WELCOME

- Barbara Ashby, WorkLife Manager, HR, baashby@ucdavis.edu
- Sandy Batchelor, WorkLife Coordinator, HR, sbatchelor@ucdavis.edu
- Brian Luu, Fitness and Wellness Coordinator, Campus Recreation and Unions, btluu@ucdavis.edu
- Stretch
- Refresh
TODAY’S OBJECTIVES

- Concept and Practice
  - What is WorkLife?
- Programs and Services
  - What’s available?
  - How can you access them?
- Close-up on Wellness
SUPERMOM

THE MYTH:
WORK-LIFE BALANCE
REALITY: WORK-LIFE INTEGRATION

- Intersection and Interaction of...
  - Self
  - Work
  - Home/Family
  - Community
Goals and Outcomes

- Alignment
- Effectiveness
- Improved Performance
- Mutual Enrichment
DR. STEWART D. FRIEDMAN
University of Pennsylvania

- Total Leadership: Be a Better Leader, Have a Richer Life
- Leading The Life You Want: Skills for Integrating Work and Life
- Four-way wins
SKILLS FOR THE FOUR-WAY WINS

- Be Real…Authenticity
- Be Whole…Integrity
- Be Innovative…Creativity
SELF ASSESSMENTS

Four Circles

Rate your Skills

- How good are you at being real, being whole and being innovative?
- Strongest area? (out of 30)
- What leader are you most like?
UC DAVIS WORKLIFE AND WELLNESS

Helping You “Put It All Together”

- Education
- Policies
- Practices
- Programs
- Resources
UC Davis WorkLife and Wellness provides programs, policies, referrals and education that enable employees and students to be effective at work, school and home. WorkLife encompasses dependent care and family services, health and wellness, financial support, career flexibility and community involvement.

To be added to our mailing list to receive quarterly newsletters, monthly happenings and Brown Bag information, email us at worklife@ucdavis.edu.
Family Care

Families are who you love. A family caregiving unit often looks very different for different families. Some "important others" may include spouses, partners, parents, children, extended family and even those with fins, fur or feathers. Whatever you family looks like, UC Davis WorkLife and Wellness provides resources to help you care for those you love.
Breastfeeding Support Program

The Breastfeeding Support Program provides university affiliates and their partners with lactation consultations, support group meetings, and the use of hospital grade breastpumps located in close to 40 lactation sites on the UC Davis campus as well as 10 sites at UC Davis Medical Center. UC Davis policy provides a site within a 5 minute walk of every building on campus and at various sites at UCDHS.

The BFSP is co-sponsored by the Foods for Health Institute and the Women's Resource and Research Center. Additionally, Optum has provided us with UC Living Well deluxe cooler bags for registered participants. Just pick one up at any class or support group as well as our office in the Hetman Staff Learning Center!

» Please Register for the Program

When you register, you will be provided with site locations. Registration takes less than five minutes. Pump attachment kits can be purchased at the UCD Bookstore. Please register so you can receive updates and information concerning the sites and classes. Registration also provides data that is critical for program continuation.

» Davis Campus Employees

- [Classes and Support Groups](#)
- **Contact**
  - worklife@ucdavis.edu
  - WorkLife and Wellness Coordinator, Sandy Batchelor | 530.754.8791
  - Board Certified Lactation Consultant: Shirley German

» Medical Center Employees

- [Classes, Support Groups and Information](#)
- **Contact**
  - UCDMC Employee Breastfeeding Information Line: 916.703.3312
  - Cheryl Burstiner | cheryl.burstiner@ucdmc.ucdavis.edu | 916.734.7591
Community

Building community is to share individual and collective expertise, time and talents. Although most volunteer to help others, side benefits may include new friendships, career exploration, discovery, learning and improved physical and mental health.

Here are a few helpful links to your greater local community.

- City of Davis maps available
- City of Davis Parent/Child Event Calendar
- Davis Chamber of Commerce
- Davis Community Network
- The Davis Dirt--events
- Davis Enterprise News
- Davis Farmers Market
- Davis Joint Unified School District
- Davis Patch
- Davis Teen Scene (City of Davis)
- Davis Wiki
- Downtown Davis Business Association
- Yolo Conflict Resolution Center
- Yolo County
- Yolo County Library
Workplace Flexibility

Workplace Flexibility defines when, where and how work is done. One of the seven pillars of worklife effectiveness, it is a critical driver of employee well-being and performance and is responsive to the changing professional and personal demographics of the multi-generational workforce. Workplace Flexibility includes compressed workweek, flextime, and telecommuting. When properly managed Workplace Flexibility can increase productivity, provide extended coverage, and decrease unplanned absences. In addition, it promotes diversity, cross-training, and has a positive impact on workplace culture, morale and employee recruitment, engagement and retention.

