

The Create an Enjoyable Work Environment Team Presents

Respect and Civility in the Workplace



Carl Baum, Administrative Services Division

"Be yourself; everyone else is taken." — Oscar Wilde

August 2012

The Create an Enjoyable Work Environment Team Presents

Respect and Civility in the Workplace



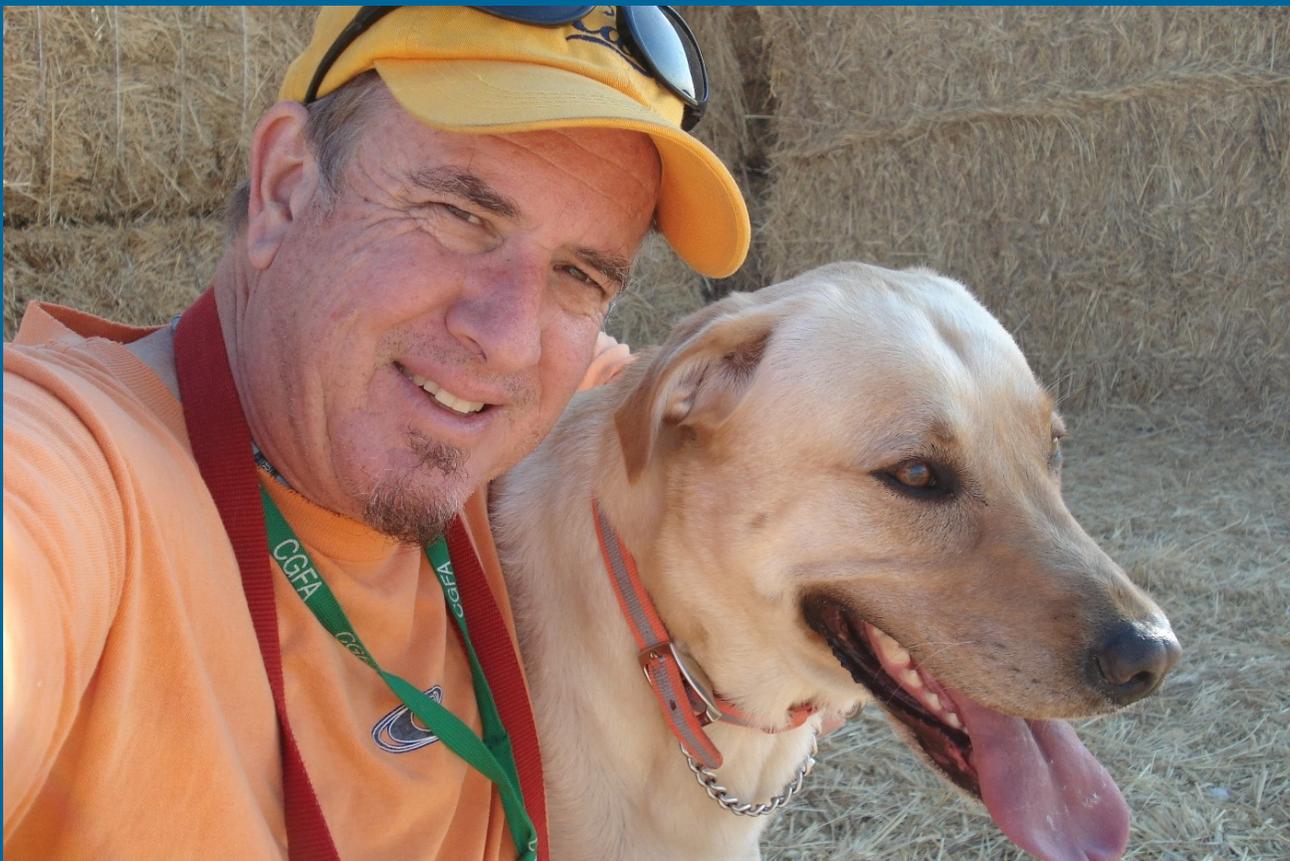
Phuong Lao, Kristina Weber, Eliane Comly & Cathy Vue
Plant Health Division

“The reason people find it hard to be happy is that they always see the past better than it was, the present worse than it is, and the future less resolved than it will be.”
— Marcel Pagnol

July 2012

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Frank Delgado, Inspection Services Division

