



RESPECT is one of those special words a dictionary cannot fully define. [Organizational scholars](#) have regarded it as an under-specified construct, but at its heart, respect is about the actions we take that convey to others they are valued. Easy, right? In a perfect world, everyone would get the respect they desire and give each individual the respect they need - but, reality is often more complex. We all ascribe various levels of meaning to the concept and define it differently based on our experiences, our culture, our beliefs, etc. As such, we also respond differently to situations and not everything we find disrespectful is interpreted in the same manner by others.

If you find yourself in a situation where you are feeling disrespected at work, the first thing to ask yourself is, "What could be fueling this person's behavior?" Maybe that person is going through a rough patch, dealing with health or financial issues, or just having an off day. According to [Aaron Karmin](#) from PsychCentral, when we take someone's behavior personally and feel wronged or disrespected, it is due to our self-centered nature - believing that we can control someone else's behavior and that their behavior has something to do with us. While we may have done something to spur that individual to act a certain way, a person's actions and reactions are completely controlled by that individual alone. It's human nature to try to defend ourselves and respond to what we perceive as disrespectful, but doing so can shut down curiosity and escalate interpersonal conflict.

What do you notice about the two examples below?

Example 1: Jane, I want to talk to you regarding today's meeting. I'm very disappointed you rolled your eyes at me while I was speaking. It was extremely rude. Moving forward, I expect you to be more respectful.

Example 2: Jane, I noticed during today's meeting that you rolled your eyes while I was speaking and I'm curious to know why. Was there something I said that upset you? I value your voice and your opinion, and I think we can come to a mutual understanding about how to respectfully interact with one another. When I see someone rolling their eyes at me, I take that personally and it makes me feel disrespected. I would appreciate it if moving forward you would either come to me in private to voice your concerns, or do so publicly in a way that engages everyone in a productive conversation. What can I do to make sure you feel respected as well?

Yes, the second example is longer. Why? Because it takes more courage, patience, and humility to approach these situations without our ego getting in the way. The second example lays the groundwork to invite a healthy discussion AND it teaches your team members how to engage respectfully with others. Many of us are familiar with the saying that in order to get respect we have to give respect, and vice versa; however, we challenge you to look at things differently. Motivational speaker [Mr. Brown](#) put it best when he said, "It's easy to respect those who respect us," but ultimately, "we must choose to respect others not because of what they do, but because of who we are." Respect is a personal choice.

Until next month!

[HRS Employee Relations](#)

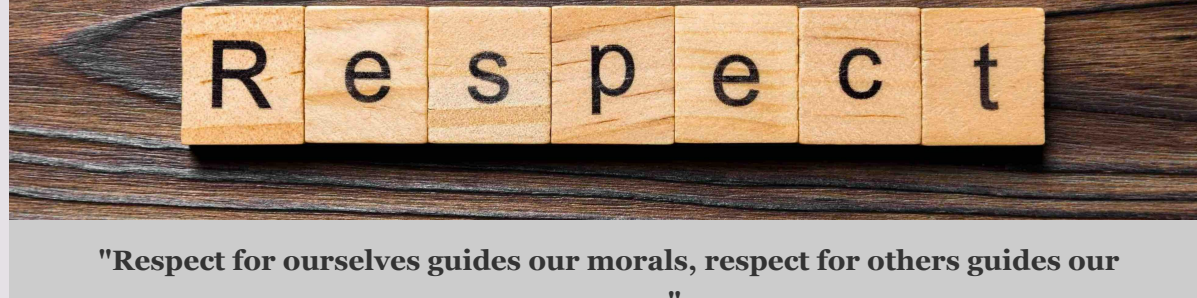
STARTER BITES

"To be one, to be united is a great thing. But to respect the right to be different is maybe even greater."

- Bono

"Respect is a mirror. The more you show it to other people, the more they will reflect it back."

- A.P.J. Abdul Kalam



"Respect for ourselves guides our morals, respect for others guides our manners."

- Lawrence Sterne



New UNI Supervisors

Luke Bartlett, Recreation Services
Todd Hutcheson, Advance Iowa
Jennifer Jass, Mental Health Services
Robert Sales, UNI Dome Concessions
Bill Wade, University Advancement
Joel Wauters, Athletics Administration

