

# ENGAGE NEWSLETTER

JULY/AUGUST 2023

## IN THIS ISSUE:

**Employee Spotlight:**  
Inga Brown

**ISU WellBeing Workshops**

**A New Year of Adventure2 Coming Soon**

**Best Place for Working Parents Designation**

## EMPLOYEE SPOTLIGHT



INGA BROWN

Inga Brown, Human Resources Generalist, has been with Iowa State for a little over a year. She supports the Office of the Vice President for Research as their first point of contact for all HR needs.

On top of providing HR services, the role of an HR Generalist entails striving to improve the faculty and staff experience at Iowa State. Inga had been working on developing interpersonal relationships and management skills within the areas she serves and came to realize that many of the units needed help beyond what she could offer.

Several months ago, Stephanie Downs, Senior WorkLife and WellBeing Coordinator, spoke to Inga and some of her UHR teammates about ISU WellBeing programming, including an overview of workshops that are available to campus.

"I had been looking for several months for the right resources but was unable to find any," explained Inga. "That is until ISU WellBeing presented to HR some of the programs they offer."

Inga scheduled Real Colors and Immunity to Change workshops for the campus units she supports, both which were facilitated by ISU WellBeing. Over 20 employees participated in Real Colors and 12 participated in Immunity to Change.

Her hope was that the participants would be able to see their teammates' points of view, learn how to communicate in a way that promotes collaboration, and learn about themselves to enable growth and development.

About a month after Real Colors, Inga and her team participated in the Immunity to Change workshop, which helps participants identify and overcome the barriers that keep them from reaching their goals. Please see *"ISU WellBeing Workshops"* for more information on Immunity to Change.

**"For me, Immunity to Change was a self-discovery epiphany," said Inga. "I felt that the training was an eye-opening experience where I learned about myself, what was important to me, and how to overcome my perceived obstacles. It sounds like a lot— and it really was a lot."**

In feedback from her clients after the Immunity to Change workshop, Inga heard about experiences and takeaways that were similar to hers.

"I learned a lot about my clients, how they interact, and what is important to them personally," said Inga. "I discovered how they function with each other and how they

**“The response to the workshops has been tremendously positive,” said Inga.**

Real Colors is a personality-based tool that helps participants better understand themselves and others through assessing their unique color breakdown. Please see the *“ISU WellBeing Workshops”* section for more information on Real Colors.

“The Real Colors training allowed us to learn to recognize not only how we operate and think, but also how our teammates operate and think,” said Inga. “The acknowledgement and recognition of how to interact really impacted the interpersonal relationships among the teams and resulted in a positive outcome.”

can change small reactions to function better with each other.”

**Moving forward, Inga believes that embracing the knowledge from Real Colors and Immunity to Change as a part of the culture in the areas she supports will increase collaboration, improve efficiency, and make it an enjoyable experience to be at work.**

She would encourage other employees and campus units to look into ISU WellBeing workshops to help them develop and reach their full potential. Interested in learning more about the workshops Inga and her clients participated in? Check out *“ISU WellBeing Workshops”* for more details.

## ISU WellBeing Workshops

The following workshops are offered and facilitated by ISU WellBeing staff. Keep reading to learn more about the offerings and how you can participate in a future workshop.

### How to Participate in a Workshop

#### Individuals:

This September, employees will be able to register for Real Colors and Immunity to Change open sessions in Workday Learning. This will be a great opportunity to meet new people and pursue personal development. Please note that Mindful at Work will not be available for individual participation in Workday Learning.

#### Departments and Groups:

If you're interested in learning more about group facilitation or think your department might be a good fit for one of the following workshops, please inquire directly with ISU WellBeing at [wellbeing@iastate.edu](mailto:wellbeing@iastate.edu).

---

**Real Colors is a personality-based tool designed to help people understand human behavior. This workshop helps participants build a skillset in recognizing and learning to value the differences in others.**

It is designed to increase understanding, empathy, and communication. Participants identify their primary color, each of which has its own unique attributes that are explored in the workshop. You learn about your temperament mix, gain understanding of all the color temperaments, and practice applying the information in your daily work tasks and relationships.

**Recommended for:** Individuals or teams. For teams, minimum group size is 20 participants and maximum is 50. Accommodations may be made for other group sizes.



ISU WellBeing facilitating Real Colors to University Human Resources on July 12, 2023.



The University Human Resources team participating in Real Colors on July 12, 2023.

---

**Immunity to Change (ITC)** walks participants through the process of identifying the real source of what is preventing them from achieving their goals and guiding them on a new path to accomplishing them.