"The thing always happens that you really believe in; and the belief in a thing makes it happen." — Frank Lloyd Wright

June 2012

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Cheryl Gilbertson, Animal Health Division

"Forget injuries, never forget kindnesses." — Confucius

May 2012

The Create an Enjoyable Work Environment Team Presents

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Vanessa Jivan, Timothy Valles, and Minal Patel
Inspection Services Division

"My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style." — Maya Angelou

April 2012

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Leo Manaio
Inspection Services Division

"If you're trying to achieve, there will be roadblocks. I've had them; everybody has had them. But obstacles don't have to stop you. If you run into a wall, don't turn around and give up. Figure out how to climb it, go through it, or work around it."

— Michael Jordan

March 2012

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Robbie Chessey
Information Technology Services

“Mama said: ‘Life is heavy. Do the right thing today, because tomorrow may never come.’”

February 2012

The Create an Enjoyable Work Environment Team Presents

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Frank Moreno, Kim Quan, and James Morgan
Information Technology Services Telecommunications Unit

“The achievements of an organization are the results of the combined effort of each individual.” — Vince Lombardi

January 2012

The Create an Enjoyable Work Environment Team Presents

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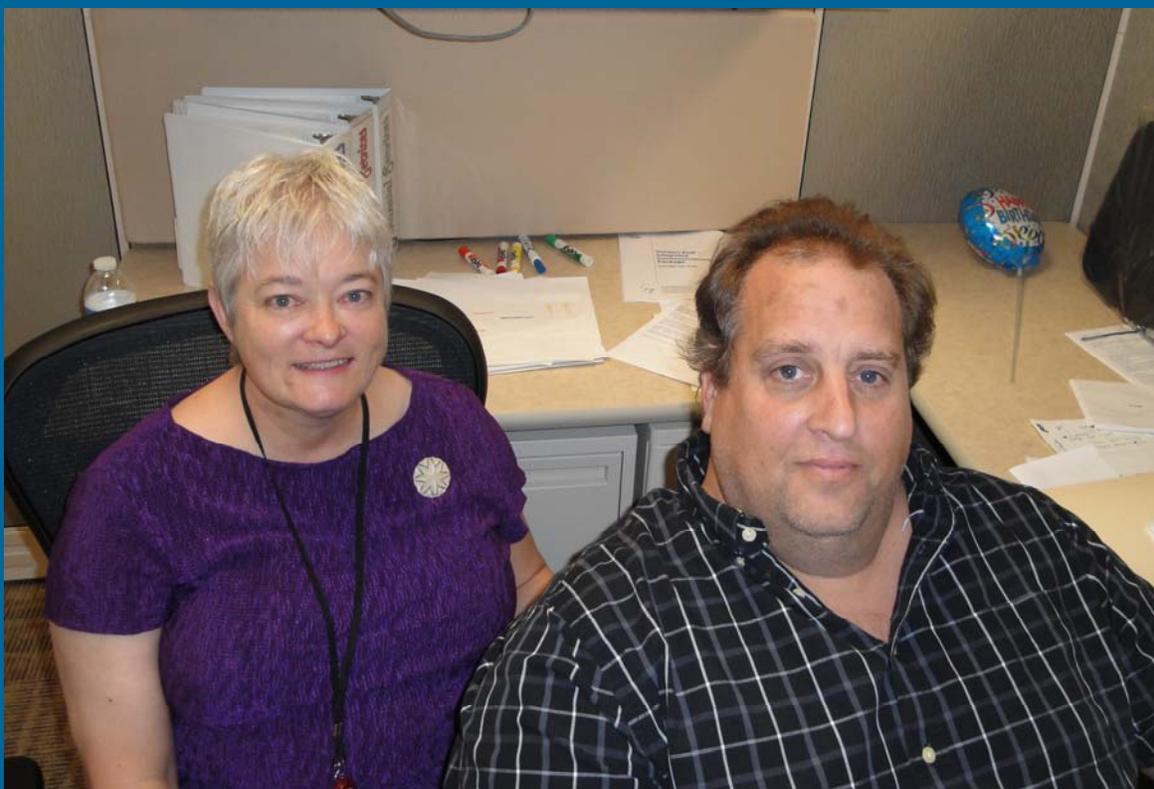
Irene Vera, Adriana Avalos, and Christina Mullens
Feed, Fertilizer, & Livestock Drugs Regulatory Services Branch

*“Ability is what you’re capable of doing. Motivation determines what you do.
Attitude determines how well you do it” — Lou Holtz*

December 2011

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Kim Kinder and Carlos Behr
Information Technology Services

"We laugh a lot. That's for sure. Sure beats the alternative, doesn't it?"

