Episode 9 Transcript:

Intro:
You are listening to the Undeniably Well podcast hosted by the University of Delaware's Employee Health and Wellbeing team. Keep listening to discover ways to be your best self each and every day.

Hello, welcome to the 9th episode of the Undeniably Well podcast and the first episode of 2022. We’re so happy to have you back with us. Today we’re going to be kicking off the new year with a conversation between Ryan Shuler and Beth Finkle, the Associate Director and Director of Employee Health and Wellbeing, where they are discussing what they’re doing this year that may be different from what is typically associated with new year. We often hear a lot about resolutions this time a year, but Beth and Ryan are going to talk about kind of switching that up and focusing on intention, focusing on a mindset shift that you want this coming year. Hopefully this conversation gives you some ideas of intentions that you may want to adopt this coming year. But without further ado, please enjoy this episode with Ryan and Beth.

Ryan Shuler:
I'm Ryan Shuler. I am the Associate Director of Employee Health and Wellbeing. And I have the privilege of speaking with my boss today, Beth Finkle, Director of Employee Health and Wellbeing. And one thing that we both personally as well as professionally feel it's very important to bring up in conversation, as we sort of start into this new year is the whole idea of setting intentions. I think both of us are sort of against the new year's resolution concepts, but we both really liked this thought of what's our intention for this year. What is our mindset? How are we going to go into this, as friends, as parents, as colleagues, personally, professionally. So our goal is to sort of talk about this whole concept of intentions since we're entering a new year in 2022. So Beth, welcome!

Beth Finkle:
Thank you so much. I love when we get a chance to talk in conversation about this and especially, you know, when we're able to be together. It's challenging now more than ever because people are really dealing with a lot of heavy stuff. And when you talk about the word intention and when you brought this idea forward to talk about, the thing for me is, you know, not just clarifying what our intentions are, but the second layer of how do we make that possible. So once we set an intention, and we have a pathway, what are those pieces that get us there, or keep us and hold us accountable to those intentions? So that's something that I want to talk through today as well.

Ryan Schuler:
Yeah. And it's interesting, you bring that point up. I actually just had a conversation with someone this morning, and so much of it was centered around setting boundaries, specifically around holiday time, but also, you know, speaking to her as a young... she was a young professional asking how do I set boundaries? I know where I want to go with my career. So now how do I make that happen without getting dumped on or overloaded. I still want to maintain my quality of life and myself, so I feel like that boundary piece becomes so important if this is my intention, and this is how I want to behave or who I want to be.
I have to sort of stick to my guns. And this is how I set boundaries to make sure that that happens for myself, which I think is hard for a lot of people, because it sounds almost like a little bit of a selfish concept, but it's really just self-preservation. And I think this last two years of COVID has taught us that, like, we can't be everything to all people. So what is it that we want the shape of our life to look like? And then how do we make that happen?

Beth Finkle:

Yeah. And I mean, it's easier to do at work, in the work setting, like if you're a manager or, you know, you oversee a project, you can set specific guardrails around that project, and you can set specific timelines and action items, and you don't wink at that. You don't flinch at that, but when it's something for yourself, it becomes a little bit more challenging, especially, you know, with this specific time of year that we're in. Everyone sort of comes in, becomes this task masker, like let me get it done. Let me get things pushed through. Let me start off the year in the right foot. And it becomes in a way, a little bit haphazard. And so in order for us to be successful, we need to really identify a path forward through intentions. Like where do we even want to begin? Where, just off the cuff, personal professional, what are some intentions that you have going into this new year?

Ryan Shuler:

So a big one for me personally is trying to let go of control for on the family front. I think that I tend to like things scheduled. I like structure, I like routine, and I want to be a little bit less of that. I want my kids to just be able to go outside and be kids or do more spontaneous things. Another big one for me personally, and professionally, is to be more patient, which I feel like is my forever battle. I've been saying this for like 20 years. I just want to try to be, but really, it's something that I really do try to work on. And I think now having. 21-month-old and a three-year-old and a middle-schooler, patience is like the name of the game for me right now.

