Welcome! The webinar will begin at 12:00

Do Good, Feel Good: The Positive Impact of Helping Others

Mary Sherman, LCSW, UVA Faculty and Employee Assistance Program
Matthew Fritts, MPH, Well-Being Specialist, UVA HR

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• In a Zoom webinar, you can only see the host and panelists, and you are muted by default.
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• Select “All panelists and attendees” when presenter prompts you to share

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• Use this to ask a content-related question at any time
• We’ll either reply via text or answer your question live
• Check “Send Anonymously” if you do not want your name attached to your question
• You can like or comment on other attendee’s questions. This helps us identify popular questions.

Raise Hand
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Email us anytime:
• EmotionalWellbeing@virginia.edu
Do Good, Feel Good:
The Positive Impact of Helping Others

Mary Sherman, LCSW
Faculty and Employee Assistance Program

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Well-Being Specialist, UVA HR

September 9, 2020
What We’ll Cover

- Why connection, meaning and purpose are essential to your well-being
- Summary of research evidence: helping other helps your health, happiness & life satisfaction
- How you can incorporate altruism and kindness into your daily life
- Ways to get involved during COVID-19 and beyond
- How to bring these concepts into your life

We should strive not only to be great, but also to be good...by being of service to others and by being a good neighbor to the Charlottesville region.

– President Ryan, UVA’s 2030 Strategic Plan
Why, and how, helping others helps your well-being
Transcendence: Relationships Beyond the Self that Enhance Well-Being

**Spiritual Well-Being**
- Meaning & purpose
- Vertical Transcendence

**Social Well-Being**
- Connection
- Horizontal Transcendence

Mental

Financial

Emotional

Physical

YOU

Background image by Gerd Altmann on Pixabay
Why Social Well-Being?

Those Reporting Loneliness are Much More Likely to Report:

**Poor Mental and Physical Health**

- Percent who say they...
  - have been told by a medical professional that they have a serious mental health condition
  - have a debilitating disability or chronic disease

**Life Dissatisfaction**

- Percent who say they “very dissatisfied” or “somewhat dissatisfied” with their...
  - family life
  - current housing situation
  - current employment situation
  - personal financial situation

SOURCE: Kaiser Family Foundation/The Economist Survey on Loneliness and Social Isolation in the United States, the United Kingdom, and Japan (conducted April–June 2018)
Why Meaning and Purpose?

The need for purpose is one of the defining characteristics of human beings. Human beings crave purpose and suffer serious psychological differences when we don’t have it. Purpose is a fundamental component of a fulfilling life.

- Steven Taylor, PhD, professor, University of British Columbia

Transcendence is allegiance to something greater than oneself, not necessarily to a particular power... [It] is closely related to developing meaning and purpose, since these usually arise through connection to something greater than oneself.


Those with meaning in life are happier and healthier than those without it... When you find more meaning in life, you become more contented, whereas if you don't have purpose in life and are searching for it unsuccessfully, you will feel much more stressed out.

Those who cited material & physical resources as their primary sources of abundance:
- felt less abundant overall
- reported donating their money and time less frequently.

Those who cited relationships or spirituality as the sources of their abundance:
- felt more abundant overall
- reported more emotional resources like compassion, love and positivity.

https://news.virginia.edu/content/study-money-doesnt-buy-happiness-or-spur-generosity
Poll question: What percentage of volunteers agree that “Volunteering...

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<thead>
<tr>
<th>Percentage</th>
<th>Statement</th>
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<tbody>
<tr>
<td>96%</td>
<td>...makes people happier.”</td>
</tr>
<tr>
<td>92%</td>
<td>...enriches my sense of purpose in life”</td>
</tr>
<tr>
<td>89%</td>
<td>...has improved my sense of well-being”</td>
</tr>
<tr>
<td>77%</td>
<td>...improves emotional health”</td>
</tr>
<tr>
<td>78%</td>
<td>...helps with recovery from loss and disappointment.”</td>
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Rowland, A. Altruism Matters: How Volunteerism Improves Employee Health. AHA/ Health Forum Webinar, 7/18/19, citing “Do Good Live Well Study” data
Survey of 4,582 American Adults:

41% of Americans volunteered in 2009 for an average of 100 hours/ year

- friendships
- social networks
- sense of control over chronic conditions
- trouble sleeping
- anxiety
- helplessness
- hopelessness

United Healthcare/Volunteer Match Do Good Live Well Survey
Volunteering improves self-reported health and psychological well-being.

