



TRANSCRIPTS

Presentation transcripts for Wellbeing X

Copyright © PositivePsychology.com B.V. All rights reserved.

This book or any portion thereof may not be reproduced, relabelled, or used in any commercial manner whatsoever without the express written permission of the publisher.

Permission is not required for personal or professional use, such as in a coaching- or classroom setting.

PositivePsychology.com B.V.

Basisweg 10

1043AP AMSTERDAM

The Netherlands

<https://PositivePsychology.com>

Table of Contents

1. Introduction

2. Session 1: Wellbeing 101 10

3. Session 2: Healthy Habits 29

4. Session 3: Positive Emotions 46

5. Session 4: Engagement 61

6. Session 5: Relationships 76

7. Session 6: Meaning 92

8. Session 7: Accomplishment 107

A stylized sun icon with a circular center and several curved rays extending upwards and outwards.

PRESENTATION TRANSCRIPT

Introduction

A stylized plant icon with a central stem and several leaves branching out to the right.

Slide 1

Welcome to the Wellbeing X program. Over the next seven sessions, we'll embark on a journey to enhance well-being using the PERMAH framework. This program will equip you with practical tools and strategies for thriving in various aspects of your life.

In this program, you'll explore how to care for and enhance your personal and professional wellbeing using the PERMAH framework. Together, we'll look at six key pillars, which are: Positive Emotions, Engagement, Relationships, Meaning, Accomplishment, and Health.

Slide 2

So, in this introductory presentation, I would love to give you an overview of this Wellbeing X program.

- ▶ We'll begin by discussing why we developed this program in the first place.
- ▶ Then, we'll talk about who this wellbeing program is designed for.
- ▶ We'll take a brief look at what you'll learn.
- ▶ And finally, we'll explore: what can Wellbeing X do for you? So, let's begin.

Slide 3

So, why did we develop this wellbeing program?

- ▶ Well, firstly, this program was developed because we believe in the power of positive psychology to bring about real change. Every session is built on the foundations of evidence-based research and designed to help people just like you live more meaningful, engaged, and joyful lives.
- ▶ Another reason we developed this program is because we believe that everyone should have the knowledge and tools to care for wellbeing. As you'll soon learn, wellbeing is not about feeling "great" all the time – but about discovering and personalizing evidence-based strategies to help you care for your wellbeing

– even in life’s inevitable ups and downs. In today’s fast-paced world, having reliable strategies to care for our wellbeing is no longer a luxury; but a necessity; for both individuals and organizations.

- ▶ Wellbeing X was also born from our passion to empower people and organizations with evidence-based strategies to care or wellbeing. Wellbeing is not a solo endeavor, and the more aware we can be of the relationships and systems that enhance or inhibit our wellbeing, the better we can invest our energies into these to cultivate wellbeing in ourselves, in others, and the broader cultures we live in.

Slide 4

So, who is this wellbeing program for?

- ▶ This program is for anyone who wants to thrive and flourish – whether as an individual, in your workplace, or in the community. Wellbeing is universal, and the practices you’ll learn here can be applied in any setting – your job, a volunteer group, or your family.
- ▶ In a business, a school, or any community, wellbeing matters. So, this isn’t just about personal success – it’s about helping groups and teams thrive together.
- ▶ Whether you’re a corporate leader looking to support your team’s wellbeing or someone focused on your own growth, this program is designed for you.

Slide 5

This program recognizes that wellbeing is essential for individuals, teams, and entire organizations to flourish. So, what will you learn as you progress through each session?

- ▶ Well, you’ll learn all about wellbeing and its benefits – of which there are many! For instance, people with higher wellbeing are often more productive, creative, and resilient. And, in organizations, a focus on wellbeing can lead to increased engagement, better teamwork, and improved overall performance.

- ▶ You'll also learn that wellbeing is not just about feeling good; it's about functioning effectively in our personal and professional lives. This means thriving and performing at your best. It also means feeling good, being engaged in life, and handling challenges in a healthy, balanced way. In short, it's about living in a way that effectively promotes your happiness, personal growth, and ability to cope with life's ups and downs.
- ▶ Throughout this program, you'll learn about PERMAH, which is a powerful framework for enhancing wellbeing, and the model around which this program is structured. You'll discover how each component of the PERMAH framework contributes to your overall wellbeing and how to take small but powerful actions to improve your mental and physical health. You'll learn to apply these concepts to create positive changes that enhance your wellbeing.
- ▶ You'll also explore practical strategies to cultivate wellbeing habits that help you manage stress, boost positive emotions, strengthen relationships, and find deeper meaning in your work and personal life.

Slide 6

So, what will you get out of this program?

- ▶ Well, by the end of this seven-session program, you'll have a deeper understanding of what it means to be well and function well. Over these seven sessions, each dedicated to a PERMAH pillar, you'll engage in interactive activities and discussions.
- ▶ Our research-based approach and unique methodologies really set Wellbeing X apart, with the program combining the latest research with useful strategies, making wellbeing more accessible and achievable for you than ever. So, you can explore Positive Emotions to boost happiness, Engagement to find flow in activities, Relationships to build stronger connections, Meaning to discover purpose, Accomplishment to celebrate successes, and Health to enhance vitality.
- ▶ But it's not just theory – You'll also have a wealth of practical wellbeing tools you can start using right away. From emotional regulation exercises to goal-setting frameworks, you'll gain practical tools to implement right away. So, you'll not

only feel better during the program but also develop habits that sustain your wellbeing for years to come.

- ▶ Each session includes various exercises and ‘Rooted Routines’ that you can immediately implement in your daily life. So, along with the seven interactive sessions, you’ll receive a comprehensive workbook filled with the most effective exercises, reflections, and tools to support your learning throughout the program.
- ▶ You’ll have the confidence to assist and encourage others on their wellbeing journey. You’ll also have the opportunity to create a ‘Wellbeing Ripple,’ which is designed to help you share your newfound knowledge with others.
- ▶ You’ll improve your wellbeing! You’ll also likely feel more engaged in your day-to-day activities, be able to build stronger relationships, and also find greater satisfaction in both your personal and professional life.

Slide 7

So, to wrap up let’s look at the seven sessions in this training program. Each of the main sessions is built around one PERMAH pillar, which we’ll go over here briefly.

- ▶ In session one, we’ll explore what wellbeing means and explore its many dimensions. This foundational understanding will set the stage for the rest of our journey together. By the end of this session, you’ll have a clear picture of why prioritizing your well-being is essential for a fulfilling life.
- ▶ Session two is all about healthy habits. We’ll talk about the role health plays in well-being, including how we eat, move, rest, and recover.
- ▶ Session three is all about positive emotions. We’ll illustrate how positive emotions like gratitude, joy, and hope can improve your ability to cope with stress and challenges, while also improving your wellbeing.
- ▶ In session four, we’ll discuss the power of engagement. This session focuses on spotting, using, and developing your strengths to boost energy, confidence, and performance. We’ll also look at how, when we engage with tasks that challenge

us and align with our strengths, we experience a state of flow – a focused immersion that feels effortless and fulfilling.

- ▶ Our fifth session focuses on relationships. So, this is about feeling safe and connected with others, which is essential for wellbeing. We'll also explore how forming meaningful connections, improving communication, and creating a supportive network enhances your well-being.
- ▶ Session six is all about meaning. We'll explore how finding meaning is about making a difference – whether that's in your work, your community, or your personal relationships.
- ▶ In our final session, we'll focus on accomplishment. This is the sixth and final PERMAH pillar and in this session, you'll learn how to set meaningful goals and how to savor the steps toward success.

Slide 8

As we begin this program, remember that wellbeing is a journey, not a destination. And each small step you take can lead to significant improvements over time. We're excited to guide you on this path to greater wellbeing. Thanks so much for your attention.

1

PRESENTATION TRANSCRIPT

Session 1

WELLBEING 101



Slide 1

Hi there, and welcome to Wellbeing X! I'm really excited to begin this journey with you today. Over the course of these sessions, we'll explore what wellbeing truly means and how you can nurture it in your life, as well as the lives of those around you, one step at a time.