—Betty White

November 2011

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Rick Uyehara and Salma Ghaly
Division of Measurement Standards

"Trust, but verify." – Ronald Reagan

October 2011

The Create an Enjoyable Work Environment Team Presents

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Allan Morrison, John Mough, Ron Nies, and Dave Hawkins
Division of Measurement Standards

"It is not enough to do your best; you must know what to do, and then do your best."

— W. Edwards Deming

September 2011

The Create an Enjoyable Work Environment Team Presents

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Ru Ma
Information Technology Services

*“The weak can never forgive. Forgiveness is the attribute of the strong.”
— Mahatma Gandhi*

July 2011

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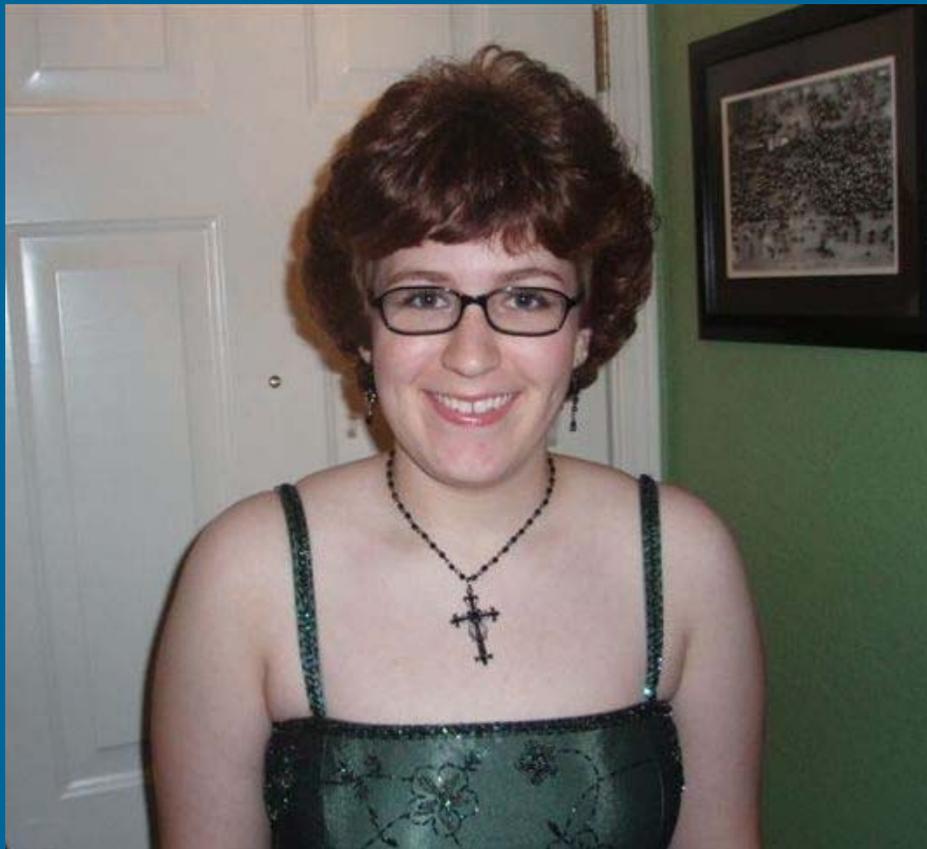
Shakil Anwar
Audits

“Treating people honestly, fairly, and with integrity is the best way to get results and be successful inside and outside the workplace.”

