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UI Wellness
A UNIT OF UI HUMAN RESOURCES

The University of Iowa
It’s the start of a new year and with that may come changes both planned and unexpected. In our work, we tend to experience on-going change through technology advances, learning new skills, and being asked to take on more or different responsibilities. Given this environment, resilience, or the ability to effectively respond to challenges and move forward in a positive way, is a skill that benefits all of us. Some people may appear to be naturally more resilient than others, but the good news is that resilience is a set of skills that can be learned over time. Studies have shown that developing a strong sense of purpose, nurturing humor and optimism, building social connections, and practicing self-care all build resilience. By focusing on building and sustaining your own resilience, you have the opportunity to minimize the negative stress impact of challenges and maximize your energy and performance in responding to these challenges. Throughout this newsletter, you’ll be able to explore a variety of resources and services that will help you in developing and sustaining personal resilience. I encourage you to take advantage of these opportunities both now and throughout the year.

To a happy and healthy 2015,

Joan M. Troester, MBA, CEBS, SPHR
Director, Human Resource Services
Organizational Effectiveness/Health and Productivity
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.
GOT RESILIENCE?

By Bronwyn Threlkeld-Wiegand, L.I.S.W.
Behavioral Health Clinical Specialist
Faculty Staff Services/Employee Assistance Program (FSS/EAP)
In times of change and uncertainty, resilience is considered a desirable and needed quality in each and every one of us. Like the advertising campaign designed to increase milk consumption; “Got Milk?” from several years ago, how do we promote the benefits of resilience? The very good news is that all of us can build resilience.

Emmy Werner, Ph.d, Prof. Emeritus in the Department of Human and Community Development at University of California at Davis, states “we cannot label a person as resilient; it is a process.” It was Dr. Werner’s landmark, 40-year longitudinal study which identified resilience as a construct that isn’t something you are born with, but a quality in all of us which adapts over time. Werner states “I am glad we discovered what many already knew deep down—that adversity by itself does not need to destroy you, in fact, it can strengthen you.” Researchers are moving away from the concept of resilience as rugged individualism and now see it as an “interactive and systemic phenomenon...springing from a web of relationships and experiences that teach people mastery, doggedness, love, moral courage and hope.” Resilience is, by definition, the ability to effectively respond to challenges and move forward in a positive way.

Even though we know resiliency isn’t an inherent trait, sometimes we forget that adversity itself doesn’t build resilience. It is the process of developing and using skills which moves us through. So, how do you identify and practice strategies for building resilience? Strategies are, by definition, options for planning. What works for me, may not work for you. Also, what works for me today may not work for me tomorrow. But when we think about doing things to nurture resilience, like getting good daily nutrition, we are building resilience.

“Adversity by itself does not need to destroy you, in fact, it can strengthen you.”
WHAT ARE SOME OF THE STRATEGIES THAT ARE KNOWN TO IMPROVE RESILIENCE?

• First, having supportive relationships is key. This could include participation in groups, volunteering, or having people you trust in your life; in fact having even just one person in your life that you trust is helpful. Consider how to make small changes which will move you towards more social connectedness.

• Second, nurture a positive view of yourself. One way to do this is by taking ownership of what you are doing right. How often have you reviewed what you completed for the day and then focused on the tasks left over rather than noticing everything that was completed? Our brains have an enormous capacity to hold on to negativity, so practice doing something different.

• We also know that being aware of our emotions is essential in managing stress. Emotional awareness means knowing what you are feeling in the moment while keeping things in perspective, thus managing reactivity. While it may not feel natural, asking yourself “What am I feeling and why am I feeling this way,” can be a first step.

• Asking for and seeking out help when needed is also a resilience strategy. Recognize that asking for help is, in fact, not a weakness, but a strength.

• Lastly, being helpful to others can be transforming to ourselves. A 2013 study showed that people who help others at work are generally happier and more engaged in their own work.

Resilience does wax and wane through our life depending on circumstances, physical health and intensity of adversity. Daily practice will increase skills and help you be even more resilient.

BIBLIOGRAPHY
Moynahan. Virtue Rewarded: Helping others at work makes people happier. (Univ of Wisconsin at Madison 2013).
Seligman, M. Flourish (2011)
RESOURCES FOR RESILIENCE

FIND YOUR RESILIENCE SCORE

The Resilience Scale™ is available for free at the Healthy Living Center. The RS™ will ask you a few questions and then evaluate your level of resilience. To access the Healthy Living Center:

1. Log into Employee Self Service

2. Click on My Health and Wellness in the liveWELL section of your personal tab

3. Select Personal Health Assessment or Personal Wellness Modules

4. You will find yourself at the Healthy Living Center. Search “RESILIENCE SCALE” in the search box

AMERICAN PSYCHOLOGICAL ASSOCIATION 10 WAYS TO BUILD RESILIENCE.