- This relationship is causal.
- Both consistency and diversity of volunteering are significantly related to health and well-being.
- Volunteering in a group has a stronger effect.
- The elderly and those who are less well-integrated socially benefit the most.

Key takeaways:
Health Benefits of Volunteering
“Prescribing” Volunteering for Health

- Optimal “dose”: Exceeding ~2 hours/week does not necessarily increase health benefits

- Caveat: Threshold for beneficial effect may be lower among healthcare professionals, who are subject to burnout.

“Mattering” matters:
How helping others helps your well-being

- Volunteering leads to both:
  - Hedonic well-being (feeling good, life satisfaction, happiness)
  - Eudaimonic well-being (feeling good about oneself; meaning)
- Mechanism for eudaimonic effect: “mattering” (the perception that we are a significant part of the world around us)
- Physiological evidence (fMRI) for the “warm glow” from giving: mesolimbic pathway (reward center)

How to incorporate altruism & kindness into your daily life
An Altruistic Mindset

“Altruism is a benevolent state of mind. To be altruistic is to be concerned about the fate of all those around us and to wish them well. This should be done together with the determination to act for their benefit. Valuing others is the main state of mind that leads to altruism.”

– Matthieu Ricard
Kindness towards yourself

Helping out a friend, family member or co-worker

Volunteering Activity
Recognize someone is having a bad day; find out what you can do to help.

Ask a coworker a thoughtful question, then listen (really listen!) to the response.

Nix gossip when you hear it.

Drop off a delicious snack at someone’s desk.

Offer to help with a task a coworker doesn’t enjoy.

Make time to connect with a former colleague.

Acknowledge another person’s talent.

Cancel a meeting and let your team leave an hour early.

Take time to walk around the block with a coworker.

Stop to have a meaningful conversation in the hallway.

Open the door for those behind you.

Fill the candy jar on someone else’s desk.

Keep a file of inspiring quotes; send one via email to boost someone’s day.

Invite a new person to join you for lunch.

Notice a coworker’s effort on a project and compliment them.

Deliver a handwritten thank you note.

Nab the bill at a restaurant and buy someone a free meal.

Empty the dishwasher in the break room.

Set up a coffee break with someone from another team.

Share unsolicited, positive feedback about an employee with his or her manager.

### Tips to Keep you Socially Connected

<table>
<thead>
<tr>
<th>Activity</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td><strong>Arrange a virtual hangout</strong></td>
<td>Go on virtual lunch and dinner dates. Lunch dates and romantic dinner plans can still happen with the help of a smartphone or laptop video call. Enjoy a meal and relaxing conversation with your friends or special someone right from your device.</td>
</tr>
<tr>
<td><strong>Get moving</strong></td>
<td>Join a live workout session from home. You can stay socially connected and get a great workout from many different online exercise classes.</td>
</tr>
<tr>
<td><strong>Take a virtual tour</strong></td>
<td>Family vacation or tours postponed? No worries. Several museums offer online virtual tours you can enjoy with your family and friends from the comfort of your own home.</td>
</tr>
<tr>
<td><strong>Have a game night</strong></td>
<td>Put away your devices and dust off the board games, trivia challenges, dominoes and cards. You can also virtually invite friends to the occasion and have them join in on the fun via webcam.</td>
</tr>
<tr>
<td><strong>Adopt a pet</strong></td>
<td>Pets can be comforting and may also lower stress and blood pressure. Adopting a pet is a great way to improve your mood and prevent you from being lonely.</td>
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Opportunities to get involved

Annual Events
• United Way Laurence E. Richardson Day of Caring
• Commonwealth of Virginia Campaign (CVC)

Ongoing Opportunities
• UVA Employee Volunteer Center
• UVA’s volunteer leave benefit
• United Way Volunteer Portal
• Boards, Coalitions & Committees

Acknowledgement for this section: Dawn Niles - Community Relations Specialist, UVA Medical Center’s Office of Community Relations & Outreach
United Way Laurence E. Richardson
Day of Caring

Promotes the spirit and value of volunteerism

Increases awareness of local human services agencies and nonprofits

Demonstrates what people working together for the community’s good can accomplish

Every September (since 1992)

UVA Health Periop–Cleaning at Monticello

UVA HR– “Day of Fun Carnival” at WorkSource Enterprises
The UVA Employee Volunteer Center

