

## **Institutional Resources for Enhancing Department Culture**

### **Clifton Strengths**

Understand how to apply talents to choices and professional lives

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### **Crucial Accountability**

Tools/skills for addressing performance gaps, strengthening trust and reliability, and eliminating inconsistency

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### **Crucial Conversations**

Tools/skills for creating a safe environment for healthy dialogue

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### **Emotional Intelligence**

This workshop utilizes the Everything DiSC foundation, providing participants with techniques to improve self-awareness and awareness of others, to be more effective in the workplace and contribute to a positive workplace culture

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## Everything DiSC

Discover your DiSC style, understand other styles, and build more effective relationships

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## Executive Coaching

Departments may choose to work with one of the contracted executive coaching suppliers by contacting a supplier to develop a scope of services. The selected supplier will provide individual executive coaching for ISU senior leaders and managers to improve leadership skills and teamwork, develop situational leadership skills, and self-awareness and identifying and targeting areas for development for the leader on an as-requested basis. The expected outcome of each engagement should allow the leader to strategize and to establish and achieve clear goals that will result in improved business effectiveness for both the leader and the organization.

[Growth and Development – Executive Coaching](#)

## Five Behaviors of a Cohesive Team

The Five Behaviors of a Cohesive Team process can help teams identify strengths and areas for improvement, and can lead to better and faster decision making

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## Goal Setting, Strategic Planning, and Facilitation

Learn strategies for setting goals, developing strategic plans, and facilitating group discussions

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## Growth and Development Opportunities

[LinkedIn Learning](#) is an online educational platform that helps you discover and develop business, technology-related and creative skills through expert-led course videos. Employees have two options to access LinkedIn Learning courses. LinkedIn Learning courses can be accessed as part of Workday Learning or using the LinkedIn Learning tile on your Okta dashboard. All LinkedIn Learning courses accessed through Workday Learning will become part of your Workday Learning transcript. If you access courses using the LinkedIn Learning tile on the Okta dashboard, those courses **will not** be part of your learning transcript in Workday Learning.

[Workday Learning](#) is your one-stop site for gaining valuable life skills. The courses you'll find here will help you develop your professional skills and advance your adventure at Iowa State University.

You can find them here whether you are looking for safety training or professional development courses. Laboratory safety, conflict resolution, professional development, and more. Training is easy with Workday Learning.

The WorkLife team facilitates a variety of workshops throughout each year. Some workshops are provided by our EAP, [Employee & Family Resources](#), while others are developed by members of the WorkLife team and tailored to meet the needs of our ISU community. Usually scheduled once per month, these workshops cover a wide range of topics in areas of both professional and personal development. The list below contains some of the more popular workshops; if you're interested in a particular topic not on this list or would like to request something for your specific department, [email](#) the WorkLife team. Register for workshops on [Workday Learning](#).

## ISU Wellbeing

[ISU WellBeing](#) is the employee wellness program at Iowa State. But it's not a typical wellness program that focuses only on your physical health. ISU WellBeing recognizes that much more goes into a person's well-being than how much they exercise or eat. Our mental, emotional, community, financial well-being greatly contribute to our holistic well-being. That is why the purpose of the ISU WellBeing program is to create the conditions in which well-being and healthy lifestyles can thrive in our every day. Our model of well-being will expand to encompass the uniqueness of ISU. The guiding principles listed below define our thinking today and provide clarity for a better tomorrow.

- Create conditions in which well-being thrives.
- Build an environment that makes healthy choices an easy choice.
- Support people from a "whole is greater than the sum of its parts" philosophy.
- Recognize the importance and value of all elements of well-being.
- Develop human capacity for growth and development.

We want to give people the skills for constant change – to help employees help themselves, and enable each person to be an advocate for him/herself. We will advance ISU's culture as a great place to work and learn; a campus where every person may bring his/her best self to work and life!

## Life Coaching

Did you know that the Employee Assistance Program (EAP) offers Iowa State employees **free, telephonic life coaching**? This benefit covers up to six sessions, per situation, per year.

### Why life coaching?

If you feel stuck in a pattern of behavior or can't figure out why you're unable to reach your goals, consider connecting with a life coach. Life coaching sessions are designed to help employees advance their soft skills, including communication, self-discovery, time management, career goals, work-life integration, personal growth, and more.

Phone: (800) 327-4692 | [Employee Assistant Program – Life Coaching](#)

## **Navigating Difference**

Become more aware of your personal and organizational cultures and build skills to increase your cultural competencies as you work with others who are different from you.

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## **Ombuds Office**

Skill-building in conflict management and creating psychological safety, building respectful and inclusive cultures and climates, and offering leadership coaching.

*Laura Smythe, University Ombuds*

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## **Professional Development and Facilitation**

Leadership development and team building

*Karina Silva, Manager of Professional Development, Extension and Outreach*

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## **Six Types of Working Genius**

Discover your working genius and giftings, along with your working frustrations, to revolutionize your team's work, effectiveness, and morale

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