This includes things like: Maintain a Hopeful Outlook, Accept that Change is a Part of Living, and more. www.apa.org

THIS EMOTIONAL LIFE (CORPORATION FOR PUBLIC BROADCASTING) VIDEO SERIES.

www.pbs.org/thisemotionallife
The Personal Health Assessment (PHA) survey tool consists of valid and reliable questions related to individual lifestyle practices and health history factors that have the highest impact on individual health, and biometric measures to determine health status. Lifestyle questions focus on exercise, nutrition, diabetes risk, smoking, alcohol, stress, well-being and chronic health conditions. Additionally, the PHA addresses a person’s “readiness to change” that allows for development of tailored interventions to meet specific needs. Some questions relate to how improved health status can lead to increased work performance.

The PHA should take 10 to 15 minutes to complete, and you may do so during work time. If you need to exit the survey before you reach the end, the program will save your answers for 14 days.

RECEIVE UP TO $65 FOR COMPLETING THE PERSONAL HEALTH ASSESSMENT (PHA) EACH CALENDAR YEAR.

CLICK HERE TO TAKE YOUR PHA

THE PHA AND PERSONAL WELLNESS MODULES NOW OPTIMIZED FOR MOBILE DEVICES.
PERSONAL WELLNESS MODULES

After you take your Personal Health Assessment, topic-specific modules will become available to you. The topics that may be available to you include:

- Healthy Eating
- Exercise
- Weight Management
- Stress Management
- Depression Prevention
- Medication Management (for High Blood Pressure and Cholesterol)

To start a Personal Wellness Module, you will first complete a session of questions and then you’ll be able to view a tailored report and use your Personal Activity Center as often as you want. Your Personal Activity Center is available to you at any time for your convenience. This resource is highly-tailored to your readiness to change a health-related behavior, so it is almost like having a personal Health Coach available anytime, anywhere! You will find workbooks, powerful questions, and other tools to help you on your journey to better health.

STRESS MANAGEMENT MODULE

Just about everyone who takes the Personal Health Assessment is going to gain access to the Stress Management Module. Whether you’re dealing effectively with your stress and have been for some time, or you’re seeking new ways to look at stress, it’s a relevant topic for most of us.

CHANGE YOUR IMAGE

After you take a brief survey about your stress, your Personal Activity Center is available for you to help you work through some areas, such as the “Change Your Image” section. Here, you’re able to identify how you think and feel about yourself to receive some good tips on changing any kinds of negative talk that could be a contributing factor to your stress.

NOTE:
BEING AWARE OF OUR EMOTIONS IS A KEY RESILIENCE-BUILDING STRATEGY!
EXERCISE MODULE
You will likely gain access to the Exercise Module or perhaps the Weight Management Module which includes an exercise section. The Personal Activity Center will help you find ways to keep exercise fun and exciting, and you can come back to visit as often as you’d like.

HEALTHY THOUGHTS ABOUT EXERCISE
We know that having a positive outlook is a key strategy to increase our resilience and that can definitely be applied to how we think about our workouts. Sometimes, we can be pretty hard on ourselves if we’re not working out as much as we would like. We also let a negative attitude get in the way of our exercise intentions. In your Personal Activity Center, you will find a great section that helps you to challenge your negative thoughts. It’s interactive so you can enter your ideas to challenge negative thinking patterns.

<table>
<thead>
<tr>
<th>Negative Thoughts about Exercise</th>
<th>“Comebacks” / Positive Thoughts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instead of thinking exercise takes too much time....</td>
<td>….Exercise is a priority now. I can do 15 minutes, and that is better than zero!</td>
</tr>
<tr>
<td>Instead of focusing on how it is inconvenient to go to the gym after work....</td>
<td>…. I will feel better afterwards and be proud that I did it!</td>
</tr>
<tr>
<td>Instead of using weather as an excuse....</td>
<td>…I can do a video inside, or I can use the new winter gear that I bought and <strong>JUST DO IT</strong>!</td>
</tr>
<tr>
<td>Instead of _____________________________......</td>
<td>….I will _____________________________</td>
</tr>
</tbody>
</table>

REMEMBER:
TO GAIN ACCESS TO THESE PERSONAL WELLNESS MODULES, YOU FIRST NEED TO TAKE YOUR PERSONAL HEALTH ASSESSMENT SURVEY!
Year over year, Health Coach clients report high satisfaction with the personalized attention and support they receive through liveWELL programs, services, and staff. In 2014, 98% rated the service as high quality. Additionally, each year over 95% of participants report improvements in health and higher satisfaction with the workplace overall.

Are you interested in working with a health coach? Call us at 353-2973 to schedule.

Dear Carla,

I am taking my PHA again and am noticing such a big difference in the way I am answering these questions this time around. I am down over 75 pounds and 6 pants sizes! I am working out, eating healthy, and feeling great! I wanted to write and thank you because you were a big part of that. I still use the sheets you gave me to track my exercise and diet, and have used many of the snack options you provided for me. Thank you for helping me make a positive change in my life!

Sara Sullivan, Center for Diversity and Enrichment, Office of the President

Sara notes that when she started her journey, she was only walking. 2.5 miles took her about 45 minutes; now she’s running twice that distance in the same amount of time! This is a huge source of pride and accomplishment for her.