Slide 2

Before we get started, let's go over a few important points to set the tone for our sessions together. Although this program is around wellbeing, this topic can bring up surprising and sometimes uncomfortable feelings in people. So, as we progress, listen to your body and your brain. Take breaks whenever you need to, and go gently.

Slide 3

You'll be invited to reflect multiple times in this program. We do recommend using your workbook, a word document, (or a piece of paper if you don't have either available) to make sure you can actually write some points down. This helps you clarify your thoughts and feelings in a very different way to simply reflecting in your head. So, try to engage as much as possible and be as open and honest with yourself as you can. This is your space to think, reflect, and grow. So, as we land together, take a moment to think about what brought you to this course. What do you hope to gain from it? You don't have to have all the answers right now, but jot down a few thoughts in your workbook if anything comes to mind.

Slide 4

In today's session, we will cover several key areas to give you a solid foundation in understanding wellbeing. Here's what we'll explore together:

- ▶ We'll begin by exploring how We Define Wellbeing.
- ▶ We'll then introduce the field of Positive Psychology & the PERMAH Framework, which will be our guiding wellbeing framework and north star for this program.

- ▶ We'll then clarify our "wellbeing goal" by uncovering why wellbeing includes so much more than simply "Feeling Good."
- ▶ As we unpack wellbeing, we'll also talk about the importance of considering the people and environments around us in our "Wellbeing Ecosystem". No person is an island, so we shouldn't treat our wellbeing this way.
- ▶ Finally, we'll discover why small habits have a powerful impact when it comes to Wellbeing Change and explore the concept of Rooted Routines, which serve as the foundation for sustaining personal wellbeing. And of course, as we go through this session, feel free to pause whenever you need to reflect or take notes. This is your time, so there's no rush. Let's dig in.

Slide 5

Let's dive in by asking a fundamental question: What is wellbeing?

Slide 6

We often hear this word used in different contexts, but what does it really mean for you personally? Wellbeing can look and feel different for everyone. So, how do you define it? Take a moment to reflect on your own understanding of wellbeing. How do you define it? And why do you define it this way? Don't worry about being right or wrong – just jot down whatever thoughts come up in your workbook.

Slide 7

Now that you've considered it, let's consider some of the different ways in which wellbeing can be defined. Researchers and individuals can focus on many aspects – some might talk about feeling good emotionally, while others might focus more on physical health or relationships. There are so many angles to look at wellbeing from, and no single definition fits everyone.

- ▶ As you think about your own definition, ask yourself: Does your definition include subjective aspects and objective aspects? Individual, group, or societal

perspectives? Language that is accessible for everyday people? Different factors/dimensions of wellbeing? Once again, take a minute to capture your thoughts in your workbook.

- ▶ So, why does defining wellbeing matter? Well, having a clear definition helps us know what to focus on. When we define wellbeing, we're really asking, "What are the things that make life go well for me?" For some, it might be feeling calm and emotionally balanced; for others, it might be the sense of accomplishment from achieving goals. Pause momentarily and think: What are the main ingredients that help *you* feel well? Is it connection with others? Physical health? A sense of purpose? Note these down in your workbook.

Slide 8

If you're struggling to come up with a clear, yet complete wellbeing definition, don't worry – you're not alone! Humans have been trying to define and improve wellbeing for centuries. From ancient philosophies to modern psychology, we've always been seeking ways to live better, more fulfilling lives. In this course, we're using a definition that combines both how we feel and how we function. One helpful definition comes from researcher Felicia Huppert, who describes wellbeing as "our ability to feel good and function effectively." Think about that for a second – it's not just about being happy. It's about handling life's ups and downs while still thriving.

Slide 9

So, why did we choose this definition?

- ▶ It's because it's simple, practical, and speaks to both our emotions and our actions. Wellbeing isn't just about feeling positive – it's also about functioning effectively in our daily lives, whether that's at work, at home, or beyond. More than this, wellbeing is not a solo endeavor, which is why the word "our" is so important here, too.
- ▶ Take a moment to consider how this definition resonates with you. Do you see wellbeing as a balance between feeling good and getting things done? Or does something else stand out more for you?

Slide 10

Now, thinking back to your original definition of wellbeing, does it line up with the idea of “feeling good and functioning effectively”? If not, how might you adjust it? Write down any new thoughts in your workbook. Remember, your definition of wellbeing is personal – it should reflect what truly matters to *you*.

Slide 11

Let’s move on to the field of positive psychology, which forms the foundation of this program. Positive psychology is all about the study of what makes life worth living. It doesn’t just ask, “How can we fix what’s wrong?” but more importantly, “How can we make things go right?”

Slide 12

Think about that for a moment: What comes to mind when you hear the phrase “positive psychology”? What are some words or ideas that pop into your head? Go ahead and jot them down.

Slide 13

Before we dive any deeper into defining positive psychology, let’s consider traditional psychology.

- ▶ In the past, traditional psychology often focused on what was wrong – diagnosing and treating mental illness. It was mainly about helping people move from a negative state to a neutral one, getting from “not feeling good” to “feeling okay again” or at least “well enough to work.” It asked questions around what was preventing people from flourishing and had strong focus on weaknesses.

Slide 14

You can think of human experience as a spectrum of negative 5 (states like depression or anxiety), through to 0 (feeling ok or simply getting by), through to positive five (a state

of flourishing in life). Traditional psychology has focused primarily on the negative 5 to 0 part of the spectrum. That's why Positive psychology was introduced: to address that imbalance. Where do you feel you are on that spectrum right now? Are you just getting by, or are there areas of your life where you feel like you're thriving? It may look different in the various areas of your life.

Slide 15

In the year 2000, Martin Seligman, one of the pioneers of positive psychology, became president of the American Psychological Association and made it his mission to focus the field on human strengths and flourishing. Thanks to him, positive psychology became more than just an idea – it became a movement.

Instead of focusing on fixing problems, positive psychology encourages us to look at what's right with people. What helps them flourish? It's focus was on strengths: on building up the positive aspects of life and creating a life full of meaning, connection, and joy.

Slide 16

To revisit our spectrum again, positive psychology sought to ask the question: "What about life above zero?"

Slide 17

So how would we define positive psychology? We spoke before about some words that come to mind, but our working definition for this program describes positive psychology as "the scientific study of human flourishing, and an applied approach to optimal functioning."

- What's important to highlight here is that this field is not just theoretical – it's practical. It's about applying scientific insights to help people live better, more fulfilling lives. This means using tools, exercises, and strategies that boost wellbeing in measurable ways.

- ▶ Of course, as positive psychology developed, it became clear that it's not just about focusing on the positive all the time. The "second wave" of positive psychology recognizes that negative experiences can help us grow, and that sometimes, even positive experiences can be harmful if they're out of balance. Can you recall a time when a negative experience ultimately helped you grow? What did you learn from it? Take a moment to reflect and jot down any thoughts.

Slide 18

Already in this program we have worked to define and capture both scientific concepts and our own experiences. And there is a reason for this. Indeed, Martin Seligman, often called the father of positive psychology, insisted that: "If we treasure something, we should measure it." In other words, to improve our wellbeing, we first need to understand where we are and where we want to go.

Slide 19

It makes sense, then, as we approach wellbeing from a scientific lens, that we would want a clear framework to help us describe and measure it. That is why we have selected to use the PERMAH Wellbeing Framework to help us explore this huge topic and also measure wellbeing in its multiple dimensions. Because wellbeing is multi-dimensional – there's no single element that defines it. By breaking it into different evidence-based "pillars" of wellbeing, we can better understand what areas we want to focus on.

Slide 20

So let's briefly go over each of the six pillars of PERMAH.

- ▶ The first is positive emotions. This means experiencing positive emotions, like joy and gratitude, helps broaden our minds and build resilience.
- ▶ Next is engagement. Being fully absorbed in tasks that challenge and interest us allows us to experience "flow," a state of deep focus and satisfaction.