Workplace flexibility also supports three campus initiatives: Principles of Community, Sustainability and Wellness.

ELIGIBILITY

Non-represented PSS employees are eligible to request Workplace Flexibility (see Personnel Policies for Staff Members Section 31 Exhibit A). Represented employees may participate as allowed by their respective collective bargaining agreements. An employee initiates the request for Workplace Flexibility by submitting a proposal to her/his supervisor and/or unit/department head. See Checklist for Developing a Workplace Flexibility Agreement.

DEFINITIONS

- **Compressed Workweek**: an arrangement in which an employee works her/his full appointment time in less than one week. A full workweek is condensed into fewer than five days; or two full-time workweeks are compressed into nine or nine and one-half days.
- **Flextime**: an arrangement that allows an employee to alter the starting and end time of her/his workday.
- **Telecommuting**: an arrangement in which an employee regularly performs work at a remote worksite (such as home, library or business center) for a specified portion of the workweek.
WorkLife and Wellness sponsors numerous events and activities throughout the year—some focused on wellness, some on integrating your work and life. From our lunchtime brown bags to our hefty Wellness Challenge, we provide many opportunities for you to improve an aspect of your own personal “wellness wheel.” Many “wellness” activities qualify as an “On-Campus UC Living Well activity” earning points for your UC Living Well incentive program. Or, gather your family and join us in Take Our Daughters and Sons to Work Day (TODS)...we like to think of it as our own mini picnic day.

**CURRENT EVENTS & HAPPENINGS**

View our recent and current events!

**TAKE OUR DAUGHTERS & SONS TO WORK DAY**

The fourth Thursday in April is national “Take Our Daughters and Sons to Work Day” (TODS) when employers nationwide host children at their workplaces. TODS 2015 will be Thursday, April 23rd.

**WELLNESS FAIR**

The Wellness Fair will take place February 18, 11:00-1:00 in the ARC Ballrooms.

**MAINTAIN DON’T GAIN**

**UC WALKS**

**BROWN BAGS**
Wellness

Wellness is the human process of being aware of, and actively working toward better health and a healthier lifestyle. We view Wellness at UC Davis as an integrated model encompassing many aspects of overall health. To be truly "WELL" one needs to examine many dimensions:

- EMOTIONAL HEALTH
- ENVIRONMENTAL HEALTH
- FINANCIAL HEALTH
- OCCUPATIONAL HEALTH
- PHYSICAL HEALTH
- SOCIAL HEALTH
- SPIRITUAL HEALTH

We aim to help you maximize each aspect of your overall well-being.
WELLNESS

- UCLA Sit RX
- CFM Home (U Mass MS)
- Greatest Wherever Workout by Fitstar
SIT TO STANDS WITH HEEL RAISE: 1:08
STAGGERED STANCE SQUAT: 2:11
ROPE CLIMBS: :48
THE WELLNESS WHEEL

AN INTEGRATED APPROACH
EMOTIONAL WELLNESS

- Engage in activities that fit your strengths and values.
- Cultivate an optimistic thinking style
- Volunteer
- Learn stress management strategies
- Develop healthy coping strategies
- Meaningful goals and direction in life

- ASAP
- Emotional Intelligence Toolkit
- Greater Good Science Center
- Helpguide.org
- Student Health Massage Therapy
- UC Davis Ombuds Office
- Yolo County Mental Health
ENVIRONMENTAL WELLNESS

- Air and water
- Chemicals
- Noise
- Clutter

- Transportation
- Food
- Home
- Plants and animals

- Campus Gardens
- Outdoor Adventures
- Sustainable 2nd Century (Aggie Green Pledge)
- UC Davis Arboretum
- Go Club
FINANCIAL WELLNESS

- Money does not buy happiness…but a certain amount is needed to provide a baseline of physiological and safety needs.
- Threshold? $75,000…$90,000 for California

- Financial Education Classes
- Financial Fitness Library
- UC Retirement Savings Program
INTELLECTUAL WELLNESS

