Well-being in the Workplace
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Objectives
• Explore what is meant by the word “well-being”
• How to improve our well-being
• How to improve well-being at work
• Have an enjoyable hour!
Well-being: Public Health Perspective

Well-being can be described as judging life positively and feeling good. (CDC)

- Decreased risk of disease
- Illness, injury
- Better immune functioning
- Speedier recovery
- Increased longevity

Neuroplasticity
Well-being is a skill

Building Blocks

- Resilience
- Outlook
- Attention
- Generosity

Mindfulness Practices

- Quieting Body & Mind
- Parasympathetic Nervous System State
- Builds Neural Pathways = New Habits
- Living in the Present
- Health Benefits
  - BREATHING:
    - Body/Mind Bridge
    - Regulates Nervous System & Emotion
    - Only Voluntary & Involuntary Mechanism
Well-being is a skill
Takes many forms...
- Meditation
- Guided Imagery
- Yoga, Tai Chi & Movement
- Spiritual Practices
- Body Time
- Martial Arts

Outlook
- Ability to Sustain Positive Emotion Improves Well-being
- Depression = Transient Activation (ACC)
- Mindfulness
- Purpose

Attention
- "A Wandering Mind Is an Unhappy Mind"
- Productivity Satisfaction
- Workers: ½ Time Not Attending
Window to Your Nervous System

Parasympathetic vs. Sympathetic

10 or below = PNS (Resting)
11 or above = SNS (Vigilance)
Well-being is a skill
Generosity

Kindness Altruistic Behavior
Ongoing Brain Activation
Compassion Alters Suffering
Double Positive Effect

Well-being is a skill
Building Blocks

Resilience
Outlook
Attention
Generosity

Stand and Stretch Break
Well-being – Five Elements

- Career Well-being: How people occupy their time during the day and whether it is fulfilling
  - Do you like what you do each day?
  - Only 20% of people can answer yes.

- Social Well-being
- Financial Well-being
- Physical Well-being
- Community Well-being

Suffering ➔ Struggling ➔ Thriving

24% more likely to have serious heart problem if the person thinks their boss is incompetent

Person we least like being around is our boss

As level of engagement increased, total cholesterol and triglyceride levels decreased

Chance you will be actively disengaged if a manager...
- Ignores you: 40%
- Pays attention to weaknesses: 22%
- Focuses on strengths: 1%

People who get to use their strengths are 6x more likely to be engaged and 3x more likely to report an excellent quality of life
Well-being – Five Elements

Tips to increase your career well-being

1. Every day, use your strengths
2. Identify someone with a shared mission who encourages your growth
3. Opt into more social time with the people and teams you enjoy being around at work

Well-being – Five Elements

• Social Well-being: The quality of relationships in people’s lives

Odds of being happy increase:

15% when a direct connection in your social network is happy
10% even when you don’t know or interact with a secondhand connection
6% when someone three degrees removed from you is happy!

Well-being – Five Elements

Tips to increase your social well-being

1. Spend 6 hours a day socializing with friends, family, and colleagues
2. Strengthen the mutual connections in your network
3. Mix social time with physical activity
Well-being – Five Elements

• Financial Well-being: The degree of financial security people have.
  Those in wealthier countries have citizens with higher well-being.
  Spending on others is as important to our happiness as the total amount of income they make.
  Experiential spending produces 2-3x level of well-being when compared to material purchases.

Well-being – Five Elements

Tips to increase your financial well-being

1. Buy experiences
2. Spend on others
3. Establish default systems that lessen daily worry about money

Well-being – Five Elements

• Physical Well-being: The extent to which people can do what they want to do free of pain.
  1.5 Billion people are not doing what they want to do due to physical pain.
Well-being – Five Elements

- **Physical Well-being**: The extent to which people can do what they want to do free of pain

  ≥1 servings of fatty fish reduced kidney cancer by 74% in women

- Only 27% of Americans get 30 minutes or more of physical activity a day

  People that exercise 2x/week are happier and have less stress

- Likelihood to gain weight:
  - < 6 hours of sleep = 35%
  - > 9 hours of sleep = 25%
  - < 7 hours of sleep = 3x more likely to get a cold
Well-being – Five Elements

Tips to increase your physical well-being
1. Get at least 20 minutes of physical activity each day
2. Sleep enough to feel well-rested, but not too long
3. Set positive defaults when you shop for groceries.

Well-being – Five Elements

• Community Well-being: The extent to which people feel safe and are involved in giving to their community

Maintenance of Weight Loss after 10 months:
- Alone – 24%
- Three strangers – 50%
- Three friends or colleagues – 66%

Well-being – Five Elements

Tips to increase your community well-being
1. Identify how you can contribute to your community
2. Tell people about your passions and interests
3. Opt in to a community group or event
Well-being – Five Elements

- Career Well-being
- Social Well-being
- Financial Well-being
- Physical Well-being
- Community Well-being
Creating a Culture of Well-being

Does UC Davis . . .
- Provide a strong, sustained commitment to well-being?
- Communicate a clear and consistent definition of what well-being is?
- Lead by example, set the agenda, and use the bully pulpit?
- Make sure that employees understand that leadership authentically cares about their well-being?
- Measure and monitor the effectiveness of well-being programs?

Manager and Supervisor Pillars of Well-being

Invite  Provide  Model  Care

Gratefulness Increases Emotional Well-Being
Grateful People Achieve More
Grateful People Get Along Better with Others
Grateful People Are Less Depressed
Grateful People Pay It Forward
Grateful People Are More Resilient to Trauma
Thank you!!

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