- ▶ Then we have relationships; so, feeling safe and supported in our relationships boosts our wellbeing, fostering trust and connection.
- ▶ Meaning is about having a sense of purpose and positively impacting others gives us a deep sense of fulfillment.
- ▶ Next is accomplishment. Setting and achieving meaningful goals – whether big or small – helps us realize our potential and build confidence.
- ▶ And finally, health. Our physical wellbeing is foundational to everything else. How we eat, move, and rest shapes our energy and resilience.

Which of these pillars stands out to you as something you'd like to focus on more in your life?

Slide 21

We've talked about what wellbeing includes, but why does it matter? Let's pause for a moment to talk about the benefits of improving your wellbeing.

- ▶ Research has shown that workers with higher wellbeing are: Up to 8 x time more engaged, Up to 3 x more productive, Up to a 32% average reduction in claims, Up to 30% reduction in sick leave, Up to 4 x reduction in likeliness for workers quit. Also, for every \$1 spent on improving wellbeing, companies are likely to see a ROI of \$2.30 in benefits for the organization.
- ▶ On a personal level, improving your wellbeing can lead to feeling more energized, connected, and resilient in the face of life's challenges. So, whether you're looking at wellbeing from a professional or personal perspective, the benefits are clear.

Slide 22

Now, let's put this into practice with a quick self-assessment using the PERMAH Short Scale. This is a great way to get a snapshot of how you're currently doing in each of the

six pillars we just discussed. Take a look at the statements on-screen in your workbook and rate yourself on a scale from 1 (not at all) to 5 (very much so) for each of the areas. This isn't about getting a perfect score – it's just a way to see where you are right now. Feel free to pause the recording to complete the scale.

Slide 23

Now that you've taken a moment to rate yourself, let's reflect on what stood out. What's going well for you right now when it comes to your wellbeing? Are there any areas where you feel like you're struggling a bit? Remember, this is simply a tool to help you identify where you are at this moment. Take some time to think about what might be contributing to your current levels of wellbeing – whether high or low – and note down your thoughts in your workbook.

Slide 24

Whatever your current wellbeing levels are, it's important to remember that you have the power to make positive changes. Behavioral scientist BJ Fogg reminds us that “when you know how to adjust the components of human behavior, you can begin to tackle any wellbeing behavior-change challenge.” Even small changes can make a big difference over time, so don't worry if some areas need improvement – there's always room for growth.

Slide 25

Very often, we associate wellbeing with simply “feeling good” or being happy all the time. But wellbeing is much more than just positive emotions – it's also about functioning effectively and living a meaningful life. This next part of the session delves into wellbeing and why it's more than simply “feeling good” all the time.

Slide 26

Take a moment to consider what's most important to you in your day-to-day life. Is it the sense of accomplishment you get from achieving your goals? Or is it the feeling of happiness and calm that comes from positive emotions? What matters more to you

in terms of your wellbeing: feeling good or functioning effectively? Chances are, your answer might not be a straightforward one. Take a moment to reflect and see what comes up for you.

So having explored both feeling good and functioning effectively, it's time to look at two of the main philosophical lenses through which we can understand wellbeing: namely – *eudaimonic* wellbeing and *hedonic* wellbeing. While they sound a bit academic – and indeed their roots are in ancient Greek philosophy – they're still relevant today.

Slide 27

Now, let's start with hedonic wellbeing, defined as “a focus on pleasure-seeking and avoidance of pain.”

Slide 28

So, the word “hedonic” comes from the Greek “hedone”, meaning pleasure. You may have heard of hedonism, for example.

- ▶ Hedonic wellbeing is all about pleasure and minimizing discomfort. It's about those moments of joy, relaxation, and sensory enjoyment.

- ▶ For instance, walking listening to our favourite music, or watching a repeat of a favourite tv show: these small moments of pleasure help us unwind and feel good in the moment. That's hedonic wellbeing – those everyday moments that bring us joy. When have you experienced hedonic wellbeing recently? Maybe it was during a relaxing evening, enjoying a delicious meal, or watching a favourite film. Write down some examples in your workbook.

Slide 29

So, let's ground this concept in our own experience with reflection. Take a moment to consider questions like: What are some of the potential strengths of this approach to wellbeing? What are some of the limitations? Feel free to pause the video and come back in a moment.

Slide 30

So when it comes to identifying and measuring hedonic wellbeing – after all, that’s what a scientific study of wellbeing entails – researchers associate hedonic wellbeing with a number of things.

- ▶ First is high positive affect, low negative affect (affect meaning a disposition or how we express our emotions), as well as an overall high life satisfaction.
- ▶ We also see that the focus is very much on “happiness” as pleasure, pursuing enjoyment, and avoiding discomfort. In its most excessive form, this may be the people out partying, eating indulgently frequently, and avoiding commitments that don’t feel good. This is only in its most excessive form, though.

Slide 31

On the other side of the scale we have eudaimonic wellbeing: Which can be described as “the pursuit of virtue, excellence, and the best within us.” Let’s dive in deeper.

Slide 32

Coming from the Greek words “eu”, meaning good, and “daemon”, meaning god or spirit, is about more than just feeling good.

- ▶ It’s about living a life of virtue: one that aligns with your values and brings you a deep sense of fulfillment.
- ▶ In positive psychology, Eudaimonic Wellbeing reflects a “life well lived” how our values can motivate us to push forward in difficult times. For example, it could be a teacher who finds great satisfaction in helping their students learn and grow. They feel a deep sense of purpose in her work, not just because of the act of teaching, but because they know they’re making a positive impact on their students’ lives. This is eudaimonic wellbeing – it’s about finding meaning and purpose, even in challenging times (like parent-teacher interview season).

- ▶ When have you experienced this kind of fulfillment? Was it when you were working on something meaningful, dedicating yourself to a cause, or helping others? Take a few moments to reflect on those experiences and write down your thoughts in your workbook.

Slide 33

Once again, when we consider eudaimonic well-being from a scientific perspective, we associate it with positive emotions, heightened life satisfaction, and optimal mental functioning.

- ▶ However, its focus is on deeper, lasting fulfillment by guiding us toward self-actualization and value-led living. It's about growing as a person, striving for meaning, and reaching our full potential. This type of well-being encourages us to live authentically and align our actions with our core values, fostering personal growth and a sense of true fulfillment.

Slide 34

So let's once again ground this concept in our own experience with a reflection. Take a moment to consider some questions: What are some of the potential strengths of this approach to wellbeing? What are some of the limitations?

Slide 35

So, just to recap in one slide, we can see that Eudaimonic wellbeing is about fulfillment and living according to your values, whereas Hedonic wellbeing is about pleasure and enjoyment in the moment. Both are important, and neither is "right" or "wrong" – it's simply about understanding how these two types of wellbeing can play a role in your life.

Slide 36

As you think about your own wellbeing, which approach resonates more with you right now? Is it more about finding deeper meaning and purpose (eudaimonic wellbeing),

or are you seeking more joy and positive experiences (hedonic wellbeing)? Take a few moments to reflect on where you want to focus your energy and write down your thoughts in your workbook.

Slide 37

Thank you for reflecting on these different aspects of wellbeing. When it comes to taking care of your wellbeing, having a clear definition helps you make more informed choices. As Professor BJ Fogg says, “When you know how to adjust the components of human behavior, you can begin to tackle any behavior-change challenge.” In other words, the clearer you are about what you mean when you talk about wellbeing, the better you can choose what to focus on.

Slide 38

Just as caring for our wellbeing isn’t just about feeling good in the short term – it’s also not about constant improvement. Stuff happens and it’s unrealistic to constantly feel good – or feel better than yesterday. That’s why our focus should be on developing an adaptive, intelligent way of approaching our wellbeing so that we can better know ourselves, our needs, and how to respond to the ups and downs of life.

