Wellness WORKs!
A Promising Practice Utilizing a Holistic Approach

A Partnership Between
California State University-Stanislaus and
San Joaquin County Mental Health Services

Prepared by:
Diane Feneck, Coordinator
Wellness WORKs!

What is Wellness WORKs!?

- Grant funded program that is a partnership between San Joaquin County Mental Health Services and California State University Stanislaus.
- Program was funded in July of 2000 and actually started in December of 2000.
- Provides wellness classes and activities to San Joaquin County CalWORKs recipients.
- Curriculum is called *Work-Wellness: The Basics*.
- Participants are referred by their CalWORKs case manager.
- 35 – 45 referrals are taken per class.
- Show rate is between 50 – 70% of those referred.
Premise for the Program
(based on focus groups with CalWORKs recipients and case managers)

- Worries/fears directly related to work: adequacy of preparation for work (skill, knowledge, etc.), employment interview, personal appearance (dress for success), transportation (inadequate/unreliable bus service), language barrier, how to behave at work, physical pain/illness/absenteeism, conflict regarding work ethic, handling belittlement, child care/elder care, and handling family members' reactions to working member.

- Concerns regarding overall well being: nutrition (eating right and weight loss), exercise/walking, personal hygiene, parenting and family relationships, handling emotions (especially anger and frustration), and stress management.

Wellness WORKs!
Vision Statement

- To contribute to the health and healing of individuals, families, neighborhoods, and communities within Stockton and San Joaquin County.
Wellness WORKs!
Mission Statement

To provide a variety of educational services to San Joaquin County CalWORKs participants that support their entry into the work world, increase their success as employed citizens, and optimize their functioning as individuals, family members and parents.

Staff

- Diane Feneck, Coordinator
- Michele Holland, Office Manager
- Davina Arreaga, Program Assistance
- Elaine Clark, Case Manager
- Bernard Arreaga, Volunteer
- 20 instructors
Hours

• Monday through Friday,
  7:30 – 4:30
• Clients attend 8:30 – 4:00
• Provide breakfast and lunch daily
to clients

Location

• University Park, Stockton Center
• Magnolia Building
  510 East Magnolia Street
  Stockton, CA 95202
Wellness WORKs! offers one-week, three-week and one-day classes and activities for welfare recipients.

The curriculum is based on the holistic model of wellness and is intended to foster positive self-esteem, improve self-care, and enhance well being.

**Specific Classes**

- Success is a Choice
- Dress for Success & Love the Skin You’re In
- Temperaments in the Workplace
- Managing Job Stress
- Health Issues that Interfere with Job Performance and Attendance
- Healthy Eating For Better Job Performance
- Conflict Resolution in the Workplace
- The Working Parent
- Safety and Prevention of Personal and Workplace Violence
- Physical Wellness
- Anger Management (3-week only)
- Drug and Alcohol Abuse in the Work Place (3-week only)
- Getting a Jump Start on Your Career (3-week only)
- Money Management (3-week only)
Monday

- **Success is a Choice** covers keys to success including the power of positive inner and outer self-image and tips that assist clients in moving toward long-term self-sufficiency.

- **Dress for Success & Love the Skin You’re In** includes a slide show, an image presentation, personal appearance and grooming techniques, and makeovers to assist clients in understanding the employer’s expectations regarding workplace attire. Clients ultimately learn how to project a professional image for interviews as well as for the workplace.

- **Physical Wellness** addresses the fact that a healthy workforce is a productive workforce. Physical wellness is highlighted as a life skill for maintaining health, increasing energy and obtaining balance for work. Basic breathing techniques and non-strenuous movements are taught to help reduce stress at work, avoid work-related injuries, promote relaxation, and increase concentration all of which will ultimately result in greater productivity and less absenteeism.

Tuesday

- **Temperaments in the Work Place** uses the True Colors career self-assessment tool to identify individual strengths and qualities in a fun and lighthearted way. It encourages clients to recognize, understand, and appreciate the differences in others and how these differences impact relationships at work. It also increases individual self-knowledge in relationship to job choice, self-confidence, respect, dignity, esteem, worthiness and character.

- **Managing Job Stress** focuses on the concept that stress is a part of life, yet it does not have to be a way of life, especially at work. This topic includes the effects of stress on one’s body and mind, how to recognize one’s own stress signals and those of others, the specific contributors to workplace stress and strategies for dealing with it. This critical life skill topic encourages clients to have more power over their lives and better coping mechanisms for dealing with stress. Knowledge gained will increase success in the workplace which ultimately contributes to sustaining employment.
Wednesday

- Health Issues that Interfere with Job Performance and Attendance explores health issues that could interfere with job performance and attendance. This will ensure that clients are aware of common viruses, infections, diseases, and conditions and the preventative measures one can take to avoid and/or treat them. This topic will also address employer’s expectations regarding attendance and absenteeism due to health related issues.