SARA, WE COULDN’T AGREE MORE!
KUDOS TO YOU!
LIVE HEALTHY IOWA
10-WEEK CHALLENGE
JANUARY 26 - APRIL 3, 2015

The Live Healthy Iowa (LHI) 10-Week Wellness Challenge is a simple and affordable program encouraging Iowans to make healthy choices. Over the course of 10 weeks, teams of 2-10 people take part in a friendly competition tracking activity minutes and/or weight loss.

To start, form a team and nominate a Team Captain. Register at livehealthyiowa.org

Enter Group Registration ID LHIUIOWA

Registration cost is $20 per person.

- liveWELL will refund $20 to UI employees (in 50% or greater, regular positions) who submit data into the LHI website ALL ten weeks during the program.
- liveWELL will refund $10 to UI employees (in 50% or greater, regular positions) who submit data into the LHI website eight or nine of the ten weeks during the program.

Included with your registration for Live Healthy Iowa is:

- A free one-year subscription to a lifestyle magazine upon logging on to your personal dashboard
- Live Healthy Iowa training shirt
- Weekly activity, nutrition and recipe tips via e-mail
- Personalized online dashboard to track your progress
- Team leader boards
- Access to the LHI resource page powered by Fitness Magazine
- Personalized meal plans
- Customized workouts

REGISTRATION ENDS FEBRUARY 13, 2015.
NO NEW TEAMMATES CAN BE ADDED AFTER FEBRUARY 13, 2015.

QUESTIONS? Erin Litton is the Program Administrator for the Live Healthy University of Iowa teams. Contact Erin via email (erin-litton@uiowa.edu) or at 319-353-2974.
2014 LHI OUTCOMES FOR UNIVERSITY OF IOWA

- **WEIGHT LOSS:** 2.13% of the total pounds registered were lost
- **PHYSICAL ACTIVITY:** 273.4 hours was the average activity time per team
- **ENGAGEMENT:** 70% of UI participants entered information for 8+ weeks of the program. 493 interactive blog posts from UI participants at the Team liveWELL Blog
- **REWARD:** 568 UI participants were reimbursed their $20 registration fee
- **FUN:** These three teams let loose at our annual Live Healthy Iowa photo booths to show us that getting healthy doesn't always mean being serious!

Team “Maria’s Minions”
Department of Nursing

Team “Roaming Gnomes”
International Programs

Teams Fitt Fever 1, 2, and 3
Health Care Information Systems, UI Health Care
AMBER JOB
Anesthesia, UI Health Care
“I used the $500 for renovations on my house that my fiancé and I just purchased together in August. My favorite relaxation and stress management techniques are meditating and running. When you get into the right frame of mind, running just melts your stress away.”

CURT ADOLPHSON
Finkbine Golf Course, Athletics
“Winning came at a great time. The kids are getting a few extra Christmas gifts, and I used some of it to get new gear for ice fishing. I enjoy spending as much time fishing and boating as the weather allows. I am looking forward to hitting the ice and dropping a line!”

PAMELA DEBOER
UI Health Care
“With the $500, I am looking for a treadmill. Thanks liveWELL!”
We asked our $500 Winners to share what they plan to do with their winnings and what stress management/relaxation strategies they enjoy. Be sure to take your Personal Health Assessment in 2015. Find it at your Employee Self Service portal.

MARVIN CONNELLY
Facilities Management
“I like to relax with hobbies. Among them are target shooting, camping, kayaking, and working with Roper, my Border Collie. That said, Roper tends to aggravate me more often than not!”

NICOLE MIER
Information Technology Services
“My favorite way to relax is to take the time to read a good book.”

RYAN CARPENTER
Department of Nursing
“I plan to buy some Christmas presents and pay some bills. It couldn’t have come at a better time! I am so thankful!”

*The PHA is available to UI Faculty and Staff in 50% or greater, regular positions. Find your PHA at the Self-Service website.
ATTENTION PARENTS:

HAWKEYE KIDS CAMP is a spring break day camp for school age (5 - 12 years) children of UI faculty, staff and students (5 year olds must be in kindergarten). Camp will be held at the Field House, March 16 – 20, 2015 from 7:30 a.m. - 5:30 p.m. Scholarships are available to eligible UI families.

For information and an application visit hr.uiowa.edu/family-services/hawkeye-kids-camp or contact Nicole Studt at familyservices@uiowa.edu or 319-335-1371.

LIFESTYLES WEICH MANAGEMENT PROGRAM

LIFESTYLES is designed to develop skills for sustainable weight management. It will be offered on Wednesdays from Feb 4 – April 15 at the Campus Recreation and Wellness Center.

It is free for eligible faculty and staff.
Visit hr.uiowa.edu/livewell/lifestyles-weight-management-program for more information.

Find liveWELL on Social Media
@UIowaLiveWELL

Human Resources
liveWELL program
E119 CRWC, Iowa City, IA 52242
phone 319-353-2973
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.