June 2011

The Create an Enjoyable Work Environment Team Presents

Respect and Civility in the Workplace



Jill Houser
Inspection & Compliance Branch

*"It is our choices...that show what we truly are, far more than our abilities."
— Albus Dumbledore*

May 2011

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Respect and Civility in the Workplace



Raman Pabla
Division of Fairs and Expositions

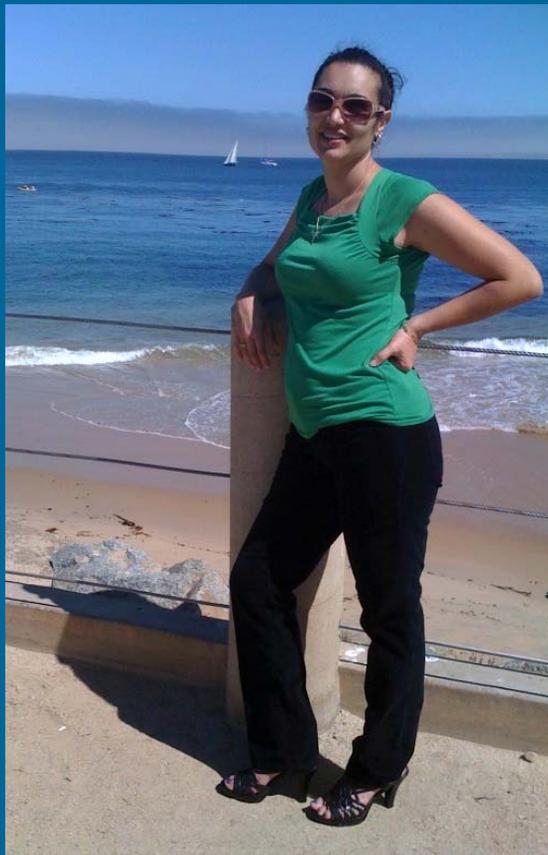
“Let no one come to you without leaving better and happier..”

—Mother Teresa

April 2011

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Maria Hicks

Feed, Fertilizer, Livestock Drugs and Egg Regulatory Services

“With courage you will dare to take risks, have the strength to be compassionate, and the wisdom to be humble. Courage is the foundation of integrity.” — Keshavan Nair

March 2011

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Dr. Douglas Hepper
Meat & Poultry Inspection Branch

“No act of kindness, no matter how small, is ever wasted.” – Aesop

February 2011

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Casey Estep and Jaccie Vang
Pest Exclusion Branch

“Optimism is the central ingredient for innovation. How else can the individual welcome change over security, adventure over staying in safe places?.” –Bob Noyce

“Life is like riding a bicycle—in order to keep your balance, you must keep moving.” –Albert Einstein

January 2011

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Stephanie Qian,
Dairy Marketing Branch

*"You've got to love what you do to really make things happen."
- Philip Green*

December 2010

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Darrin Okimoto,
Human Resources Branch

“Safety first. Always wear your personal protective equipment.”

November 2010

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Margaret Lopez & Betty Facio,
Inspection and Compliance Branch

"We are what we repeatedly do. Excellence, therefore is not an act, but a habit."

- Aristotle

October 2010

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Andrea Cano, Pest Detection/Emergency Projects

*“Do not forget small kindnesses, and do not remember small faults.”
- Chinese Proverb*

September 2010

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Raymond Greth, Dairy Marketing Branch

*"Life is a succession of lessons which must be lived to be understood."
- Ralph Waldo Emerson*

August 2010

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Daniel Rudolph, Pest Exclusion Branch

"There is no limit to what can be accomplished if it doesn't matter who gets the credit." - Ralph Waldo Emerson

July 2010

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Public Affairs Office—(Back Row) Adrian Woodfork, Steve Lyle, Josh Eddy
(Front Row) Jay Van Rein, Mary Alexander, Josilyn Preskar

“We confide in our strength, without boasting of it; we respect that of others, without fearing it.” - Thomas Jefferson

“Getting’ good players is easy. Getting’ ‘em to play together is the hard part.” - Casey Stengel

June 2010

The Create an Enjoyable Work Environment Team Presents

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Tomie Kamada
Market Enforcement Branch

“七転び八起き (nanakorobi yaoki) Literally: stumbling seven times but recovering eight. Meaning: perseverance is better than defeat.”
Japanese Saying

May 2010

The Create an Enjoyable Work Environment Team Presents

Respect and Civility in the Workplace



Suzanne Conrad, Darlene Hayashi,
Carol Debernardi, and Cindy Torres

Human Resources Branch Examination Unit Analysts

“What lies behind us and what lies before us are small matters compared to what lies within us.” - Ralph Waldo Emerson

April 2010

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Marshall Stoddard & Pierre Labossier

Feed, Fertilizer, Livestock Drugs, & Egg Regulatory Services

“The supreme accomplishment is to blur the line between work and play.” - Arnold Toynbee

March 2010

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Ken Anater, Fairs & Expositions

“Respect is an attribute that is hard to earn, yet easily lost. By treating others as one would like to be treated themselves and by always speaking about others as if they were present, this quality will last a lifetime.”