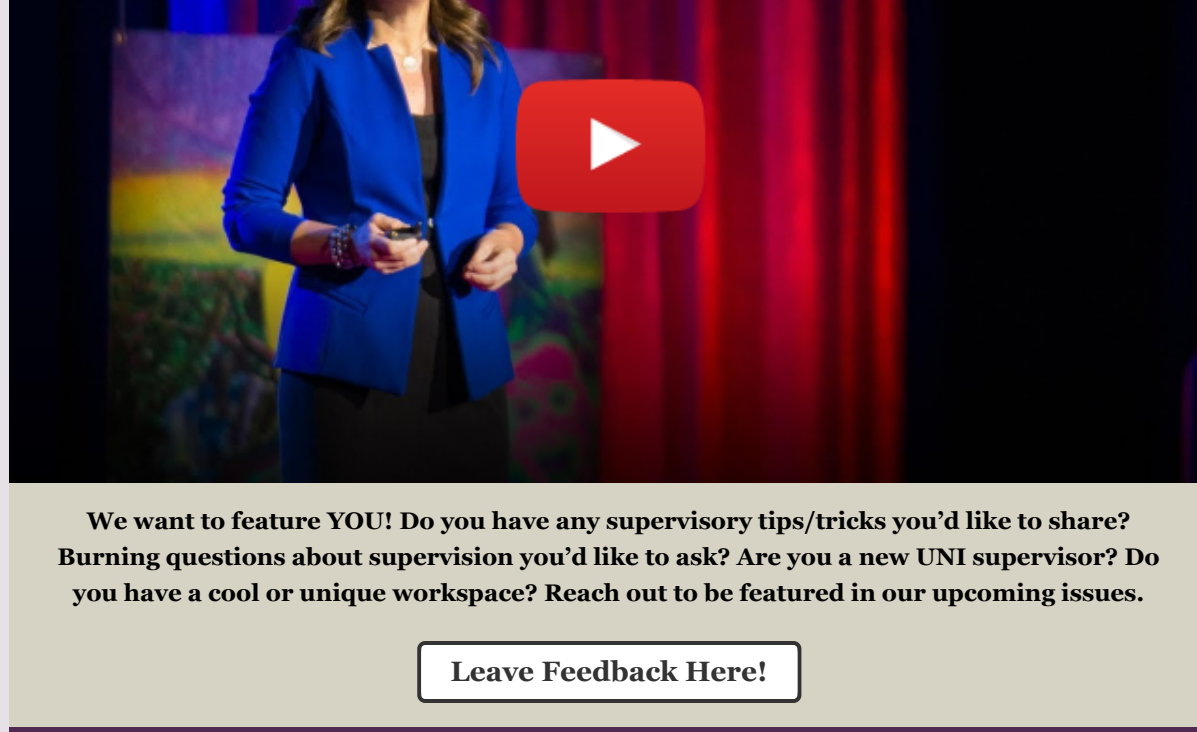
FEATURE BITES

What does RESPECT mean to you?

We would love to know your definition of RESPECT! Answer the following survey anonymously for us to share in our next issue!

[Respect: What does it mean to me?](#)

Why Being Respectful to Your Coworkers is Good for Business | Christine Porath



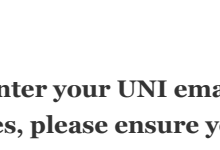
We want to feature YOU! Do you have any supervisory tips/tricks you'd like to share? Burning questions about supervision you'd like to ask? Are you a new UNI supervisor? Do you have a cool or unique workspace? Reach out to be featured in our upcoming issues.

[Leave Feedback Here!](#)

SMALL BITES

ARTICLE OTM

[Dealing With Disrespectful Team members? Here Are 8 Tips That Can Help](#) | [Campfire Blog](#)

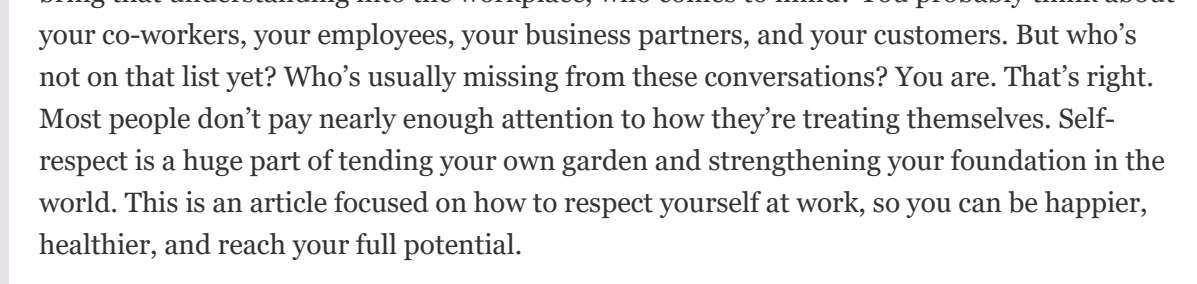


LinkedIn Learning

Redefining Respect

WATCH this 3-minute video by Kwame Christian

To access this video, click on the purple button above and enter your UNI email address when prompted. If your personal email address populates, please ensure you click on the "change" link first to update your email address. Once entered, click on "Continue to the University of Northern Iowa LinkedIn Learning account" to access content.