Slide 39

Hopefully, by now, you have a clearer understanding of why we’ve chosen to focus on wellbeing as both our ability to feel good and function effectively. Speaking of wellbeing, if you need to take a quick stretch break, please do. We’ll then come back to discuss why wellbeing is not a solo endeavor.

Slide 40

Now that we’ve talked about the different approaches towards wellbeing, let’s shift our focus to the different levels at which wellbeing operates. Wellbeing is not just an individual pursuit – it also involves our relationships and the broader environments we’re a part of.

When it comes to wellbeing, it's helpful to think about three levels: Me, which refers to your individual choices and self-care practices. We, which involves your relationships and how you connect with others – family, friends, coworkers. And, Us, which is about the larger systems and structures you're part of, such as your workplace or community. Each level plays a part in your overall wellbeing, and they all influence one another.

Slide 41

Let's use a simple metaphor to make this idea clearer. Think of your wellbeing like a garden.

- ▶ You are the seed. Just like a seed needs water, sunlight, and nutrients to grow, you need to take care of yourself to thrive.
- ▶ The plants and animals around you represent your relationships. Healthy, supportive relationships help you grow, just like plants benefit from being surrounded by other flourishing plants.
- ▶ The soil and weather represent the environment you're in – your workplace, community, or the culture you're part of. When the environment is positive and supportive, it helps everyone grow and thrive.

Slide 42

As researcher Aaron Jarden states here, well-being habits, attitudes, and actions don't just stay with us as individuals – they spread through all our social connections. It's like a web. That's why it's not enough to only look after our own wellbeing, we need to consider the effects of the relationships and environment we're in, too. Take a moment to reflect on your personal wellbeing ecosystem. How do you take care of yourself? How do your relationships impact your wellbeing? And what role does your broader environment play?

Slide 43

As we reflect on this “me, we, us” approach to wellbeing, I’d like to invite you to consider: why do you think it’s important to take this ecosystem perspective? How might it affect our wellbeing approaches and actions?

Slide 44

So, at the heart of this ecosystem is a simple truth: *other people matter*. Your relationships play a crucial role in your wellbeing. Whether it’s family, friends, coworkers, or community members, the people around you help shape your experience of life. Think about someone in your life who supports your wellbeing. What do they do that helps you feel more connected, resilient, or cared for? How might you do the same for them? We’ll, of course, unpack this question further in our Relationships session.

Slide 45

Now that we’ve talked about what wellbeing is, why it matters, and who it involves, it’s time to talk about how we can best navigate and initiate wellbeing change.

Slide 46

As much as we all want to improve our wellbeing, it’s not always easy to make lasting changes. We often face obstacles that get in the way. Take a moment to think and reflect in your workbook: What obstacles have you encountered when trying to create new wellbeing habits?

Slide 47

When it comes to behavior change, research has identified three common derailers that often get in the way. The first is “I Don’t Really Want To” – Sometimes, we know we *should* do something, but we just don’t feel like it. This usually happens when the activity doesn’t align with our values or interests. For example, Sarah’s friends love going to yoga, but Sarah just doesn’t enjoy it. She feels guilty for not going, but deep down, it’s just not her thing. She keeps making excuses not to go, and it becomes a source of frustration for her.

The second is “I’m Not Sure Where to Start” – This derailder happens when we feel overwhelmed by the task at hand. We might want to make a change, but we don’t know where to begin. To give an example, Tom wants to eat healthier, but he feels bombarded with conflicting advice. Should he cut carbs? Go vegan? Eat more protein? Not knowing where to start leaves him feeling stuck, so he ends up doing nothing.

And finally, “I Don’t Think I Can” – Sometimes, we avoid trying something new because we’re afraid we’ll fail. This fear of failure can hold us back from making positive changes. let’s look at an example, Emily wants to attend a networking event to build her professional connections, but she’s worried she won’t know how to strike up a conversation. The fear of not fitting in keeps her from attending, even though she knows it could help her career.

Slide 48

By embracing a mindset of continual learning and leveraging support systems, we can navigate these derailers and make strides toward our wellbeing goals – no matter how little or lofty they may be.

In our Wellbeing Ecosystem, we explore the interconnected levels of wellbeing – individual, collective, and environmental.

To support growth within this ecosystem, we introduce the concept of Rooted Routines, which serve as the foundation for sustaining personal wellbeing.

Slide 49

In the Rooted Routines concept, we’ll explore four key moments that will guide you as you create and nurture your new wellbeing routine. First, Grounded Beginnings helps you identify an existing action in your day that can naturally support your new habit. Next, Nurturing Action encourages you to take a small, manageable step to foster your wellbeing, making sure it’s something easy to do, even on busy days. After completing your action, it’s time for the Thriving Moment, where you’ll celebrate your progress – no matter how small – reinforcing the habit. Finally, Nourishing Reflection invites you to reflect on how this habit supports your wellbeing and how you expect it to grow over time, helping to solidify its place in your daily routine.

Slide 50

Let's start by considering Grounded Beginnings: What are some existing actions or routines in your day that could naturally support a new wellbeing habit? Pause and think about the behaviors you already do regularly. These could be as simple as your morning stretch, your lunch break, or the moment you sit down to start work. Make a list of at least three different Grounded Beginnings in your workbook. By linking your new wellbeing habit to something familiar, you're creating a strong foundation for your new routine to take root and grow.

Slide 51

Next, let's consider a small, manageable wellbeing behavior you might like to try: Based on your short PERMAH Wellbeing Scale results, which pillar(s) could benefit most from a new wellbeing habit? Take a moment to reflect on the areas where you'd like to focus your energy. Then, think of at least three small actions you can take to support that pillar of wellbeing. For example, if you want to support relationships, you might decide to text a different friend each day while having your morning coffee. Or, if you're looking to boost your health, maybe you could swap your afternoon coffee for a cup of herbal tea. The key here is to choose a small, easy action you can commit to, even on your busiest days, to ensure it fits seamlessly into your routine.

Slide 52

Once you've completed your action, how can you celebrate your success, no matter how small? Take a moment to acknowledge your growth. Celebrating, even in small ways, helps reinforce your new habit and keeps you motivated. Think about how you can celebrate in a way that feels good to you. It could be something simple like taking a deep breath and feeling proud of yourself, or maybe it's a quick reward like making yourself a favorite drink or crossing it off your to-do list. Pause and make a list of at least three different celebrations in your workbook. The idea is to make this moment enjoyable and meaningful to help solidify your new routine.

Slide 53

Now that you've explored your action, take a moment to reflect: What do you expect to feel after completing your action? How do you think this practice will support your wellbeing in the long term? Consider any changes you hope to see in your thoughts, mood, or habits as a result of your new routine. How might this habit help you in the future?

Having brainstormed some ideas, it's now time to commit to your own Rooted Routine. If you're still unsure or need inspiration, you'll find a list of Rooted Routines examples in your workbook. Pause the video, take some time to explore these examples, and see if any resonate with you. Then, when you're ready, complete your first Rooted Routine Template in your workbook. Remember, the key is to keep it small and simple. The easier it is, the more likely you are to stick with it. And if your Rooted Routine feels overwhelming, that's okay. It just means you may need to adjust it to better align with your needs or desires. You can shrink it down even further if needed – perhaps starting with just one minute of stretching instead of five, or even just one stretch. The important thing is to make it so manageable that you can do it consistently.

Slide 54

And just like that, we're at the end of our first session. Well done for coming with me on this journey! We've covered a lot in this first session, so let's take a moment to summarize:

- ▶ We started by defining wellbeing and discussing how it's both about feeling good and functioning effectively.
- ▶ We explored positive psychology and the PERMAH framework as a way to break down wellbeing into manageable areas of focus.
- ▶ We drew on ancient Greek wisdom to uncover why our wellbeing goal should be more than simply "feeling good."
- ▶ We also talked about the importance of relationships and how the different levels of wellbeing – Me, We, and Us – interact.

- ▶ Finally, we explored the power of Rooted Routines and how small changes can lead to big results over time.

