

Spring 2017 Newsletter

[View this email in your browser](#)

UC DAVIS

WORKLIFE AND WELLNESS



The Importance of Wellbeing

How do we define a life well-lived? After surveying people in more than 150 countries, partnering with leading economists, psychologists, sociologists and physicians for several years, Gallup has uncovered five distinct factors of wellbeing that transcend countries and cultures:

- **[Career Wellbeing](#)**: how you occupy your time -- or simply liking what you do every day
- **[Social Wellbeing](#)**: having strong relationships and love in your life
- **[Financial Wellbeing](#)**: effectively managing your economic life
- **[Physical Wellbeing](#)**: having good health and enough energy to get things done on a daily basis
- **[Community Wellbeing](#)**: the sense of engagement you have with the area

where you live

Read [The Business Case for Wellbeing](#) and check out the New York Times and Wall Street Journal Bestseller, "[WellBeing](#)" by Tom Rath and Jim Harter.



The Better Work Toolkit

A Science-Based Approach to Designing Work-Life Solutions that Work
from New America Better Life Lab

The [Better Life Lab](#) and [ideas 42](#) hosted a panel bringing together health experts, behavioral scientists, and business leaders to discuss the costs of work-life conflict and how to promote better work and healthier, happier lives. Their project culminated in the [Better Work Toolkit](#), which identifies three key strategies to give workers more predictability and control leading to greater employee satisfaction and engagement: (each one lists the Challenge, the Science, Designing Solutions and A Best Practice.)

- **flexibility**
- **collaboration**
- **autonomy**

The toolkit also highlights and explains "[Seven Things You Should Know About Work-Life Balance](#)":

1. **Work-life conflict is a health hazard.**
2. **Work-life balance improves health.**
3. **Work gets better when workers have work-life balance.**
4. **Flexibility is the future.**
5. **Longer work hours don't mean more productivity.**

6. **Work-life balance makes good business sense.**

7. **Overwork disadvantages women.**

More helpful resources on how to improve worklife for the individual, team and organization:

- ideas42 report: [Work and Life, A Behavioral Approach to Solving Work-Life Conflict](#)
 - [What Is an Effective Workplace?](#) Infographic by [WhenWorkWorks](#)
 - [What is WorkLife?](#) UC Davis WorkLife website with information and resources for WorkLife right here at UC Davis.
-



Financial Wellbeing

Seven out of ten American workers say financial stress is their most [common cause](#) of stress. Financial pressures can impact productivity, engagement, absence rates, retention and employee health.

Financial Wellness is a state of well-being where an individual has:

- **Achieved minimal financial stress.**
- **Established a strong financial foundation.**
- **Created an ongoing plan to help reach future financial goals.**

As there is a natural connection between the workplace and key financial decisions including income, saving for retirement and health benefits, we aim to increase people's financial literacy and skills by providing tools and information to help people reach a state of financial wellness. WorkLife and Wellness can visit your staff meeting to do a 15 minute presentation on the importance of Financial Wellness for both personal and workplace well-being. We can then

help you arrange for free one-hour onsite follow-up workshops for future staff meetings from various professional financial educators on specific topics including Budgeting, UC Retirement Programs and Debt management. This is a free, no-cost, minimal effort process that can decrease stress, thereby increasing productivity in your unit/department...no sneakers or sweating required! Check out our [Financial Wellness page](#) for details.



Navigating Medicare: A Primer for Caregivers

[Spring Caregiver Education Seminar](#)

Thursday, May 25, 12:00-1:00,
Room D Student Community Center

We're bringing in the expert on the ins and outs of Medicare including an overview of coverage and options, information on supplementing Medicare, prescription drug coverage, preventative services, fraud and abuse, and recent changes to programming. Learn about free services available to help you navigate Medicare including free counseling and education.