The Importance of Self-Respect at Work

by Marcus Business Team

Marcus is big on emphasizing that "People are the most important thing." But when you bring that understanding into the workplace, who comes to mind? You probably think about your co-workers, your employees, your business partners, and your customers. But who's not on that list yet? Who's usually missing from these conversations? You are. That's right. Most people don't pay nearly enough attention to how they're treating themselves. Self-respect is a huge part of tending your own garden and strengthening your foundation in the world. This is an article focused on how to respect yourself at work, so you can be happier, healthier, and reach your full potential.

[Continue Reading »](#)

BIG BITE



Book Club

The Optimistic Workplace: Creating an Environment That Energizes Everyone by Shawn Murphy.

Chapter 7, "The Meaning Makers," talks about how easy it is to dismiss the idea that work is and can be a "...source of meaning in our lives." (p. 102) That is certainly easier said than done, since employee dissatisfaction is a chronic, worldwide problem. Tackling this issue can be a daunting task and many executives shy away from trying to make lasting and meaningful impacts. This author suggests that the answer to this is finding meaning in our work, and helping those around us discover what that might be for them. It is time for leaders to be considering the "human condition" as a vital part of our workplaces. Setting an example is BambooHR in Salt Lake City, Utah. Their antiworkaholic policy (yes, this is a real thing) focuses on "...how work can positively influence employees' family life and health." When employees are happy and fulfilled in areas of their life that bring them lasting happiness, they are happier and more successful at work. While we cannot force feelings on someone, we can create the conditions at work for people to find meaning. This can be accomplished by meeting people's basic needs, creating room for autonomy, including people in our decisions, modeling value-based leadership, holding regular one-on-ones, and giving people the freedom to express themselves.

Chapter 7 in Tweets:

- Work takes up a large chunk of our waking hours!
- Meaning is not just nice to have at work - it's essential.
- When we are hopeful we believe all things are possible.
- Drama distracts people from experiencing meaning at work.
- Do your behaviors and attitudes align with UNI's values?
- In the end, we all want to know what we do is useful.

Favorite Quotes:

"Today, its sole leaders cannot begin to foster a climate of positive order if their sole concern is making a profit. They must also have a vision that gives life meaning, that offers people hope for their own future and those of their children." - Mihaly Csikszentmihalyi, *Good Business* (p. 102)

"Finding meaning in one's work - both in the what you do daily and in the company's sense of mission - is one of the rarest but most valuable qualities anyone can have in their job." (p. 112)

If you would like to read along and share any thoughts or reactions to, "Chapter 8: We Must Change the Way We Work," be sure to reach out!

LEARNING & DEVELOPMENT



Supervisor Development Series: Fundamentals of Supervision

Friday, October 6, 2023, from 8:30 AM to 2:30 PM

This introductory training session is the first in the Supervisor Development Series (SDS). This interactive session will focus on the fundamentals of supervision. This training is recommended for those who supervise Merit and/or P&S staff but ALL supervisors are encouraged and welcome to attend. While priority registration based on capacity is given to current supervisors, this training may be shared with employees looking to promote into leadership roles. Duration is 5.5 hours with a 10-minute break and a 30-minute lunch. Offered in-person only.

Registration opens next Friday, September 1st!



Supervisor Development Series: FMLA and ADA Supervisor Responsibilities

This training is available on-demand via Blackboard. Please click on the linked course name above to access this session.

This session provides supervisors with high-level information about how to identify a potential leave or accommodation request from an employee, and clarifies a supervisor's role in complying with the Family Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA). This training takes approximately 45-minutes and will save your progress if you are unable to finish in one sitting.



Supervisor Development Series: FLSA/Time-Reporting

While no sessions are currently being scheduled, we highly encourage you to visit our FLSA resources webpage and review the information at <https://hrs.uni.edu/supervisors/flsa>. Additionally, you may review OBOs time reporting resources at <https://obo.uni.edu/payroll/time-reporting>.

COMING SOON



Supervisor Development Series: Fundamentals of Supervision

Save the Date! April 3, 2024

Registration will open up one month prior to session dates.



Supervisor Development Series: Addressing Performance Deviations



Supervisor Development Series: Managing Conflict Effectively



Supervisor Development Series: The Power of Gratitude and Recognition

HRS is excited to announce we will be partnering with our Employee Assistance Program to host three virtual workshops for supervisors this upcoming academic year. All sessions will take place via Zoom from 1 p.m. to 2 p.m. Registration for each of these events will be shared one month prior to each session date.

Save the Dates!

November 8, 2023

Behavioral Health: What Leaders Need to Know

January 30, 2024

Communicating in Challenging Situations

April 25, 2024

Leading With Your Best Self



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Our Vision

All employees will be positively engaged in achieving their greatest potential while contributing to the success of the university.

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.