February 2010

The Create an Enjoyable Work Environment Team Presents

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Janet Taylor
Pest Exclusion



Debbie Sedgwick
Pest Detection/Emergency Projects

“Attitude is a little thing that makes a big difference.”

“One of the deep secrets of life is that all that is really worth the doing is what we do for others.”

January 2010

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Respect and Civility in the Workplace



Information Technology Services

Left to Right: Joanna Danquah, Shane Corcoran, Heather Majesko, Jeff Venegas, Pete Schlocker, and Robbie Chessey. Not Pictured: Karen Boner and Morris Weisbart

“One kind word can warm three winter months.”

December 2009

The Create an Enjoyable Work Environment Team Presents

Respect and Civility in the Workplace



Division of Measurement Standards—Administrative Services

Clockwise from Bottom Left: Karen Green, Amber Shaffner, Charles Young, Chris Savasta, Linda Turnipseed, Crystal Bender, and Rebecca Bland.

“Always weighting to help you.”

November 2009

The Create an Enjoyable Work Environment Team Presents

Respect and Civility in the Workplace



Pest Detection / Emergency Projects—Modesto

Back: Ron Emens, Francesca Gonser, Rachel Bennis, Marie Rodrigues, Marianne Swierstra, Susan Conyers. Front: Roberta Knight, Nick Canepa, Leah Hassett
Inset left: Tony Cox, Jennifer Brown; Inset middle: Danielle Mitchell
Inset right: Stephanie Waller

"The strongest bond of human sympathy, outside of the family relation, should be one uniting all working people, of all nations, and tongues, and kindreds." - Abraham Lincoln

October 2009

The Create an Enjoyable Work Environment Team Presents

Respect and Civility in the Workplace



Leticia Regalado
Dairy Marketing

Steven Donaldson
Milk Pooling

"Our prime purpose in life is to help others." ~ Dalai Lama

"I hope our wisdom will grow with our power, and teach us, that the less we use our power the greater it will be." ~ Thomas Jefferson

September 2009

The Create an Enjoyable Work Environment Team Presents

Respect and Civility in the Workplace

- CDFA employees rated respect and civility between coworkers as the most important aspect of an enjoyable work environment.
- The Respect and Civility in the Workplace poster campaign recognizes employees that exemplify those values.
- Let's all work together to make CDFA an enjoyable place to work by treating our fellow employees with the respect and kindness they deserve!



From left: Jean Connolly, Erika Lewis, Linda Von Schoech, Mary Ann Stumpf, Adrian Jasper, John Quiroz, Andrea Alley, Donna Innes, Suzanne Lashley, Raman Bola, and Lydella Marcellana.

About the Team

The Create an Enjoyable Work Environment team (CEWE) is a component of CDFA's Leadership Challenge. The CEWE team's objective is to ensure that CDFA creates and maintains an enjoyable work environment that fosters a healthy, happy, and productive work force.

Have questions, comments or concerns? Want to nominate a coworker or find out how to become a part of the CEWE team? Email SuggestionBox@cdfa.ca.gov for more information.





Leadership Challenge

The Create an Enjoyable Work Environment Team Presents Respect & Civility in the Workplace

- Leadership requires respecting others and treating others with dignity and civility – the act of being kind and courteous.
- CDFA employees rated respect and civility as the #1 most important aspect of an enjoyable work environment.
- Respect is earned.
- When the inspiration to respect others is present, civility follows.
- Let's all work together to create an enjoyable workplace by respecting one another and building an environment of civility.



Introducing your Create an Enjoyable Work Environment Team

Clockwise from left: Ofelia Luna, Seth Hoyt, John Pedigo, Erika Lewis, Melinda Mochel, Alexandra Adams, Bruce Lim, John Quiroz, Adrian Jasper, Kathie Smith, Lydise Marcoliana, Linda Von Schooch, and Ramon Bola.