So understanding that they do not have the emotional capacity that an adult has, they do not have the life experience that I do. So it's up to me to be patient and let them figure it out. Or help teach them how to cope in certain situations, instead of just saying, you know, getting frustrated or why can't you figure that out? Or why is that not happening? I have to remind myself be patient. They are only three or they’re only, you know, not even two yet. So patience is a big one.

Beth Finkle:

Yeah. And even just in hearing you say that being patient is, I think for women, right? We're both young women in the work field with young children. And I think probably we'll be continuing to work on patience, for such a long time. An important part of this is understanding what it looks like when you don't have patience. And for you, it could be one thing, but for me it could be something very different. And, for me, the first thing that comes to mind is, you know, I start yelling more at home and it's like, typically, what is leading up to that is I didn't plan accordingly. I packed my schedule to your point too much. You know, I didn't prep meals. Like I do typically on Sundays. I like to prep meals to get us ready for the week. And so the odds are sort of stacked against me. And so I know what it looks like for me when I'm losing my patience. And I think that's pretty critical, as we're trying to move through some of those barriers.

Ryan Shuler:
Yeah, I think self-awareness is a big one, and I think from a professional perspective, I really like the new year and the concept of intention to sort of almost set a fresh start for your team, sort of, as you alluded to before, like where do we want to go? So we have a whole new semester ahead of us. We have a whole new year ahead of us. What do we want it to look like? I think especially coming off of fall semester, I think across the university, everyone is feeling spent. Everyone is feeling tired. People are feeling burnt out. It's just a lot. There's a whole other variant of COVID. No one knows what's happening with their kids' schools. It's just a lot. And it weighs on people. So I think using this opportunity to say, as a team, with your unit, here's what we want to be. Here's really what we're good at. Here's really where we want to go. Now how do we make that happen? And if there are things that are not contributing to that, if there are things that are not helping us get to where we want to be, we need to be better at saying no.

Somebody else can pick up the slack. There’re however many units at the University. Who can we partner with? Who else can we help lift this project with? But it doesn't always have to be all of us taking on all things, all the time. So I think setting intentions with your team in January is sort of a beautiful thing because it gives you sort of, how you're going to proceed with the next couple months.

Beth Finkle:

I think that realistic component is huge, especially notating, so many people have a to-do list, right? And I saw recently, you know, so much we focus on the to-do, which in essence is things that we have not accomplished yet. So in essence, that sort of gives us that negative framework, that negative connotation, and I saw recently, why not start with your Ta-Da-list, and the Ta-Da List is like all of these things that you have been able to accomplish. And when you do it with patience, with intentionality, that Ta-Da List sort of spurs into other ripple effects that may be, have good produce as well. And so almost reframing or refocusing from that endless to do lists and setting the intention around, okay, what have I already done well?

Ryan Schuler:

Yeah, I think from a, from a manager perspective, it's important to bring that to the table. And I think that I can certainly be, be better at that. I think that in wellbeing, we try to focus on the good, probably more so than other units, but I think. everyone could always be better at that. Making sure that every staff meeting something positive is being called out, kudos are being sent via email on a regular basis. So I think, I think that concept of a Ta-Da List is fun. I think people can really get behind something like that. I think it's sort of, again, from a manager perspective, alleviate some of the pressure that your team may feel. Okay. We did all of these really great things already. So in spring, we're just going to focus on this. It doesn't feel like you have to be all things, you know, all the time.

Beth Finkle:

Or task heavy all the time, because what happens when you’re so task heavy at work is you lose that human connection. And, and by proxy sort of that Ta-Da! You know, it's just, it's fun. It's silly. But boil it down, in all intents and purposes, it's recognition, it's recognition of yourself. It's recognition of your team contributions. And so I think when you can spend some time in community, with your team talking about really what were the wins this year?
You know, what did we do super well that we can sort of parlay and use moving forward? Because I think we talk about this often in the academic institution, we live and breathe by semester by semester. So the longevity piece becomes a little bit misconstrued and we sort of back ourselves into success by semester, but some things take much more time than that. Would you share any examples of things that you’re working on that maybe you might take longer than a semester to accomplish and how that’s perfectly okay to verbalize?

