

Summary – The 8 Most Important Things You Can Do

Here the eight most important things you can do to support a culture of wellness among faculty and staff, and across campus:

1. **Be a Role Model.** Visibly demonstrate and value good health (i.e. exercise on lunch breaks, participate in wellness events, practice good nutrition, and keep your own stress levels manageable).
2. **Communicate about Wellness.** Introduce and endorse well-being initiatives and programs through word of mouth, emails, and postings.
3. **Recognize Others.** Highlight wellness achievements and efforts of faculty and staff. Also acknowledge and appreciate non-wellness related efforts and achievements.
4. **Be Flexible.** Support scheduling and workplace flexibility to encourage wellness behaviors and reduce faculty and staff stress.
5. **Make Work Meaningful.** Faculty and staff need to know what they need to do, and how their work contributes to the UCR mission. Faculty and staff should be included in decision making discussions.
6. **Invest in Others.** Provide faculty and staff with personal and professional development opportunities, encourage and support the development of their interpersonal, emotional and job skills.
7. **Promote Civility and Respect.** Require faculty and staff to be respectful and considerate in their interactions with one another. Clearly define for all what steps to take if unprofessional behavior is taking place.
8. **Get Others Involved.** Announce your support for participating in well-being programming, and encourage faculty and staff to participate. Include a conversation about wellness during a new faculty or staff member's first day. Designate faculty and staff to serve as [Wellness Ambassadors](#) at UCR.

As a manager/supervisor, you are in a unique position to either foster wellness on campus or impede it. Help ensure that health, safety and well-being become integrated into the fabric of UCR. For more support in creating a healthy workplace, visit <https://hr.ucr.edu/about-us/workplace-health-wellness/wellness/manager-and-supervisor-wellness-toolkit>.

To get a UCR Healthy Department Certification, visit <https://hr.ucr.edu/about-us/workplace-health-wellness/wellness/healthy-department-certification>.