- Healthy Eating for Better Job Performance covers eating for energy and wellness. This topic will address how to recognize the signs that trigger poor nutritional choices and appropriate ways to deal with these triggers. Additionally, clients will learn the important life skill of making better nutritional choices through an understanding of healthy eating guidelines and weight management techniques.

Thursday

- Community Resources

- Conflict Resolution in the Workplace focuses on effective communication, what you see versus what you get, blocks to listening, techniques for active listening, and role-playing activities that can be used constructively to assist any difficult situation in the workplace.

- The Working Parent examines tips for the unique challenge of working parents. This topic covers stresses of parenting and clarifies differences between discipline and punishment. Additionally, it provides solutions for overcoming obstacles such as being a single parent, child care, and behavior problems that parents may face.
Friday

- **Safety and Prevention of Personal and Workplace Violence** outlines ways to identify and handle potentially dangerous or abusive situations that interfere with work. The topic will review domestic violence, the cycle of violence, obstacles to leaving a domestically violent relationship, warning signs, safety plan, effects on children, and myths versus facts about domestic violence. Additionally, examples of workplace violence will be reviewed. Clients will gain an understanding of how violence or harassment in or brought to the workplace will interfere with job performance and is cause for dismissal from the job.

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**Three-Week Program Only**

- **Anger Management** provides clients with the skill of developing awareness of how they express anger and also assists them in finding effective ways of handling anger. It also includes barriers to success in dealing with anger.

- **Getting a Jump Start on Your Career** covers life skill topics that assist individuals in setting long and short-term job/career related goals. Topics include how to eliminate poor self-management habits and routines including how to tear down procrastination, how to get organized, and how to get control of their own time and life. Participants will learn how to accomplish more by setting achievable goals.

- **Drug and Alcohol Abuse in the Workplace**: Workplace substance abuse is on the rise. This topic covers definitions for drug abuse, self-assessments to detect possible problems with drugs and/or alcohol, and referral sources to obtain help with addictions.

- **Money Management** is a life skill topic that covers how to distinguish between needs and wants financially, how to establish financial goals, how to set pending priorities and how to develop a realistic personal spending plan.
Review/Evaluation of Program

- Review of wellness components and classes
- Assist clients in getting the connection between and among all areas of wellness and pointing out that a change in one area may, over time, affect every other area.
- Program Evaluation
  - What have you learned that is so important that you will make some change in how you care for yourself and/or your family?

Connection

- **Emotional**
  - Feelings: serenity, joy, happiness, etc.
- **Physical**
  - Body: nutrition, exercise, blood pressure, weight, etc.
- **Social**
  - Relationships: family, friends, loved ones, neighborhoods, etc.
- **Occupational**
  - Employment/Career: career, school, training, etc.
- **Intellectual**
  - Mind: intelligence, learning, knowing, reading, writing, etc.
- **Environmental**
  - Physical: housing, air, water, noise, etc.
- **Spiritual**
  - Values/Purpose: joy, zest, faith, etc.
Outcome Research
Pre and Post Questionnaires

• Wellness Information Survey (1st day, 3 months, 1 year later)
  – I have been thinking about changing some of my health behaviors…
  – I am planning on making a health behavior change within the next 30 days…
  – I have made some health behavior changes but I still have trouble following through…
  – I have had a healthy lifestyle for years…

• Self-Esteem Scale (1st day, last day, 3 months, 1 year later)
  – Worthiness
  – Good qualities
  – Failure
  – Capabilities
  – Pride
  – Attitude
  – Satisfaction
  – Respect
  – Usefulness

• All About You Survey (1st day, last day, 3 months and 1 year later)
  – Work/Relationships, household responsibilities, child care, life management, getting along with others at work, ability to do the job, medical conditions, transportation

Completion

• Affirmations
  – each client gets a personalized affirmation

• Gifts

• Certificates
  – Certificate of Completion
  – CPR/First Aid Certificate (one-day program only)
  – Nutrition Certificate (four-week only)

• Cupcakes

Take a group picture
Challenges to Program and Program Outcomes

- **Attendance**
  - Child care
  - Transportation
  - Appointments

- **Three-month/one-year follow-up**
  - Phone numbers change frequently
  - Clients frequently move

Definition of Wellness

- Wellness is a choice—a decision you make to move toward optimal health.
- Wellness is a way of life—a lifestyle you design to achieve your highest potential for well-being.
- Wellness is a process—a developing awareness that there is no end point, but that health and happiness are possible in each moment, here and now.
- Wellness is an efficient channeling of energy—energy received from the environment, transformed within you, and sent on to affect the world outside.
- Wellness is the integration of body, mind, and spirit—the appreciation that everything you do, and think, and feel, and believe has an impact on your state of health.
- Wellness is the right and privilege of everyone. There is no prerequisite for it other than your free choice.
- Wellness is the loving acceptance of yourself.

*John Travis, Wellness Workbook, 1981*
“If you want things to be different, perhaps the answer is to become different yourself.”

Norman Vincent Peal