Ryan Shuler:

I think one good example of this. I laugh every year. Walktober is a program that UD employees know and love. It has been around, I think we just finished our eighth year. People look forward to it. People know what to expect. People know the way it works. Every single year, even though we've done this for eight years, we get more people, more teams, more engagement, more leadership involvement. People love it. So the first year we tried to do it, the employees here thought we were crazy. They went from tracking like people would, we had the old school pedometers and at the end of every day, they would hand write their number on a piece of paper. And every week they would email that piece of paper to us. So to go from that to a Fitbit that syncs with your phone or your computer, and it's all digital, they looked at us like we were crazy. So that first semester we had low participation, we got fairly negative feedback. And to your point, if we would've just stopped that one semester and just said, okay, we tried one time and it didn't work. It would not be this huge, successful, awesome program that it is now.

So it really takes time to really get things, to get things going. But again, pulling that back to sort of that intention component, the intention behind that entire program was to get people outside and to be together as a team. That it's a huge team challenge that we do. So it may tweak a little bit from year to year, but that intention remains the same. We want people outside. We want people moving and we want people connected with one another as a team. So whether it's Walktober or something else. That underlying intention is what's motivating us to continue the program, but it's also motivating others to join the program. So it took a while to sort of get this huge traction, but now it's something that people really, really enjoy.

Beth Finkle:

Yeah, I love that. And that has really turned into so many other things. When we talked about sort of intentions being stepping stones for other pieces to come into play, something like Walktober is excellent because it has given teams language for engagement that they wouldn't have otherwise had, and so they started to bring in conversations. You know, we like to walk in the park. I like to walk with my neighbor on Tuesdays because this is what gets us motivated. So it gives them an opportunity to sort of bring in that life piece, for a long time, that has been pretty taboo in, in our world. And I know we have really tried to push the boundaries, on really dispelling things like work-life balance, work-life integration, and really just leading with the word life and work being a part of that, and that's a hard concept for many to grasp. And I think, you know, one of my intentions for the wellbeing team is to really start getting some understanding around what that actually means. Would you share any thoughts or do you have any sentiments around that?

Ryan Shuler:
I think again, for as negative as COVID has been, and for as many problems that has, has caused for so many people, for the field of health and wellbeing, it has brought so much to light and given a lot of what we do a leg to stand on. So where we have been preaching, you know, there's no such thing as work life balance. It doesn't exist. It's going to look different for everybody. It's never 50, 50 it's how do you fuse these things together as part of the whole. COVID really shine a light on that because now people are working from their living rooms or their bedrooms or in their pajamas. They're doing laundry between meetings.

So all of that blurred. I think from that regard, to have it sort of shifts the way that we talk about wellbeing. It shifts the way that we sort of attack some of these programs or it's less workshop heavy, and it's more just how to be more functional and how to be happier in your day-to-day. How to be a better employee, how to be a better manager, how to support one another as a colleague. It becomes less program heavy and more. Like I really liked this concept of human-centered work. It's just, we have to remember that, yes, it's work, but work looks different for everybody now, so treating the people instead of the problems are where we sort of need to go with this.

Beth Finkle:

The word that's coming to my mind is empowerment, and part of this whole puzzle with really keeping humans at the center of every decision we make in the workplace is also giving that individual empowerment to have some agency around their design of their day. And we can talk about it in essence of intention, but really what I want to say here is. When people have autonomy to sort of decide how their day is going to flow, they're going to give you that outcome, that work outcome. And it's going to look three times better than if you told them how to do it. Just giving them a little bit of autonomy to make those decisions go such a long way.

