

Positive Practices for Health and Well-Being that Guide the Division of Environmental and Occupational Disease Control

Our core beliefs and values

We are a diverse group of individuals with a wide array of backgrounds, experiences and beliefs.

We share universal basic needs such as autonomy, integrity, interdependence, contribution, celebration, harmony, and physical well-being. We value optimism, engagement, purpose, positive relationships and accomplishments. We believe that people desire meaningful and fulfilling lives. Within our society, we value equitable and sustainable socioeconomic development, preservation and promotion of our diverse cultures, protection of health and the environment, and good governance.

Our commitment to positive practice

We recognize there are circumstances outside of our control. Still, we have the freedom in each moment to choose positive practices that can enhance both our individual lives and our effectiveness as public servants. While it is difficult to do this in every moment, we can cultivate positive practices with the goal of greater connection with others, meaning, and enjoyment of life at work and elsewhere. These practices include to:

- **Recognize and respond to our needs and the needs of others,**
- **Communicate without judging or blaming (ourselves or others),**
- **Increase our feelings, thoughts and experiences of well-being,**
- **Improve our physical health,**
- **Find purpose and significance (even in negative circumstances) and,**
- **Incorporate positive practices into our teams and government.**

We can become better listeners, respectfully seeking more opinions and prejudging less. We can use language that increases good will and avoid language that diminishes self-esteem and trust. We embrace the opportunities for growth presented by sadness, suffering and conflict, as these truths of living may be transformed into events that can paradoxically be remembered for their positive impacts. We use our collective experience, ethical principles and scientific evidence to constantly improve our practices.

Envisioned outcomes and impact

We seek greater vitality, robustness and confidence. We take personal responsibility and are accountable for our practices. We carry out our missions and mandates in teams that are collaborative, challenging and productive. We personify and promote more responsive and effective organizations, communities and government.

Adopting positive practices on a personal and organizational level will strengthen our ability to realize the CDPH Vision, "Healthy individuals and families in healthful communities" and Mission of "Optimizing the health and well-being of the people in California."