What stood out to you most today? What's one takeaway you'd like to remember moving forward? And who in your life might you share this little takeaway with?

Slide 55

Thank you for dedicating this time to yourself and your wellbeing. Remember, the changes we're aiming for don't have to be huge – they just need to be consistent. Your homework for this week is simple:

- ▶ Create and Action a Rooted Routine: Create your own wellbeing habit and start practicing it daily.
- ▶ Log Your Experiences: Keep track of your progress in the Rooted Routines Logbook.
- ▶ Reflect: Take some time at the end of each day to reflect on how your Rooted Routine is going. What's working? What's challenging?

In our next session, we'll dive deeper into the PERMAH framework, focusing on the first pillar – Health – since it's the foundation for all the other areas of wellbeing.

If you have any final questions or thoughts, feel free to note them down in your workbook. And remember, if you ever feel stuck or overwhelmed, don't hesitate to reach out to someone you trust for support.

Slide 56

Thanks for your attention.

2

PRESENTATION TRANSCRIPT

Session 2

HEALTHY HABITS



Slide 1

Welcome back to Wellbeing X and Session 2: Healthy Habits. Today, we're diving into the first letter of PERMAH: Health. Although it's the final letter in the PERMAH acronym, Health is actually the foundation of our wellbeing. Without the key indicators of good health – such as energy, focus, and physical stamina – it's hard to build other aspects of wellbeing like positive emotions or strong relationships. That's why it's our first stop on our PERMAH journey. Let's dig in.

Slide 2

In today's session, we will cover several key areas to give you a solid foundation for enhancing your physical health. Here's what we'll explore together.

- ▶ First, we'll start with a Health Reflection Round, where you'll reflect on your current health behaviors – what's going well and where you might want to make improvements.
- ▶ Next, we'll dive into four main areas of health which are eating, moving, sleeping, and rest and recovery. For each of these, we'll reflect on your habits, explore why they matter, and give you practical tips to support your wellbeing.
- ▶ And finally, we'll end the session by creating a Rooted Routine for Health – a small but meaningful change you can make in one of these areas to improve your overall wellbeing.

Slide 3

One of the easiest ways to begin caring for our health is through reflection. When we pause to consider how our habits are or aren't serving us, we open the door to making meaningful changes.

Slide 4

Health and wellbeing researcher Tom Rath reminds us that this isn't about perfection; it's about progress. Indeed, wherever you're at with your health today, you can take specific actions to have more energy and to live longer.

And at its foundation, that's what health is really about.

Slide 5

Now, let's dig deeper into your reflections with some guiding questions. These will help you clarify where you're at with your health and where you might want to focus on making improvements. When it comes to your health: What's going well? Where do you notice challenges or resistance? And what are you learning from this? Take a few minutes to think about these questions and jot down your responses in your workbook. This process is all about identifying what's working and what needs a little tweaking.

Slide 6

This quote from Sonja Lyubomirsky reminds us that there isn't a one-size-fits-all solution when it comes to caring for our health and well-being. It's not about following a single formula or adopting a universal strategy. Instead, it's about finding what works best for you – from what you eat to when you sleep to how you rest, and so on. What brings you joy, energy, and balance may be very different from what works for someone else. This is why it's so important to take an individualized approach. This means experimenting with different strategies, reflecting on what feels right, and being flexible as your needs evolve.

Slide 7

Now that we've had a chance to reflect on our overall health, let's move on to our first focus area: eating well. What we eat directly impacts how we feel, both physically and mentally. But in today's busy world, most of us know how easy it can be to grab what's convenient rather than what's nutritious. With that in mind, let's dig in.

Slide 8

When it comes to eating well, researcher Tom Rath highlights the ripple effect of even our smallest decisions. Eating well, or eating better, isn't about drastic changes or cutting out all the foods you love; it's about making small adjustments that accumulate over time. Something as simple as adding more nutrient-dense foods to your meals or being mindful of portion sizes can make a big difference.

Slide 9

But before we dive into the “how” of changing our eating habits, let's look at the “why.” Food is more than just fuel for the body; it can be a source of joy, comfort, or even stress. Everyone has a unique relationship with food, shaped by culture, family traditions, and personal experiences. Ask yourself: What does food mean to you? Do any of the following statements resonate? Jot down your thoughts in your workbook. What does food signify to you? Take this chance to reflect on how your relationship with food is or isn't serving your overall health.

Slide 10

Let's take a moment to reflect on where some of your beliefs around food came from. Think about the meals you typically eat, the times you eat them, and how they make you feel afterward. Are there any patterns that stand out to you? Where did you learn these behaviors, and why do you uphold them? Have they changed over the years? Write your reflections in your workbook, and remember – this is just an exploration. There's no right or wrong answer here, only opportunities to learn more about yourself and your habits.

Slide 11

As anyone who has eaten cookies or ice cream at midnight can attest, food is often not rational. Indeed, the choices we make around food can reflect much more than just what we want to eat in the moment – they can reflect our emotions, values, and connection to the culture around us. So, as we continue, let's explore how we can eat in a way that nourishes both our bodies and our values.

Slide 12

One reason we're trying to understand the psychology and culture behind our eating is that these dictate so much of our behavior and, therefore, our health outcomes. Indeed, as holistic practitioner Ann Wigmore states, the food we eat can be either the safest and most powerful form of medicine or the slowest form of poison. So, it makes sense to become mindful of the factors that affect what we put into our bodies.

Slide 13

Now that we've had a chance to reflect on our eating beliefs and behaviors, it's time to get practical. Even with some added clarity about our eating habits, knowing where to start with eating behavior change can be difficult. That's why we created this toolkit: The Positive Eating Pizza, with some top, evidence-based tips to help you tweak your eating habits in small, yet significant ways. Take a few minutes now to look at the Positive Eating Pizza with each of its healthy eating examples in your workbook, and circle or note down the ideas that resonate with you the most.

Slide 14

Now, let's get a little more specific. Take a moment to think about which slice most appeals to you. Is it prioritizing protein? Or perhaps focusing on quality over quantity? In your workbook, write down the slice you'd like to focus on and consider how to incorporate that change into your daily routine. You don't have to commit to anything yet: at the end of the session, we'll choose one health behavior to put into a Rooted Routine. But to set yourself up for success, pick one Eating Well behavior you'd most like to try.

Slide 15

Now that we've reflected on eating, let's shift gears to movement. Physical activity is essential to overall health, but it's easy to get caught up in thinking that only intense exercise counts. However, movement doesn't have to mean a trip to the gym – it can be anything from walking, dancing, stretching, or even playing with your kids.

Slide 16

Let's take a moment to reflect together. In your workbook, write down some words or phrases that come to mind when you think about exercise. Were there activities you enjoyed as a child that got you moving? Why did you enjoy them? Let yourself enjoy this reflection: go down memory lane and remember what it was like to play and move, not just "exercise" in the name of staying fit or a certain shape.

Slide 17

William Shakespeare once asked: "What's in a name? A rose by any other name would smell as sweet." But as the wordsmith should have known better than most, words matter. And, when we look under the surface, there can be significantly different associations between the words exercise and movement.

- ▶ The word "exercise" can have negative connotations, such as intense exercise, a sense of pressure or performance, and external motivators that don't come from a place of joy or self-care.
- ▶ But movement can be more natural and flexible. Movement – in some form or another – is available to almost everyone, regardless of fitness level, age, or physical abilities. It's about taking a "glass half-full" approach: knowing that every little bit counts and helps us feel and function better in the moment and longer term.

Slide 18

Kelly McGonigal, a leading researcher on movement, reminds us that movement of any kind, in any way, is valuable, especially when the movement itself is enjoyable in the moment. What ways might you like to move in this moment? Even just adjusting your position in your seat or stretching? Check-in with your body and ask what would make it feel good in this moment.

Slide 19

Kelly also reminds us that the greatest movement benefits we experience – such as a sense of hope for the future, a sense of meaning, and belonging – are linked with movement, not with our level of fitness. So if wellbeing and happiness truly are your goals: then that walk and talk club you’ve been considering or a gentle stretching session might be all it takes to give you the boost you’re after.