Ryan Shuler:

And it's interesting you bring that up. I recently relistened to our Equity mini-series that we did within the podcast. And so much of what was spoken about was that employees are not always speaking up about what their real needs are because they may not feel comfortable. They may not have a manager that's supportive. The culture is not supportive of it. So if we are really looking at human-centered work, managers need to start asking those questions, not just expecting their employees to always come to them totally open and say, “Hey, here's what I need to be great.” I think managers need to be a little more introspective and say, “Okay, Beth, how can I get the best work out of you? What does your schedule look like? What is your ideal?” It may not be able to happen, but at least you know where that employee stands. This is how they feel they would be the most successful. And then how can you make that happen? And I think when you bring it back again to this whole intention piece, the intention again as a manager in my professional life is you want your team to be successful, and that's not just success in work numbers and productivity. That's I want my team to be successful parents and to have great friendships and all of these other components of their life. I want them to live a well. Life and work as a part of that. So what is it that they need from me? What are our intentions going to be going forward as a team to make sure that our team is successful? Our team is connected. Our team is engaged with one another, and our team feels motivated to continue to do good work in this area.

Beth Finkle:
If you, our listeners can't see this, but if you saw my map that I'm sort of writing, you know, words are so important to me, and that's why I love how when we talk, we really try to stream it down back to certain words so that we all have a shared understanding of what all of this even means. So far we've talked about intention, right? And that's really the focus of today's conversation. And we've used an example of being patient. And then even further from that, I'm kind of writing down, Okay. What's the recipe of being patient? The first word that comes to my mind is sort of un-hustle, slow down, you know, take things off your calendar. Really take things off the to-do list. Slow down a little bit. What are some of the words that are coming to you when you're thinking about some of these intentions you're setting?

**Ryan Shuler:**

I think for me, one word that continues to come up when I talk about intention is just self-awareness. What is it that I need? What do I need to be a good mom? What do I need to be a good wife? What do I need to be happy for myself? What do I need to be a good manager? And a lot of times what I need is the same across all of those different roles. I need to slow down. I need to be a little more self-aware, and I need to ask for help when I actually need it.

I know that that sort of my recipe for success. Whether or not I do that all the time is a different story, but for me, that self-awareness piece and that patience piece just becomes so huge because then it's just like a ripple effect into other areas of my life.

**Beth Finkle:**

I would even agree, like investing in self-awareness I would actually argue is first and foremost, before any University priority, before the team priority, before whatever it is your manager is asking you to do, I would say that is your priority. Understanding what it is that you need to feel whole and to work well, and then investing in that piece because then the other partners, the other collaborators around that self, are going to benefit from that.

**Ryan Schuler:**

And one thought that just comes up when you say that is a lot of times when we talk about self-awareness, we think in the terms of like mental health or around that capacity. So I need a day off. I need to run. I need to do, you know, take time for myself. Sometimes it's professional things that I need too. Sometimes it's realizing that I need to be better at a skill in order to do my job well, or there are conferences I need to go to. Or there's LinkedIn Learning classes that I need to take in order to feel more confident in my role as a manager. So I just want to clarify, I think a lot of times when people hear the term self-awareness, it's this very out there purpose-driven term, but a lot of times it can be a specific skill that you're needing to feel more confident in, in what you're doing.

**Beth Finkle:**

Yeah. I think people would agree investment in yourself does go a lot of ways into developing the growth mindset, and I love that you mentioned LinkedIn Learning because that is a license and many are starting to utilize it, but it truly has robust resources for that adaptable skill, like self-awareness. So I have been encouraging managers that I work with to talk to their teams about really carving out time to spend during their workday on some of these professional and personal development opportunities.
Ryan Schuler:

Yeah. And there's just so much data to support that organizations or managers that value growth of an individual, the return is tenfold. That if I know, you know, you as my manager, if I know that you legitimately care about me and my growth, and how I'm doing as an employee, and you’re giving me opportunities to engage in things like LinkedIn Learning, or take time to attend a conference, I am much more likely to want to produce high quality work for you because I know you're investing in me. And I think that a lot of people don't always think that way. They think, we don't have time to spend on LinkedIn Learning because this project has to get done. But if allowing your employee to spend an hour a week on LinkedIn Learning is going to keep them around for 10 years because they feel loyal to you and they feel supported by you. Then let them spend that one hour a week on LinkedIn Learning. It's just to your earlier point, we think semester to semester, and we really need to think of the long game here when we talk.

