SUCCESS
usually comes to those
WHO ARE TOO BUSY
to look for it

henry david thoreau
MESSAGE FROM THE **President**

I hope you took the opportunity to get away and take time for yourself. Sometimes it’s hard to do. Many of us get into a trap, lamenting that there’s just no good time to get away. Either we’re frantically working on an important project with unreasonable deadlines (I’m sure I’m not alone here) or justifying that you need to take this lull in workload to catch up on everything that’s been pushed to the back burner amidst the chaos. For many, one worries that taking time off might be viewed as a sign of weakness or lack of professional dedication. An exciting project or work opportunity might present itself while away on vacation and it gets assigned to someone else. Maybe an exotic get-away isn’t financially feasible, or alternatively you feel guilty that you can afford it while others around you might not. Despite the many reasons why we don’t, it’s important to understand why taking time off is necessary.

Not only is it beneficial for your personal and financial well-being, it will make you a more productive employee. Consider the following:

1: **Time off gives you more energy.**

While an orchestrated international get away might sound ideal, even a brief break from the day-to-day routine at the office can have marked benefits on one’s perspective. It helps you refresh, gets you out of standard patterns and provides opportunities to spend time with family and friends. In a 2018 State of the American Vacation survey of more than 4,000 US workers, ‘94% said they had as much or more energy after coming back after a good trip, and 55% who had a low-stress trip returned to work with even higher levels of energy than before.’

2: **Vacations are good for your health.**

The 1992 Framingham Heart Study tracked workers over 20 years and found that ‘men who don’t take vacations were 30% more likely to have heart attacks and for women it went up to 50%’. Vacations also reduce stress, leading to better sleep which is directly linked to overall physical and mental well-being.

3: **Perspective matters.**

It’s easy to get caught up in the day-to-day chaos of our work. The Management Council tries to expose its members to the diversity of government operations through the Things You Should Know series. While this helps inform our members about County operations, these events don’t provide perspective as a member of the public. Taking time off allows one to view things from a different angle and see new things, some of which can lead to innovative ideas for work.

4: **Taking vacations is good for your career.**

That 2018 survey mentioned above also reported that, ‘Those who don’t take time off are 78 to 84 percent less likely to receive a raise or bonus compared to those who do.’ Furthermore, these ‘work martyrs’ are 23-27 percent less likely to receive a promotion. In short, going on vacation is not only good for your physical and mental health, it’s beneficial for your career as well.

5: **Try ‘niksen’.**

This Dutch concept is as simple as literally, doing nothing. Niksen isn’t to be confused with mindfulness, where one is present in the moment; it is more about carving out time to just be and letting your mind wander rather than focusing on anything specific. The reported benefits of this cost-free strategy include recovering from burnout, enhanced creativity, and even boosting one’s immune system. As Americans have increasingly poor work-life boundaries and revere their jammed schedules as a sign of their importance, niksen is gaining in popularity. With increased interest in this topic recent articles have appeared in the New York Times, Times magazine and the Huffington Post.

While official vacation season is winding down, go ahead and start planning time off now. Whether it’s a formal va- or stay-cation, do it for yourself, do it for your career, and those that we serve.

Sincerely,

[President’s Signature]

Ventura County Management Council President
Starting in January 2020, all members will pay just $3.

To help all members get the most of their dues, the Management Council is moving to a single-fee structure starting early next year. All paid memberships will have dues of just $3 per pay period.

- If you currently pay $5 per pay period, you will automatically be moved to the lower rate.
- If you currently pay $2 per pay period, you will be sent paperwork authorizing the $1 increase in dues.
Save the Date for the 2020 Management Council Awards!

One of the primary objectives of the Management Council is to recognize what’s good in government – to celebrate successes, recognize qualities that epitomize excellent public service, and promote service within our community. To that end, the Council has developed a program whereby Management Council members nominate their peers for awards in a series of categories. An impartial panel of fellow managers reviews nominations and selects the top three candidates in each category to participate in the Awards Ceremony. Categories are...

**Integrity**
Awarded to a person who is noted for his/her honesty, openness, forthrightness, doing the right thing, honoring commitments, etc. Winners might include such people as those who speak truth to power, who are willing to take unpopular but technical correct actions, and who err on the side of accuracy rather than political correctness.

**Superior Customer Service**
Awarded to a person who is noted for his/her dedication to consistently high levels of service to stakeholders and clients, be they tax payers, citizens in general, fellow employees, etc. A winner of this award would be someone who meets and indeed exceeds client expectations consistently, with good humor and enthusiasm. Such managers consistently give government a good name.

**Mentoring**
Awarded to a person who is noted for his/her commitment to nurturing, supporting, guiding, and training of new team members (including new staff, encouraging their success in the art and career of public sector service. This person role models the ideal “team supportive” behaviors. This person is the kind of manager other managers hope to emulate and who employees hope to work for.

**Innovation**
Awarded to a person who is noted for his/her ability to “think outside the box,” one who has developed new and/or creative solutions to workplace problems and job demands, exudes creativity, and is successful in generating clever and insightful ways of doing things, etc. Given the current budget situation, innovation in the areas of cost savings and greater efficiency is particularly worthy of recognition. A typical winner would be someone who does more with less and/or someone who approaches a problem in a whole new (better!) way.

**Best Kept Secret**
Awarded to a person whose contribution to the County and the community is uniquely ignored, unknown, and/or unappreciated. Such a person makes a valuable, perhaps even essential, contribution, but his or her efforts are greatly undervalued and mostly ignored or taken for granted. Nominees for this award deserve to be recognized and acknowledged.

**Rising Star**
Awarded to a new manager demonstrating great promise as an emerging leader. This person not only shows skill in core areas of leadership but displays a sincere desire to improve and grow as a new manager. **Note:** “New manager” is defined as working within the first three years in a management position. Prior to this time, the candidate has not formally served as a manager at the County or in any other professional capacity.
The Communications Subcommittee is responsible for the newsletter, website, supporting the transfer-of-learning process with materials before and after educational events, and helping increase interest in other Council-related activities. Your ideas and participation are needed and welcome. No prior experience in communications, graphics, or web design is necessary. If you have questions or feedback please contact: Rajima.Danish-Engel@Ventura.org.
NETWORKING OVER coffee and ice cream

November 13 at the Hall of Administration

Meet other Management Council members, ask questions and share your ideas to members of the Board, and enjoy a well-earned coffee and ice cream break during your busy work day.

Look out for more details coming to your inbox soon!
THINGS TURN OUT BEST FOR THE PEOPLE WHO MAKE THE BEST OF THE WAY THINGS TURN OUT.

JOHN WOODEN