Slide 20

Let’s take a practical look at how you’re currently moving. In the last 24 hours, how much time did you spend being very active, for example, doing team sports, cycling, running)? Being moderately active like walking or yoga? What about being sedentary, like sitting or watching TV? What’s more, how did these activities impact your mood and energy levels? The goal here is not to judge but to be scientists in our one-person health study: to become more aware of how movement – or lack thereof – affects our feelings.

Slide 21

Wherever you’re at with your current movement levels, Tom Rath suggests that staying active throughout the day – not just during workout sessions – is key to staying healthy. It’s not enough to do intense exercise a few times a week if we spend the rest of the day sitting. Every bit of movement counts. As we explore how to move more mindfully, keep this in mind: The small, consistent actions make the biggest difference.

Slide 22

In fact, echoing Tom Rath, Dr. Keith Diaz has conducted research showing that even small amounts of prolonged sitting can sap your energy and harm your health. He stresses that reducing sedentary time by incorporating more movement into your day is essential for better health outcomes. So, whether taking short walks, stretching, or standing up periodically, these small moments of movement can improve your health and wellbeing.

Slide 23

Is working out – but otherwise sitting in an office chair all day – enough to keep us well? The American Heart Association sought to answer this question and unfortunately found that working out three times a week isn't enough if you're sedentary the rest of the time. Regular, enjoyable movement throughout the day is still essential. So, rather than thinking of movement as something you only do during a workout, how can you integrate more activity into your everyday life? We'll explore some evidence-based ways of doing this next.

Slide 24

As we know, even with additional insight and research, it can be challenging to know where to start when it comes to moving more, especially if you have a busy schedule. That's where the Mindful Movement Wheel comes in. Just like Positive Eating Pizza helps us eat better, this tool provides simple, practical strategies to help you incorporate more movement into your day, such as interrupting periods of sitting, choosing activities that bring you joy, and focusing on consistency rather than intensity.

Slide 25

Now, let's apply the Mindful Movement Wheel. In your workbook, take a few minutes to write down one or two movement strategies that you feel inspired to try. It could be something as simple as standing up every 20 minutes or walking after lunch.

Once again, you don't have to commit to anything yet. At the end of the session, we'll form a Rooted Routine for Health together.

Slide 26

Next, let's talk about sleep. Sleep is essential for restoring our energy, regulating our mood, and improving our focus. But how many of us actually get enough sleep?

Slide 27

As always, let's start by taking a temperature check on our current habits. Take a few minutes to reflect on the following questions in your workbook, considering: On a scale of 0 (not at all) to 10 (completely), how satisfied are you with your current sleeping habits? How much do you want to improve your sleeping habits? How confident are you in your ability to change your sleeping habits? Write down any insights you have and consider what might be supporting or standing in the way of a good night's sleep.

Slide 28

While we all have our individual relationships with sleep, researchers have identified several common barriers to getting a decent night's shut-eye. These include stress, anxiety, and depression, which can keep us awake at night, making it difficult to fall or stay asleep. Another barrier is electronic devices that emit blue light, which can interfere with the production of melatonin, a hormone that regulates our sleep responses. Then we have irregular sleep schedules, which can disrupt our body's natural internal clock.

Other barriers include physical conditions like chronic illness or injuries and environmental factors like light or noise pollution, having a bedroom that's too hot or cold, or not feeling safe in our sleeping space. Consider which – if any – of these barriers resonates most with you. And what impact might it be having on your ability to get a good night's rest?

Slide 29

So, just as we checked in with our attitudes around sleep, let's examine some societal attitudes we're surrounded by through a quick game.

- ▶ True or false: 95% of us need 7-9 hours of sleep a night. This one is true! As much as we like to tell ourselves we "run well off 5 hours sleep," studies repeatedly suggest the opposite.
- ▶ True or false: Adults need less sleep as they age. This is false! Regardless of our age, our bodies still need 7-9 hours of sleep to function properly, especially if we keep moving joyfully.

► True or false: If you can't sleep, stay in bed until you can. This one is false! Sleep researchers suggest getting up and reading or doing something else so we can reset instead of getting caught in restless rumination.

► True or false: Sleep debt cannot always be "paid off" by sleeping later. This is true. Although we think we can get by with very little sleep for a week and rest on the weekend, studies have found this isn't enough to repair the damage done to our bodies, brains, or sleep rhythms.

Slide 30

Straight off the back of our sleep myth-busting, Tom Rath reminds us that losing just one hour of sleep can reduce our productivity, health, and ability to think. So, while we may feel like we're functioning well on fewer hours of sleep, objectively we're not showing up as well as we might hope.

Slide 31

So now that we've explored the vital role sleep plays in our health and wellbeing, it's time to get practical about how we might support better sleeping habits. It can be difficult to know where to start when sleeping well. To help you do this, we've created the Sleep Smart Circle.

Like the previous tools, it includes evidence-based strategies to enhance your sleep, such as sticking to a regular sleep schedule, creating a restful bedtime routine, limiting screen time before bed, and optimizing your bedroom environment. Take a moment to look over the Sleep Smart Circle strategies in your workbook now.

Slide 32

Now that you've reviewed the Sleep Smart Circle, think about which strategies resonate with you the most. Take a moment to write these down in your workbook.

Once again, we'll circle back to choose a Rooted Routine for Health at the end of the session.

Slide 33

Next, let's talk about rest and recovery. While sleep is essential for restoring our energy, rest during the day is equally important. Many of us push ourselves to the limit, rarely permitting ourselves to rest. But rest isn't a luxury – it's a necessity for maintaining mental and physical wellbeing.

Slide 34

Now, let's dive deeper into the concept of rest. On average, how much time each day do you dedicate to rest and recovery? With this in mind, what are some of your favorite and most effective forms of rest and recovery? This could be anything from taking short breaks during work to engaging in activities that help you unwind. Finally, what – if anything – makes it challenging for you to prioritize time for rest and recovery? What makes it difficult for you to slow down and recharge?

Take a few minutes to write down your reflections in your workbook. Take your time – maybe even take this opportunity to take a few deep breaths or stretch. What form of rest or recovery does your body need right now?

Slide 35

In this modern world, we talk about needing to “rest” all the time, but what actually counts as “rest”? As Emily and Amelia Nagoski point out in their work on stress and recovery, “Rest is, quite simply, when you stop using a part of you that's used up, worn out, or inflamed so that it has a chance to renew itself.” It's about slowing down and stopping to be able to start again. It's not about multi-tasking or pushing through indefinitely. It's certainly not about being lazy or unproductive. It's about taking care of yourself so you can show up as your best self when it matters.

Slide 36

Because rest and recovery are often charged and complex topics, let's take a moment to play once again a game of True or False about common rest and recovery beliefs.

- ▶ So, true or false: Stress and stressors are the same. This is false. Stressors are external or internal triggers that cause stress, and stress is our response to these triggers.
- ▶ True or false: it's not what happens to you, but what you believe about it... this is also true – to an extent. One person's traumatic event (missing a flight) could be someone else's funny dinnertime anecdote. Each of us comes to the world with different personal narratives, coping strategies and levels of resilience, so, with the exception of truly horrific events, ongoing stress or even trauma is often less about what happens to us, and more about how we reflect on and react to it.
- ▶ True or false: We each have different ways of recovering. This is true. While we have similar bodies and brains, each of us has a unique nervous system and mind that reacts in diverse ways to our environment. That's why reflecting on our experience is so important when caring for our health and well-being.
- ▶ True or false: A traumatic event must include things like a natural disaster, crime, accident, etc. This is false. As we just covered, stress is a subjective experience in terms of what triggers it and how we experience it in the body. Trauma develops in the wake of our inability to comprehend or cope with an event – the nature of that event (whether it's being caught in a storm as an adult or teased at school as a kid) is less important than our ability to process and recover from it.
- ▶ These statements help us recognize that while stress is inevitable, how we handle it is what truly impacts our wellbeing. How does this sit with you? Are there events in your life or in other people's lives that you've judged as being worthy or unworthy of stress? How might you reframe some of those beliefs, considering that none of us has the same set of coping strategies or supports as someone else?

