



## Happening in SRO

You can find this “Happening in SRO” and all similar newsletters on the SRO Intranet Home Page, located at: <http://isr-wp.isr.umich.edu/srointranet/> under Recent News.

***If you have items for the newsletter or if you would like to highlight an event, please let Ann Vernier or your unit director know.***

### Save The Date: SRO All-Staff Meeting

The SRO All Staff is a mere 12 days away on Wednesday, November 10th from 2pm-4pm! We will be meeting in a fully virtual format via Zoom much like the last few meetings. There will also be a 30 minute online social event prior to our meeting to give everyone a chance to mingle and chat.

In addition to updates from the SRO Director's Office, Proposals, Finance, and current work/projects, we will also be joined by the principal investigators from the upcoming MI-CReSS project, a new SRO collaboration with U-M's School of Public Health.

[Click Here to Add to Your Google Calendar](#)

If you would like to submit a question or topic to be addressed during the meeting, use the link below. You can use the same link to submit suggestions for our social event. We hope you will join us for this opportunity to engage and connect.

[Click Here to Share Questions or Suggestions for the All Staff Meeting](#)

### Hybrid Time Management (Nicole Kirgis)

How is your work schedule working out for you? I hope you and your supervisor are discussing what has been good and what can use adjustment, now that we have been back to Perry for a few weeks.

One thing I have heard from those with a hybrid schedule (some days in Perry, some days remote) is that switching “modes” day to day can make it hard to get into a routine that allows us to get work done and fit in breaks. Here are some suggestions that may help with taking control of your time in the new hybrid environment, finding ways to optimize our new flexibility.

Perry Days: Prep food for work the night before, complete ResponsiBLUE while getting ready for work, use Perry days for in-person (non-Zoom) one-on-one meetings, and make a point to connect with colleagues while in-person. While the weather is still nice, take small group meetings out to the picnic tables or for a walk around the block – combine fresh air, exercise, and some relief from the mask!

Remote Days: Utilize time saved on commuting for working out, chilling out, or putting in extra time on special work tasks. Maximize desk tasks (writing, reviewing, testing, and documentation tasks, etc.) and group/Zoom meetings.

On both Perry and Remote days, block off time on your calendar if you need to designate break time on busy meeting days. Regardless of where you are, if your day has so many meetings that you are unable to find time to get a break, evaluate what meetings could be moved to another day or could be handled via email instead of a meeting. Consider 45-minute rather than 60-minute meetings to allow for some down time between back-to-back meetings.

Have you found other strategies that are working for you? Please send me an email to let me know. And remember: transitions take time! Give yourself (and each other!) some grace as you adjust to the new arrangement.

---

## CCP Corner - Managing and Leveraging Frustration (Aimee Miller)

Frustration tolerance is the ability to withstand obstacles and stressful situations, especially those that result in temporary emotional discomfort. Our reactions to frustration can impact our work, personal relationships, and overall quality of life. The articles below discuss techniques that can help us approach feelings of frustration with a sense of curiosity rather than reactivity, allowing us to leverage them to facilitate personal growth.

- [How to Deal With Low Frustration Tolerance](#)
- [How to Reframe When You Feel Frustrated](#)
- [The Positive Power of Frustration](#)



---

## SRO Wellness News (SRO Wellness Committee)

**FOCUS ON KINDNESS –World Kindness Day is November 13.**  
***Be kind to others but also yourself!***  
[U-M Be Kind Be Well Website](#)

Our committee is committed to finding new ideas to encourage wellness at SRO. Send ideas to the SRO Wellness Committee at:  
[srowellcomm@umich.edu](mailto:srowellcomm@umich.edu)

**FARMER'S MARKET WALK** – The next Farmer's Market Walk is Wednesday, November 17

- Meet in the Perry lobby at 12:00 p.m. and we will leave at 12:05 p.m.
- Bring your re-usable bags!
- About a mile walk both there and back

We will leave Perry together and people can return at their leisure when finished shopping, eating, or browsing.

**OCTOBER IS NATIONAL ERGONOMICS MONTH** – It is important that your workspace fits your needs (on-site, remote, or hybrid). Be sure to review the suggestions provided by the M-Healthy Ergonomics Team. [Ergonomics Awareness](#)

**DINE SOMEWHERE NEW** – Ready to try something new for lunch?

There is a large array of meal items under \$10. You can find some suggestions from your SRC and Wellness Committee colleagues here: [K:\Wellness\RESTAURANT LIST.docx](#)

#### **UPCOMING M-HEALTHY and U-M PROGRAMS**

- **FASCCO** – has a wide range of interesting virtual presentation and discussion groups in October and November. **Limited space so be sure to sign up early.** [FASCCO October and November Sessions](#)
- **TAKE 5 TO FOCUS CHALLENGE: Registration Opens November 1** – Reduce stress, become more mindful, and practice self-care with this new four-week challenge. Participate November 15 through December 12. Registration opens November 1 on [the new MHealthy Portal, powered by Asset Health](#). Available to benefits-eligible faculty and staff and their U-M health plan enrolled spouses/other qualified adults.



**Thanks for joining us on the first walk of the season!!!**