Beth Finkle:

One thing that's coming to mind right now is, and you and I get to spend a lot of time talking about this across campus is that you really have to try and uncover what is going on, with each other and with yourself. And it's not just the good, right. There’s a lot of hard that's going on with everyone right now, especially coming off the holidays. One thing that I think we hear a lot about with our employees is just sort of this family of origin stuff. And that's something that I wrote down is coming off the holidays, it's really hard because people come from all types of different families. Some people are here alone without much family and celebrate in different ways. Different holidays are honored some more than others, so I think it's important, you know, when you think about it from a workplace perspective is to slow down, to try to understand who is on your team and what matters to them.

And not that you have to get into the deepest and darkest secrets of everybody, right. We should be doing some of that work ourselves to sort of heal some of those parts of us, but I do think it's important to kind of know someone a level deeper than just how they show up to you at the workplace, because you maybe would have that deeper connection if you knew them a little bit better.

Ryan Shuler:

Yeah. And I think it was actually on one of the first Equity podcasts that one of our colleagues Alyssa brought up was don't just check in with me when something is wrong. Check in with me just to say hello. And I think that we tend to default to that is, you know, no news is good news. And then if something's wrong, I'll check in to make sure you're good, but I think as a parent, to check in with my kids regularly to make sure... I don't know what's happening every minute at school. To check in with my husband, to check in with our family. And then as a manager, to check in with our team just on a regular basis, like what's going on, how's everyone feeling. It doesn't need to be because of anything. Just because we genuinely care about one another, that should be the driver of all of this connection. Not just some bad thing that happened.

Beth Finkle:

Right. And a part of our intention as a unit, is really spending that downtime with our colleagues across campus, you know, inviting people that we may not have a designated project in mind, but just inviting
them to have a brainstorming meeting with us or a coffee or out to lunch, just to kind of understand where their goals are. And if there are ways, you know, that we could co-collaborate, great. But if not, we had made a deeper connection regardless of moving forward on a project or not. And I think, we can a lot of times when we talk about blending work and life, intentions we have in the workplace become very similar to the intentions we have in our home life as well.

**Ryan Shuler:**

I think especially sort of coming off the end of fall semester, everybody feels frazzled. Everybody feels spent, everybody feels burnt out, but very few people have asked for help. So in that same token, spending time with people just to say, How can I support you? Are there things we can work on together? Is there any way that my work can help tie in or support your work? And I think COVID stripped a lot of that away. I feel like as a University, we were doing much better at that. We used to work very siloed and then there was a lot of effort to reach out across. To collaborate with one another to share resources, to share brainpower.

And then when COVID happened and, you know, budgets locked down, everyone was, no, this is mine and I'll do it myself. And I want to do it really well and everyone burned themselves out, but I think everyone is experiencing the same thing. So if everyone can just learn to let go a little bit and say, you know what? Someone in accounting or someone in athletics is probably feeling the same way I am. Let me reach out and ask them for help, or let me reach out and say, how can I help you? I think just again, the shared resources, the shared brainpower, all of that, it just produces such a greater product, but there has to be this good intentionality behind it. We want the University to be successful. We want our students to be successful. We want our employees to be happy. So whatever it takes to get that done, that's what we need to do.

