria of becoming a Blue Zones Worksite.

The piece that we need your help with is that we must have 25% of faculty and staff sign the Blue Zone personal pledge and complete one action. Many of you have already done this - thank you for your support! If you haven’t, pledging is easy!

**STEP 1**

**STEP 2**
Be sure to check the “I have an organization code” box and use the Organization Code – uiowa.

*Note:* For those of you who may have already created a Blue Zones Profile, log in and select “Profile” where you will be able to enter the Organization Code -uiowa- to be counted towards the University’s pursuit of a Blue Zones Worksite designation!

**STEP 3**
Complete the Blue Zones® Personal Pledge, which includes actions that you can take that best suit your lifestyle and goals.

Join the movement today to build a better, brighter future!
www.bluezonesproject.com
## Featured Technology – FITNESS TRACKERS

Compare and find the right one for you!

<table>
<thead>
<tr>
<th>Jawbone</th>
<th>Fitbit Flex</th>
<th>Nike Fuelband</th>
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<tbody>
<tr>
<td>jawbone.com/up</td>
<td>fitbit.com</td>
<td>nike.com/fuelband</td>
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### Cost

- **Jawbone UP**
  - $129.99
- **Fitbit Flex**
  - $99.95
- **Nike Fuelband**
  - $149.99

### Features

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<thead>
<tr>
<th>Jawbone</th>
<th>Fitbit Flex</th>
<th>Nike Fuelband</th>
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<tbody>
<tr>
<td>- Steps taken</td>
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<tr>
<td>- Calories burned</td>
<td>- Calories burned</td>
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<td>- Distance traveled</td>
<td>- Distance traveled</td>
<td>- NikeFuel earned</td>
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<tr>
<td>- Quality of sleep</td>
<td>- Quality of sleep</td>
<td>- Intensity of workout</td>
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<tr>
<td>- Active &amp; Idle minutes</td>
<td>- Active minutes</td>
<td>- Links with your Nike+ account</td>
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<tr>
<td>- Mood tracking</td>
<td>- Silent wake alarm</td>
<td>- Bluetooth connectivity</td>
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<tr>
<td>- Food tracking</td>
<td>- Long battery life</td>
<td>- Long battery life (up to 7 days)</td>
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<tr>
<td>- Contains food &amp; mood tracking on the device</td>
<td>- May be tracked easily via phone or computer</td>
<td>- Can connect with and challenge friends</td>
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<tr>
<td>- Water resistant</td>
<td>- Water resistant</td>
<td>- Comes in 4 different colors</td>
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<tr>
<td>- Can create teams for support and accountability</td>
<td>- Can view progress of friends and family who also use fitbit.</td>
<td>- Light sensor detects environmental light and adjusts accordingly</td>
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<td>- Share progress via Facebook and Twitter</td>
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### Pros

- **Jawbone UP**
  - Contains food & mood tracking on the device
  - Water resistant
  - Can create teams for support and accountability
  - Share progress via Facebook and Twitter

- **Fitbit Flex**
  - Silent wake alarm
  - Long battery life
  - May be tracked easily via phone or computer
  - Water resistant
  - Can view progress of friends and family who also use fitbit.
  - Share progress via Facebook and Twitter

- **Nike Fuelband**
  - Bluetooth connectivity
  - Long battery life (up to 7 days)
  - Can connect with and challenge friends
  - Comes in 4 different colors
  - Light sensor detects environmental light and adjusts accordingly

### Cons

- **Jawbone UP**
  - Fit of band causes it to occasionally catch onto clothing
  - Weak website support
  - Must download information from band to phone
  - May not track hours of sleep correctly - if in bed and awake, it may track you as asleep
  - No display aside from LED lights

- **Fitbit Flex**
  - Waterproof, but not water resistant
  - No sleep, mood, or food tracking available

- **Nike Fuelband**
  - Waterproof, but not water resistant
  - No sleep, mood, or food tracking available
Each month, two UI Faculty or Staff member are awarded $500 for taking their Personal Health Assessment within the calendar year. Have you taken your PHA in 2014?* You receive up to $65 just for taking the survey, as well as a chance to win $500!

We asked our recent winners:

“What did you do with your $500 Winnings? and How do you stay healthy (emotionally or physically) during the cold weather?”

**Bridget Anderson,**
Hospital Dentistry

“My husband, kids, and now our new puppy help me to stay healthy (emotionally and physically) during the holidays and cold weather. We own a taekwondo school, so all of the classes that my husband teaches also help me to stay active indoors! I know that I have to stay active for myself, but they are all my inspiration to stay fit.”

**Daniel Gilles,**
College of Engineering

“I believe that if you stay physically fit during the winter months, your emotional fitness will follow. Having a dog that loves walks helps get me outside during the winter months. I also find it helpful to keep a regular schedule and exercise before I eat dinner or sit down. Don’t let the cold and dark make you lethargic, or you will start feeling the same inside.”

Dan plans to use his money towards a new acoustic guitar.

**Mary Henry,**
Department of Nursing/Dermatology

“I played Santa by purchasing a much-needed set of luggage and spending the rest on a Christmas present for my husband!”

Mary has a dog that gets her out for walks even in the cold weather – they walk 3-6 miles per day!

*The PHA is available to UI Faculty and Staff in 50% or greater, regular positions. Find your PHA at the Self-Service website.
Andrew Willard,  
Honors Program

“I donated most of the award to local and internationally-focused charities.”

Andrew also notes that he likes to run outdoors in the Winter, but if the roads are too slippery he opts for an indoor rowing machine.

Janet Walsh,  
Custodial Administration

“The $500 came in handy for some Christmas shopping! It was a wonderful surprise!”

Helen Lampe,  
College of Medicine/Residency Training Program

“During the winter, I try to keep up my exercising that I do all year long as the weather will allow. I go to Zumba twice a week, which I love to do. I walk during my lunch hour inside the hospital to get my body stimulated from sitting at my desk for the morning and then walk to and from my car instead of riding the Cambus. I believe that exercise helps my physical and emotional well-being throughout the year.”

Helen noted that the winnings came at a great time. Her car needed new winter tires, and she also needed to buy a new washing machine!

2013 STATS:

- 73% of eligible faculty and staff took the PHA
- There have been notable improvements in exercise with 68% of faculty and staff now reporting regular physical activity
- Check out our annual report at hr.uiowa.edu/livewell
Hawkeye Kids Camp - Hawkeye Kids Camp is a spring break day camp for school age (5 – 12 years) children of UI employees and students (5 year olds must be in kindergarten).

Camp will be held at the UI Field House, March 17 – 21, 2014 from 7:15 a.m. – 5:30 p.m. Scholarships are available for eligible UI families.

For information and an application, visit hr.uiowa.edu/family-services or contact Nicole Studt at familieservices@uiowa.edu or 319-335-1371.

Reminder: Don’t forget to take your Personal Health Assessment in 2014!

Find liveWELL on Social Media @UIowaLiveWELL

Healthy Iowa Award Winner
Gold-Level Well Workplace
Fit Friendly Company

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.