• Reflects the University’s commitment to partnering with organizations in Charlottesville and the surrounding counties to create a more just, equitable, and sustainable community
• Encourages employees to volunteer in our region’s COVID-19 response and recovery efforts
• Directs UVA employees wishing to volunteer towards critical needs and long-term recovery needs
• Directs attention toward community-based efforts that support the health and wellbeing of vulnerable members of the community
• Provides volunteer guidelines for personal health and safety
• Connects volunteers with specific expertise to those in need of that expertise
• Fields offers for donation of supplies and connects them with agencies with known needs
• Offers resources for employees interested in addressing structural racism

https://hr.virginia.edu/covid-19/volunteer-center
volunteercenter@virginia.edu | 434.243.4234
UVA provides up to 16 hours of paid Public Service Leave per calendar year for approved absences to perform volunteer work for an eligible service organization and/or provide school assistance.

- Academic Division employees have 16 paid hours of School Assistance and Volunteer Service Leave per calendar year.
- Medical Center full-time, regular part-time, flex staff and management employees may receive approval from their supervisor for up to 8 hours of paid Public Service Leave per calendar year.
In Workday:
1. Request absence for the number of hours you are volunteering
2. Select the supporting reason
3. Include a comment or documentation for your manager (if desired)
4. Submit request for absence

Click each day you wish to request leave from on the Calendar. Your Leave Balances on the left indicates how much leave (of each type) you have available.

Partial Days: If you need to request a partial day/half day, you'll adjust the request later in the process.

Once you've selected your day(s), click 'REQUEST ABSENCE' in the bottom left.
Commonwealth of Virginia Campaign (CVC)

- the annual charity drive of the employees of the Commonwealth of Virginia
- Employees can donate to local, regional, state and national charities using payroll deduction
- An excellent way for employees to give back to the community and/or be a part of a charity they have a connection with.

Small change. Big impact.

$2 per paycheck annually provides:
- 208 meals
  Blue Ridge Area Food Bank
  CVC Code #003608
- Diabetes medication for six patients for a year
  Charlottesville Free Clinic
  CVC Code #003739

$3 per paycheck annually provides:
- One day’s worth of laundry and showers
  The Haven Day Shelter
  CVC Code #003743
- Backpacks and school supplies for three children
  Shelter for Help in Emergency
  CVC Code #003162

$5 per paycheck annually provides:
- Food for six orphaned or injured animals for one year
  Rockfish Wildlife Sanctuary
  CVC Code #003200
- One student’s garden engagement for one year
  City Schoolyard Garden
  CVC Code #008290

Visit CVC.VIRGINIA.EDU to learn more and choose from nearly 1,000 nonprofits.
Interested in ongoing opportunities?


UVA Health partners with Center for Nonprofit Excellence to offer board service training opportunities for team members.

- Join a local nonprofit board, coalition or committee
- We would like to learn more about your interests so we can facilitate connections that are mutually beneficial.

To learn more about how you can get involved, contact Dawn Niles dn8a@virginia.edu or Elizabeth Beasley ED6K@virginia.edu or call 924.2946.
Please chat in:
• What are you doing now, for yourself or others?
• What would you like to get involved with?
Thank you for participating!

Comments or questions?

- Matthew Fritts: mjf5k@virginia.edu, 434.924.4748
- Mary Sherman: MBS5N@virginia.edu, 434-243-2643
- Hoos Well: hooswell@virginia.edu, 434.243.3344
Thank you for participating!

- A short evaluation survey will pop up immediately after the webinar ends. Your anonymous responses will help us improve our programs and future seminars.
- You’ll receive a follow-up email tomorrow, with links to the presenter’s slides, webinar recording, and other resources for your wellbeing.
- Join us for our October webinar: “Conquering Stress”
  - Weds. Oct. 14, noon-1pm or Tues. Oct. 27, 3:30-4:30pm
  - Register here: [https://uvafeap.com/events](https://uvafeap.com/events)

- UVA Health Plan participants can earn $25 in rewards each time you participate in an emotional wellbeing webinar. Visit the Hoos Well portal to report your attendance and receive your reward.*
- Questions? Email us anytime at [EmotionalWellbeing@virginia.edu](mailto:EmotionalWellbeing@virginia.edu)

*Please note: Each time you earn rewards in the wellness portal, you are self-attesting that you have completed an activity. Please be aware that your reporting is subject to validation and audit from RedBrick Health and/or the UVA Hoos Well Program.