This workshop is specifically designed to help individuals and work teams make the personal and collective changes that are most important to them but have proven resistant even to thoughtful plans and heartfelt intentions.

The ITC approach helps participants generate a customized picture of something that is usually invisible— the way our current mindset produces exactly the behaviors that prevent progress on the goal we want to achieve. Participants leave with their own individualized plan as they diagnose and see their path forward in overcoming their personal immunities to change.

“This workshop was **mind-blowing.** One of the most **impactful** workshops I have ever attended.”

-Immunity to Change attendee

**Recommended for:** Individuals or teams. For teams, average group size is 20 participants. Small groups are ideal, but accommodations may be made for other sizes.

---

**Mindful at Work** is a professional development opportunity offered by ISU WellBeing that explores the application of mindfulness at work and the benefits.

Research shows that when someone adopts mindfulness, their overall wellbeing, ability to handle stressful situations, and focus improves. These benefits have been shown through case studies to directly increase a person’s productivity, resilience, and engagement in the workplace. This undeniably leads to an organization’s success.

Mindful at Work participants learn to integrate and sustain mindfulness practices that help prevent stress, increase resiliency, support creativity, enhance productivity, and cultivate empathy. The training covers over 20 different practices and a variety of mindfulness at work case studies.

**Recommended for:** Managers and team leaders who are interested in incorporating mindfulness in their campus units. Average group size of 20. Please inquire with ISU WellBeing for more information.

**A New Year of Adventure<sup>2</sup> is Coming Soon  
+ A New Financial Resource!**

You may have noticed that Adventure2 activities have disappeared. Don't worry—the program will be back soon! We are working hard to launch new activities for the program year that begins on **August 1**. We're so excited to continue the journey toward physical, emotional, financial, and work well-being in this next year, as well as introduce a new tool: Enrich!

## Introducing The Enrich Financial Tool

The Enrich extension will be available on August 1 in the Adventure2 Services tab. This new resource will allow program participants to access a wide array of financial content ranging from managing debt, buying a home, budgeting, and more!



Each user will have an individualized experience based on a financial checkup assessment.

**Stay tuned for more information on Enrich coming soon!**

Adventure2 activities may be on a pause, but you can still utilize the My Updates feed and access resources like **Parenting Success Solution** through the services tab. If you're a parent, soon-to-be parent, or caregiver to a child, this is a great resource for you!

Parenting Success Solution provides access to digital trainings, tips, articles, and exercises to help families raise more resilient children. The most popular collections of Parenting Success Solution content among Iowa State employees are Mental Health Parenting Skills, Introduction to Parenting Skills, Practice Mindfulness with Your Child, Grow Social and Emotional Awareness, and Improve your Mental Health.

Questions? Reach out to [wellbeing@iastate.edu](mailto:wellbeing@iastate.edu).

## Parenting Success Solution Usage

(First 6 months)

**294**

**USERS ENROLLED**

**83.%**

**ACTIVE USERS**

**4,107**

**MINUTES TRAINED**

## Iowa State is a Best Place for Working Parents®

Iowa State has earned the 2023 Best Place for Working Parents® designation in recognition of the University's commitment to supporting working parents through family-friendly policies and practices.

Kudos to the Child Care and Family Services team for the work they do to ensure parents have adequate resources and support!



THE BEST PLACE FOR  
WORKING PARENTS®

THIS CERTIFICATE ACKNOWLEDGES THAT

## Iowa State University

HAS EARNED THE 2023 BEST PLACE FOR WORKING PARENTS®  
BUSINESS DESIGNATION IN RECOGNITION OF THEIR COMMITMENT  
TO SUPPORTING WORKING PARENTS THROUGH THEIR  
FAMILY-FRIENDLY POLICIES AND PRACTICES.



## Upcoming Programming and Events

### Mid-Morning Mindfulness

Tuesdays and Thursdays |  
10-10:15 a.m.

*Currently on a pause; sessions  
resume August 1*

### EAP: Cutting Through the Clutter to Get More Out of your Life

Thursday, July 27 |  
9-11 a.m.

### EAP: Leverage Your Stress with Emotional Intelligence

Wednesday, August 9 |  
9-11 a.m.

### EAP: The Act of Active Listening and Communication

Thursday, August 10 |  
10 a.m.-12 p.m.

### TIAA Webinars

Weekly through August

---

**ENGAGE is an ISU WorkLife/University Human Resources publication. If you have comments, questions or suggestions for story ideas, please email [worklife@iastate.edu](mailto:worklife@iastate.edu).**

Sent byuhr@iastate.edupowered by



Try email marketing for free today!