Slide 37

While we've just discussed the unique ways we perceive and experience stress, we'll also discuss some stress reactions that are inherent to all humans. When faced with a stressor event, our body and brain react to stress through different types of stress responses: fight, flight, freeze, and fawn.

- ▶ In the Fight response, the body releases adrenaline to prepare for confrontation. In this response you might feel angry, aggressive, or irritable, with clenched fists, tightened muscles, and a racing heart.
- ▶ In the Flight response, the body releases similar hormones and prepares itself to escape or run away. You may feel anxious or restless, with a strong urge to run away, which can look like pacing or fidgeting.
- ▶ In the Freeze response the body becomes immobile, heart rate drops, and you might feel disconnected. You might feel numb, stuck, or unable to move or respond. Many of us experience this in the face of conflict or aggression – going blank and only coming up with responses once our nervous system has calmed down.
- ▶ In the Fawn response – fawn means to attempt to be on someone's good side or to submit to them and their wishes – The mind may dissociate from the body to prioritize others' needs. You might feel an urgency to meet others' needs, quickly agreeing to things or trying to make others happy to stay safe. Our past experiences and the size of the threat influence the stress response we move into.
- ▶ Researchers say we typically rely on one or two stress responses more often than the others. Which one feels most familiar to you? Take a moment to reflect in your workbook.

Slide 38

Stress and wellbeing researchers Emily and Amelia Nagoski emphasize the importance of addressing both the stressors in our lives and the stress itself. Even if you've solved the external problem, your body may still hold onto stress. This is why engaging in activities that help you complete the stress cycle – whether that's through movement, relaxation, or connection with others is so important.

What activities help you release stress and feel more relaxed? Write down your thoughts in your workbook.

Slide 39

If you're unsure how to rest and recover more, don't worry – we're here to help.

While it can be difficult to know where to start when it comes to rest and recovery, to incorporate more rest and recovery into your daily life, we've created the Rest & Recovery Wheel. This tool includes simple strategies for de-stressing and recharging, such as box breathing for relaxation, spending time in nature, laughing or engaging in playful activities, or engaging in gentle movements like stretching.

Even small moments of rest can help you recover from stress and prevent burnout.

Slide 40

Now it's time to put the Rest & Recovery Wheel into action. In your workbook, write down one strategy from the wheel you'd most like to try. It could be as simple as taking a few deep breaths during stressful moments or setting aside time to walk outside each day.

Slide 41

Now that we've explored the four pillars of health – eating, moving, sleeping, and resting – it's time to create your Rooted Routine for Health. Remember, the goal isn't to overhaul your entire routine – it's to focus on one small habit that feels doable.

Slide 42

Take a moment to think about which area of health you'd like to focus on. Is it eating, moving, sleeping, or resting? Why do you want to focus on this area? Write down your thoughts in your workbook.

Slide 43

As you think about your Rooted Routine for Health, consider what will motivate you, how you can make it as easy as possible, and what prompt will remind you to follow through.

Slide 44

Let's take a moment to review Rooted Routines. Last week, we talked about how Rooted Routines consist of four key components that make it easier to build small, manageable habits:

- ▶ **Grounded Beginnings:** What is an existing action or routine in your day that would naturally allow you to add a new wellbeing habit? Think about behaviors you already do regularly. How can this moment “nurture” the start of your new habit?
- ▶ **Nurturing Action:** What is the small, manageable action you can take right now to help foster your wellbeing? Make sure this is an action so easy you can do it even on busy days. How will you take your first step toward growth?
- ▶ **Thriving Moment:** Once you've completed your action, how can you celebrate your success, no matter how small? What will you do to acknowledge your growth? This moment of recognition will help reinforce your habit.
- ▶ **Nourishing Reflection:** What do you expect to feel after completing your action? How do you anticipate this practice supporting your wellbeing? Think about any changes you hope to see in your thoughts, mood, or habits. How might this habit help you in the future?

Slide 45

Now it's your turn to create your Rooted Health Routine using the framework in your workbook. Use the Rooted Routine Tool below to guide you in developing a small, sustainable habit that supports your wellbeing.

Start by identifying a Grounded Beginning – an existing action or routine in your day that naturally supports adding a new wellbeing habit. Then, choose a Nurturing Action – a small, manageable step you can take right now, even on busy days. Once you complete your action, take a Thriving Moment to acknowledge your success and reinforce your new habit. Finally, engage in a Nourishing Reflection – consider how this habit supports your wellbeing and what positive changes you anticipate over time.

To decide on your Nurturing Action, reflect on different areas of health – Eating, Moving, Sleeping, or Resting & Recovering. Which area feels most important to focus on this week, and why? Would you like to focus on nutrition, such as adding a serving of protein to each meal? Or movement, like standing up and stretching every 20 minutes? You can also create your own habit based on what resonates with you. Feel free to experiment – just make sure it's small and doable each day!

Slide 46

Remember, small, steady actions are the key to lasting wellbeing changes. Rooted Routines grow strongest when they start with simple, manageable steps. The easier a habit is to do, the more naturally it becomes part of your daily life. So, don't be afraid to start small – consistent, nurturing actions will build momentum and lead to meaningful, lasting change.

Slide 47

Let's take a moment to recap what we've covered today. We started by reflecting on your current health behaviors. We explored four key areas of health – eating, moving, sleeping, and resting – and learned practical tips and tools for improving each of these areas. Finally, you created a Rooted Routine for Health to help you make a small but meaningful change in one area of your health.

As you think about your takeaways from today's session, consider the following: What's one surprising insight you had about your health? What was the most useful piece of information you learned today? Who might you share that information with?

Take a moment to jot down your reflections in your workbook. Reflecting on what you've learned today will help solidify these ideas and prepare you for the next steps in your wellbeing journey.

Slide 48

Thank you for your attention.

3

PRESENTATION TRANSCRIPT

Session 3

POSITIVE EMOTIONS



Slide 1

Welcome back to Wellbeing X and to Session 3: Positive Emotions! In our last session, we explored Health as the foundation for our wellbeing. We reflected on habits around eating, moving, sleeping, and resting, and created our first Rooted Routine for Health. Today, we'll shift our focus to the second pillar of PERMAH: Positive Emotions. But this isn't just about happiness – we'll explore the full range of human emotions and discover how we can use them to foster a more fulfilling, resilient life.

Slide 2

Before we begin, let's reflect on your homework from last session – your Rooted Routine for Health. Take a moment to think about the following: What went well with your Rooted Routine for Health? Where did you encounter challenges? What have you learned so far about the process of creating and maintaining rooted routines? What small shifts might you make to improve your rooted routine outcomes going forward? Write down your reflections in your workbook. This will set the stage for the new habit we'll create today around emotions.

Slide 3

In today's session, we'll dive into Positive Emotions and explore the role that all emotions play in shaping our wellbeing. Here's what we'll cover:

- ▶ As always, to assess our current state, we'll start with a Reflection Round on our emotional experiences.
- ▶ Next, we'll answer the question, What Are Emotions? And challenge the idea of "good" vs. "bad" emotions. Then, we'll explore how emotions can be viewed as data, not directives – helping us make mindful decisions instead of reacting impulsively.
- ▶ Finally, we'll create a Rooted Routine for Emotion to help you cultivate emotional awareness and resilience. Remember, this is your time to care for your wellbeing and to reflect, so feel free to pause and jot down your thoughts as we move through today's material.

Slide 4

Let's begin with a Reflection Round. Emotions play a big part in our everyday decisions, but we often don't take time to consciously reflect on how we're feeling.