Leadership Challenge

**The Create an Enjoyable Work Environment Team
Presents Respect & Civility in the Workplace**



Luz Alcala, Joseph Reno, & Jackie Juarez
Division of Marketing Services

"A sense of humor is part of the art of leadership, of getting along with people, of getting things done."

- Dwight D. Eisenhower



Leadership Challenge

The Create an Enjoyable Work Environment Team
Presents Respect & Civility in the Workplace



Paul Lara & Eddie Snyder

Plant Health & Pest Prevention Services

"When you treat people courteously and respectfully in the workplace, you help create a healthy, happy, and enjoyable environment."

- Paul Lara

"Desire is the key to motivation, but it's determination and commitment to an unrelenting pursuit of your goal - a commitment to excellence - that will enable you to attain the success you seek."



Leadership Challenge

The Create an Enjoyable Work Environment Team
Presents Respect & Civility in the Workplace



Glenn Peoples
Inspection Services

*"Be kind whenever possible. It is always possible."
- The 13th Dalai Lama*



Leadership Challenge

The Create an Enjoyable Work Environment Team
Presents Respect & Civility in the Workplace



Karen Palacios, Ron Shakelford, & Jay Van Rein
Executive Office

"Life is a series of experiences, each one of which makes us bigger, even though it is hard to realize this. For the world was built to develop character, and we must learn that the setbacks and grieves which we endure help us in our marching onward."
- Henry Ford



Leadership Challenge

The Create an Enjoyable Work Environment Team
Presents Respect & Civility in the Workplace



Karen Jones, Robin Yurkovic, Dave Preciado, & Linda Phillips
Division of Animal Health & Food Safety Services

"We are built to conquer environment, solve problems, achieve goals, and we find no real satisfaction or happiness in life without obstacles to conquer and goals to achieve."

- Maxwell Maltz

"Courage doesn't always roar. Sometimes courage is the quiet voice at the end of the day saying, 'I will try again tomorrow.'"

- Mary Anne Radmacher



Leadership Challenge

The Create an Enjoyable Work Environment Team
Presents Respect & Civility in the Workplace



Tiffany Jones, Raymond Luong, & Donella Boreham
Division of Inspection Services

"Tolerance implies no lack of commitment to one's own beliefs. Rather, it condemns the oppression or persecution of others."

- John F. Kennedy



Leadership Challenge

The Create an Enjoyable Work Environment Team
Presents Respect & Civility in the Workplace



Gay Faivre, Alex Adams, & Maria Vacaru
Division of Administrative Services

*"What lies behind us and what lies before us are
tiny matters compared to what lies within us."*

- Walt Whitman



Leadership Challenge

The Create an Enjoyable Work Environment Team
Presents Respect & Civility in the Workplace



Juan Mercogliano

Division of Plant Health &
Pest Prevention Services

"Treat others with respect and they'll behave accordingly... being respected feels good!"



Tim Tidwell

Division of Plant Health &
Pest Prevention Services

"Giving generous portions of respect, affirmation, and appreciation to your co-workers costs very little, but pays huge dividends in team effort, spirit, and loyalty. "



Leadership Challenge

The Create an Enjoyable Work Environment Team
Presents Respect & Civility in the Workplace



Dale Rice, Natalie Krout, and Adrian Jasper

Division of Inspection Services

"Accept whatever comes; the only important thing is that you meet it with the best you have to give."

Eleanor Roosevelt

"This is the first test of a lady or gentleman: respect for those who can be of no possible value to them."

William Makepeace Thackeray



Leadership Challenge

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Ron Flores

Measurement Standards

"Not everything that counts can be counted, and not everything that can be counted counts."

- Albert Einstein



Katherine de Contreras

Measurement Standards

"Not everyone has what it takes to give like Mother Teresa, but at the very least we can smile, be kind, respectful, courteous, civil, and fair to everyone in equal measure."



Leadership Challenge

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Paulette Stetser
Marketing Services

**“Be kinder than necessary, for everyone
you meet is fighting some kind of battle.”**



Leadership Challenge

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Lydda Marcellana
Division of Fairs & Expositions

**“Keep your values positive, because
your values become your destiny.”**

Gandhi