

The *Art* of Change?

With all the changes happening around us we thought it fitting to start this issue with a focus on CHANGE. Nothing is more constant. You can always rely on the fact that nothing ever truly stays the same. So why are we so hesitant to accept when change happens if we know it's inevitable?

The better question is, "What can I do to adapt?" In this month's featured article, Nick Tasler provides us with 6 ways to do just that:

1. Lighten up! Not everything has to be so serious.
2. Tackle the problems, not the feelings.
3. View stress with a different lens.
4. Focus on values over fears.
5. Come to terms with the past and look ahead.
6. Accept there is stability in instability.

Change is an art, but like any discipline, it requires practice - a lot of it! So, read on and see what you can take and apply into your daily supervisory routine.

This newsletter is for YOU, so feel free to reach out with any questions, comments, suggestions, thoughts or concerns you may have that we can address in upcoming issues.

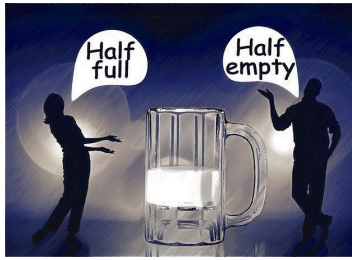
Until next month!

UNI-HRS Employee Relations

STARTER BITE

"If you change the way you look at things, the things you look at change."

- Wayne Dyer



"If you always do what you always did, you will always get what you always got."

- Albert Einstein

FEATURE BITE

We want to feature YOU!

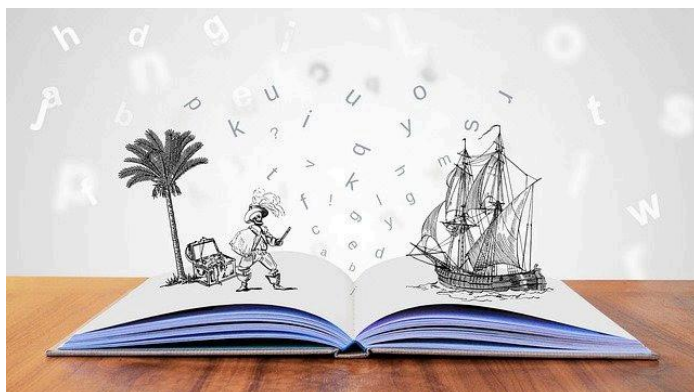
Do you have any supervisory tips/tricks you'd like to share? Burning questions about supervision you'd like to ask? Are you a new UNI supervisor? Do you have a cool or unique workspace?

If so, reach out to be featured in our upcoming issues.



SMALL BITES





ARTICLE OTM

[How to Get Better at Dealing with Change](#)

Overcoming Change Resistance with Questions by Bob Treadway

Ever hear people say things like, "I can't do that." "I can't get them to go along." "We can't possibly do it that way." "It just can't be done." They can't change. Can't is the most common form of resistance to the future, to change, to a needed behavioral shift within the organization.

How can you as a manager handle that? Well, I think too many leaders and managers believe they can order people to change. You're watching this, you know that's not the case. You know that can't happen. I think there's only one tool that accesses the behavior at its source; the mind of the individual and that tool is questions.

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BIG BITE



Book Club

This month we will be starting [Mastering the Challenges of Leading Change: Inspire the People and Succeed Where Others Fail](#) by H. James Dallas. If you would like to read along and share any thoughts or reactions to Part I (Chapters 1-3) for our next issue be sure to contact us!

LEARNING & DEVELOPMENT



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APRIL 19, 2022



Supervisor Development Series: Fundamentals of Supervision
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Our Mission

Human Resource Services fosters an environment of integrity and collaboration through innovative solutions and communications contributing to the successful recruitment, development, and retention of university employees.