Instructor:Carolynn Washington is a compassionate Community Service Specialist at HICAP (Health Insurance Counseling and Advocacy Program) Services of Northern



TODS

At UC Davis, Take our Daughters and Sons to Work Day is both a career day and an opportunity to show children the value of education. As always, children can see their parents at work, and participate in tours and programs all around the campus...sort of a mini-Picnic Day just for our campus families. TODS is Thursday, April 27. Please visit our [website](#) for more details and event registration.

UC Davis Health (Sacramento campus) TODS day will be April 20, [click HERE](#) for more information.

Did you Know...

- UC is a qualified employer for the [Public Service Loan Forgiveness Program](#)? Under this program, borrowers may qualify for forgiveness of the

California.

Caregiver Webinar
Caring for your Parents from a Distance
by Family Matters Webinar Series



Wellness Events

- Campus WorkLife and Wellness Brown Bags [Details](#)
- WorkLife and Wellness Current Event [page](#)
- Health System WorkLife and Wellness Brown Bags [Details](#)
- Staff and Faculty Health and Well-being Program [page](#)



Free Financial Literacy Series

In partnership with the Travis Credit Union, the Yolo County Library is offering a series of free monthly workshops in 2017 to support and

remaining balance of their Direct Loans after they have made 120 qualifying payments on those loans while employed.

- Citizens Who Care sponsors a "Saturday Club" from 10:00-3:00 at the Davis Senior Center? This program provides respite for the caregiver with supervised activity time, including lunch for their adult loved one.
- You can use the University's [Dependent Care Flexible Spending Account](#) for both child and adult care?
- We have an easy [one-page overview](#) of policy and responsibilities concerning [lactation accommodation](#)?



Budgeting for Happiness

Budgeting doesn't always mean spending less, just spending smarter. Smart budgeting allows us to focus our financial resources on expenses that actually improve our quality of life rather than material acquisition. Explore the 4 categories of spending (Fixed Needs & Wants and Variable Needs & Wants) in this [Greater Good article](#) with tips on budgeting to boost happiness.

build community knowledge of budget and financial literacy. The workshops held every third Wednesday of the month at 6:00 p.m. in the Blanchard Room of the Stephens Davis Library, 315 E.14th Street. Remaining Workshops:

April: *Ten Steps to Financial Success*

May: *Drive Away Happy*

July: *Mad City Money* (12:00-4:30) ([activity for youths ages 14-22](#))

August: *Identity Theft*

Sept: *College Financing 101*

October: *Psychology of Spending*

November: *Home Buyer Education*



Winter Brown Bag Highlight: Gardening

Winter Brown Bags you might have missed:

- **From the Ground-Up** (also coming April 27 at Cousteau) See Brown Bag [page](#).
- Things we can now grow in Davis with our new water: Camellia Japonica

Increase Happiness...Budget for Experiences not Things

THINGS:

Science tells us that happiness from "things" is fleeting as we keep "raising the bar" as humans adapt to new things/norms quickly. "Keeping up with the Joneses" is an unattainable and ultimately unsatisfying pursuit.

EXPERIENCES:

Human beings are not defined by items we possess, we are the sum total of our experiences. Our identity is the accumulation of what we see and do. Buying a fancy watch isn't going to change who you are; hiking the Inca Trail will. Experiences also encourage anticipation and memories which brings us longer-term positivity far more than objects.

Read this *The Atlantic* article "[Buy Experiences, Not Things](#)" to read the research.

Helpful Travel Sites

[Rome2rio](#)

[XE.com](#)

[FlightStats](#)

[Google Flights](#)

[Wikivoyage](#)

Magnoliaeflora (pictured
above), Camellia Yuletide,
Acer Bloodgood (Japanese
maple)



This is a publication of UC Davis WorkLife and Wellness. If you would like to be removed from this list please email us and list "Please remove" on the subject line. **Our mailing address is:**
worklife@ucdavis.edu. Visit our website at worklife-wellness.ucdavis.edu.