**Beth Finkle:**

I would encourage our listeners to really kind of make this sticky for them and give them some traction. I would encourage our listeners to just get it on paper or whatever format you do best and just start writing down, you know, very simplistic what your intentions may be for this new year, and then I would bring in somebody else to help advocate with you, shoulder that responsibility with you, somebody that you trust, somebody that's like minded, that can really help to hold you accountable. And then the other big thing that I think about when it comes to some of this piece is that physical health component is super, super important. And we need to be really focusing on the sleep that we're getting right now. We need to be thinking about the time that we are on zoom or on social media or scrolling our phones, the technology piece. We're just sort of overrun there. And really taking measurable accounts around that and closing it down appropriately. When we think about physical health, we really want to think about things like getting outside, especially this time of year. It gets darker earlier. It's colder. I always tell my friends, like this is the perfect time to go buy yourself some really nice outdoor winter gear to stay warm in and then just really dedicate some time to be outside because it just has such huge emotional health benefits, but if you start mapping this out on paper, whether you do it, you know, in a monthly journal or you do it sort of as part of your to-do list, like carve out a box on that to-do list, like personal intentions and how am I working towards it? I think that's a nice way to get started. Would you add anything for listeners to kind of think through some of that?

**Ryan Shuler:**
Again, I think when you’re trying to think about intentions and ways to make it happen, boundaries become a huge part of that. So telling someone is a great way to sort of set your guardrails, whether it's, you’re telling your boss, this is what my goal is for right now, or you’re telling a partner or a family member, letting people know and being a little more open and honest, then it becomes a little more achievable. If you're just sort of keeping these things internal and other people are asking you maybe to go against your intention. Well, if they don't know, they don't know, they can't help you if they don't know what you're trying to accomplish.

So I think if you can, share some of this, vocalize it, verbalize it, make sure your team is aware of what you're trying to do. I think that helps quite a bit. And then again, that self-awareness piece. So I think you and I are very similar, we both place high stock in being outside. We really need our kids to be outside for them to be better behaved, but there may be some people who truly hate being outside. And for them, a mental health day is curled up by the fire with a book. So if that's really what you need, then be self-aware and understand that that's going to serve you best.

Beth Finkle:

You know, I have to tell you, I wasn't always an outside person, like full disclosure. But when I started getting pretty bad anxiety after my third daughter, what they would call postpartum anxiety. And I didn’t know that that’s what was happening with me at that time. Literally, the only thing that sort of was the antidote to that anxiety was stepping outside, and closing the door in the dead of winter. And it like knocked the wind out of me, but it got me back to a place of equilibrium where I could come back in and have a normal thought. And some days it allowed me just to have my voice again because unfortunately the anxiety for some people can get so high that you can't even speak. And so going outside in the dead of winter was like a respite for me. So I kept trying it, right. I kept practicing it, and I didn't love the winter for so long. I lived in Florida forever. And so now I'm like, okay, this is really working. I'm like, so let me actually try it with my kids too. And when we were in COVID. We had this challenge, it was called the 1000 hours outside challenge. And we were really stuck in the house during COVID. So a big part of that challenge, and we can link it up in the show notes for our listeners is just try. And so we did it in 10 minute increments in the dead of winter. We had to do at least 10 minutes before zoom school started. And then once they got out there, 10 minutes return into 20 minutes, 20 minutes would turn into 30 minutes. They were more activated during their school day on the computer. It got them away from the computer because they were comfortable going outside, and they got more creative. And so, for anyone out there who just is like stuck in their ways and thinks that they hate the cold winter, I would just encourage them just to try it. Just commit to 10 minutes at a time.

Ryan Shuler:

And I have to laugh because when you first started working here, you thought I was a crazy person because we pretty much spend all of our time in the woods, in the state park outside, it does not matter the time of year. We're always out there. We're always hiking...

Beth Finkle:

Camping, hiking

Ryan Shuler:
yeah. And you would be like, I don't even want to own a winter coat. It is not for me.