- Think creatively
- Be social
- Stimulate all your senses
- Mix it up/seek novelty
- Challenge yourself
- Exercise
- Sleep

- Craft Center
- Experimental College
- Mondavi Center
- Staff Development and Professional Services
- UC Davis Extension
OCCUPATIONAL WELLNESS (CAREER)

- Human Capital: discover yours…
- Are you what you do?
- Love it or lose it…

- Career Counseling
- Career Management Toolkit
- Fee Assistance
- Staff Development and Professional Services
PHYSICAL WELLNESS

- 30-60 minutes a day, including cardio and weight bearing exercise…can be segmented
- “Eat food. Mostly plants. Not too much”
- Sleep 7-9 hours a day
- My favorite study: Exercise does more to bolster thinking than thinking does.

- Aggies on the Move
- Breathe Free UC Davis
- UC Davis Farmers Market
SOCIAL WELLNESS

- Social isolation is one of the biggest risk factors for human mortality

Social isolation’s health effect is:

- Equivalent to being an alcoholic
- Equivalent to smoking 15 cigarettes a day
- Equivalent to never exercising
- 2x as harmful as obesity
SPIRITUAL WELLNESS

Extrinsic Value
- lifestyle factors
- social support
- sacred time
- connection with world

Intrinsic Value
- gratitude
- focus on others
- sense of purpose
- larger repertoire of coping skills in beliefs
- perception of stressful situations as opportunities for growth

- Campus Meditation Group
- Davis Wiki Religious and Spiritual Organizations
- UCLA Free Guided Meditations
- University Religious Council
- Wake Up at UC Davis
MULTIDIMENSIONAL SELF ASSESSMENT

1. For each aspect of the wellness wheel, rate your satisfaction on the provided table.
2. Calculate your average score for each aspect.
3. For each aspect, plot your score at the middle of the corresponding pie piece.
4. Draw a circle connecting the dots to determine how large and symmetrical your personal wheel stands.
5. Identify areas in need of improvement.
BECOME A WELLNESS AMBASSADOR

- Sign-up today
- Take home information
- Send an email: worklife@ucdavis.edu
WHAT IS A WELLNESS AMBASSADOR?

- Employees
- People who care about their health and the health of others.
- People who want to bring wellness directly to their co-workers.
- People who want to improve all areas of wellness at their workplace.
WHAT DOES A WELLNESS AMBASSADOR DO?

- As much as they want…we help with ideas and resources.
- Provide inspiration and accountability.
- Serve as a wellness resource for their colleagues:
  - promoting greater campus wellness activities
  - creating opportunities for movement and healthy choices throughout the workweek
READY TO START

“PUTTING IT ALL TOGETHER?

- E-mail worklife@ucdavis.edu
- Subject line “subscribe me”
February Happenings

Meet Me at the Museum

- Tuesdays, 10:30-11:30 at rotating museums; California Museum, Crocker Art Museum, and the California Automobile Museum. For people living with dementia and their care partners.
- Artists for Alzheimer’s is an initiative of
STAY CONNECTED - QUARTERLY

Wellness Fair 2015

Our annual wellness fair (formerly the Wellness Challenge Kick-off) will be held Wednesday, February 18 from 11:00-1:00 in the ARC Ballrooms. Activity focused, we will have health assessments, biometric assessments, social networking, healthy food tables, and the usual fun ideas to keep you in tip-top shape! No registration necessary, just show up ready to move and learn, enter the drawing, and move AROUND and AT the exhibits/activities.

What Happened to the Wellness Challenge? We are redirecting our efforts into a Wellness Ambassador program where YOU get to bring Wellness to your co-workers and workplace with our help. Look for the WorkLife and Wellness table at the fair to learn more. We will be sending out more correspondence soon!

Davis Campus/Satellite Brown Bags

- January 8: Epigenetic Design  [Details]
- February 4: Say Goodbye to Your Lawn @ Research Park  [Details]
- February 5: Bellydancing  [Details]
- February 10: Balletone @ Courtesy Place

Proven Methods and Tools for Successful Worklife Integration

Total Leadership aims to improve performance in all four domains of life—work, home, community, and self—by creating mutual value among them. Created by Dr. Stew Friedman, founding director of the U.D. WorkLife Center.
What is your priority?
What is one commitment?
What is your resource?