**Beth Finkle:**

Yes. Now it's like, if I'm not outside or, you know, something is off with me and again, it doesn't have to be hours on end, but just that reset that it does give you being in nature. It has profound effects and I think a nice way to really put some of this intention into practice. What else are you thinking? It's, you know, we're in January at this point and we're really getting started with our team. One thing that I love that we're sort of putting in motion, we have really carved out some time for us to learn what others at the organization are doing so that we can really embed wellbeing and all things that are happening and really lead from that health promotion lens. So a big part of that is taking time out, carving time, to meet with people, to talk with people, to talk with students, we're doing a lot of work with student divisions as well. What are some other intentions that we can give our listeners an idea around?

**Ryan Shuler:**

I think one point that I would like to bring up is, Beth and I obviously are both in this field, so we can probably talk wellbeing into any situation, but for the average listener, a lot of times when you're hearing wellbeing, you're thinking of fitness, nutrition, stress management. I just want to make it clear, there are so many more things that go into your wellbeing as an individual, besides those three things: the community you're a part of; your financial wellbeing; how connected you are to campus, to your partner, to your family; all of this other less traditional physical wellbeing.

Things still play a huge part in how you're feeling and how you're operating day to day. So when you're sitting and thinking of intentions, I don't want you all to think, okay. My intention needs to be, I need to walk every day or something fitness related. Maybe your intention is I want to call my mom once a week or I want to reconnect with someone from my past, or I want to be better at setting boundaries with my staff.

**Beth Finkle:**

Even simplistically, like understanding yourself. Yeah. You know, identity is huge. And I think for so long, we have been taught to be like everybody else, but who wants to be in a world of everybody looking exactly the same. And so even if a small intention is just understanding what makes you, you. What is unique about you and getting right with that, I think is a beautiful intention as well.

**Ryan Shuler:**

Yeah, I think it's just really thinking of it in the sense of what's going to make you happy. What's going to make you productive at work, successful in life, and that's defined differently for every person. So how are you defining your own success? And then is what is one thing that you can do? What is one baby step, one small step you can take to get there and start with that as your first intention.

**Beth Finkle:**

I love how you just used the word happy and joy, right? Like we need to find joy in everything. So using intentions gets us closer to actualizing joy. And part of that is just finding these magical moments in every day, through the connections, through our conversation, through supporting a colleague, through helping a student. There's lots of opportunities to mentor, formally and informally, students and
colleagues here at UD. That has been one of the beautiful things about working in higher ed is that you can continue to reinvent yourself based on what you’re passionate around. And so that's another piece of this is just again, what are you passionate about? How does that bring you inner joy? How does that bring you inner happiness? And once you start to have language, a container, around what that is for you, the intention really helps you to get there.

Ryan Shuler:

That being said, we hope that you all have found this a little more thought provoking. That you're able to sort of look introspectively at where your life is. And I think one thing just quickly to add is if there are things in your life that are going amazing, make that an intention too that you want to continue those things. It's not just the fixes, let’s just let's celebrate the wins that we have and make sure we set ourselves up to be successful to continue those things as well.

Beth Finkle:

And I would just share as we wrap up, we are in charge of the design of our lives, right? And so we need to be intentional about the pieces that we put into play. And if we are not intentional and our lives are not going in the direction or the trajectory that we want them to, then we need to understand what state did we play in that? And I really just want to encourage everyone to take a little bit of acceptance around that we have autonomy around the design of our life, and intentions can really start to clear that up for a lot of us.

Ryan Shuler:

So if any of you listening have questions, if you would like to sort of pull us into your units or into your teams to sort of help guide, or facilitate a discussion around this, we're happy to do so. We hope that you all have a wonderful start to your new year and have great intentions set for yourself, and we hope you come back and listen soon.

Beth Finkle:

Yeah. Thanks for listening. Bye everybody.

Outro:

Thank you for listening to the Undeniably Well podcast. For all things wellbeing at UD, visit our website, UDel.edu/wellbeing. There you can access our on-demand library, subscribe to our newsletter and see what's coming up to help you on your wellbeing journey. Until next time, be well.