Slide 5

When we bring awareness to our emotions, we gain power over them. Often, emotions seem to drive our actions automatically, but when we notice them and reflect on their impact, we open up space for choice. Awareness gives us the ability to notice our emotions without being controlled by them. It allows us to pause, assess, and decide how we want to respond. In doing so, we can align our actions with our values rather than reacting on autopilot.

Slide 6

Let's take a moment to reflect now. When it comes to connecting to your emotions, what's going well? Where do you notice challenges or resistance? What are you learning about how emotions affect your actions? And, based on these reflections, what might you try next? Jot down your reflections in your workbook. This exercise will help us understand how emotions are currently influencing your life and where you might want to focus more attention.

Slide 7

As J. Freedman expresses in this quote: emotional intelligence underpins all that we do. Emotional intelligence is the ability to notice, name, and navigate emotions. It's about understanding how emotions affect our thoughts and behaviors and using that understanding to make more informed, mindful choices. Think of emotional intelligence as a skill – one that can be developed over time. The more we practice noticing and naming our emotions, the better we become at responding to them in ways that align with our values.

Slide 8

Now, let's ask the fundamental question: What are emotions?

Slide 9

Take a moment in your workbook to define what emotions mean to you. How would you define an emotion? And, why do you think we experience them? By reflecting on these questions, you'll start to deepen your understanding of the role emotions play in your life – and how you can work with them more intentionally.

Slide 10

Emotions are multifaceted, affecting us on several levels at once. Researchers Don and Sandra Hockenbury describe emotions as involving three distinct components: how we feel internally, how our body responds, and how we behave.

For example, if you're feeling nervous before giving a presentation, you might notice racing thoughts or self-doubt (subjective experience), faster heartbeat or sweating (physiological response), or avoiding eye contact or fidgeting (behavioral expression).

Recognizing these layers helps us better manage our emotional responses. When we can identify each of these components, we're more equipped to address our emotions in a healthy, productive way.

Slide 11

To break this down further, let's look at each of the three components of emotions, which are:

- ▶ **Subjective Experience:** This is the personal, internal aspect of emotions – how we consciously feel. For instance, when something unexpected happens, one person might feel excitement while another feels anxiety.
- ▶ **Physiological Response:** This is how emotions physically manifest in the body. A quickened heart rate, clammy hands, or even a lump in the throat can all be physical responses to emotions like stress or fear.

- ▶ Behavioral Response: This is how we express our emotions to others – whether through facial expressions, body language, or actions. Take a moment to reflect: Which of these three components do you tend to notice the most when you experience an emotion? Write down your thoughts in your workbook.

Slide 12

There's an important idea in psychology: We often think before we feel. In other words, our brain interprets a situation before we experience an emotional response. For example, if we perceive a situation as threatening, our brain registers danger, and we feel fear as a result. This reminds us that our thoughts play a crucial role in shaping our emotional experience. By becoming more aware of our thoughts, we can influence how we feel and how we choose to act.

Slide 13

Now, let's use a tool called the Emotional Waterfall to explore how emotions influence our actions. What you see on screen is an illustration of the emotional waterfall. As you can see, the emotional waterfall consists of various elements.

- ▶ So, circumstances are external events or situations we encounter. Thoughts are our interpretations and beliefs about these circumstances. Feelings are the emotions arising from our thoughts. Behaviors are the actions we take based on our feelings. And finally, results reflect the outcomes of our behaviors.
- ▶ The key idea is that our thoughts about circumstances, rather than the circumstances themselves, primarily drive our emotional responses and subsequent actions. By recognizing this process, individuals can learn to influence their emotional states by reframing their thoughts and interpretations of events.

Slide 14

Take a moment now to think about a result you experienced recently that didn't go the way you wanted; what actions did you take? What feelings were driving those actions? And what thoughts were beneath those feelings? What were the objective circumstances? In your workbook, write down your answers to these prompts. This process helps us see the connection between our thoughts, feelings, and actions – giving us insight into how emotions shape our behavior.

Slide 15

Your thoughts have a powerful impact on your emotions, which in turn affect your actions and results. When we feel stuck or frustrated, it's often because we're caught in an emotional cycle driven by negative thoughts. But the good news is, by changing the way we think about a situation, we can change how we feel and how we act – leading to better outcomes.

Slide 16

Let's move on to a key concept: Emotions are neither good nor bad. We often label emotions like happiness as "good" and emotions like anger or sadness as "bad," but all emotions serve a purpose. They're signals that tell us how we're interacting with the world. Rather than thinking of emotions in terms of "good" or "bad," it's more helpful to view them as information – clues about what's happening inside us and what we might need to address.

Slide 17

Let's play a quick game of True or False to challenge some common myths about emotions. I'll read a statement, and you decide whether you think it's true or false:

- ▶ True or False: Emotions are neither positive nor negative. This is true. Emotions are simply signals that provide data about our environment and internal states, guiding our responses. Research shows that labeling emotions as good or bad can lead to suppression or avoidance, whereas accepting them helps us process them effectively.

- ▶ True or False: The more intense an emotion, the longer it lasts. This is false. Intense emotions can actually pass quickly if we accept and process them. Studies show that emotional regulation strategies like mindfulness and acceptance help strong emotions move through more quickly, whereas suppression can make them linger longer.
- ▶ True or False: We all experience emotions in the same way. This is also false. Our emotional experiences vary based on factors like cultural background, personal conditioning, and past experiences, meaning emotions can manifest differently in the body and mind for each person.
- ▶ And lastly, True or False: All emotions are useful. This one is true. All emotions provide valuable information, whether they feel pleasant or unpleasant. They help us navigate our needs, relationships, and environments by signaling important cues about what matters to us.

Slide 18

Now, let's reflect on the emotions you've experienced in the past 24 hours. How many different emotions can you name? How did you respond to each of them?

In your workbook, write down as many emotions as you can think of that you've experienced recently. This exercise will help you become more aware of the range of emotions you feel – and how they influence your behavior.

Slide 19

All emotions are valuable, even the ones that feel uncomfortable. For example, anxiety can be a signal that we need to prepare for something important. Anger might indicate that a boundary has been crossed. Each emotion provides us with information that we can use to make better decisions. Instead of pushing away uncomfortable emotions, we can learn to accept them and use them as guides to understanding ourselves more deeply.

Slide 20

Positive emotions, like joy, gratitude, and love, play a crucial role in our wellbeing. But beyond just making us feel good in the moment, they also broaden our minds and open us up to new possibilities. When we experience positive emotions, we become more creative, more open to new experiences, and more willing to connect with others. Positive emotions expand our world, helping us build resources – like new skills, stronger relationships, and a greater sense of purpose – that support us in the long run.

Slide 21

Research from Dr. Barbara Fredrickson shows that the benefits of positive emotions don't stop after a few minutes. Positive emotions help us develop long-term skills and resources that we can use later in life. For example, feeling joyful during a group project might help you build stronger teamwork skills, which you can apply in future collaborations. Think of positive emotions as a way of building resources that contribute to your growth and resilience.

Slide 22

Positive emotions don't just help us feel good in the moment – they create a foundation for long-term growth and resilience. When we feel emotions like joy, gratitude, or love, our brains open up, allowing us to be more creative, connected, and collaborative. For instance, experiencing a sense of joy during a meeting might lead you to share an innovative idea or build a stronger relationship with a colleague. These small moments add up, leading to a lasting impact on our wellbeing.

Slide 23

The Broaden and Build theory, developed by Dr. Barbara Fredrickson, shows us how positive emotions work.

- Firstly, positive emotions “broaden” our thinking, encouraging us to try new things, explore new ideas, and connect with others. As we do this, we “build” new resources – like skills, friendships, and a deeper understanding of ourselves – that we can draw on in the future.

- ▶ So, positive emotions like happiness, joy, and gratitude tend to expand the behaviors we're willing to try. Which inevitably brings about new experiences and the discovery of new things. This, in turn, also helps us develop and enhance our skills. Which makes it more likely that we'll experience positive emotions in the future.
- ▶ This image helps illustrate this process, showing the link between positive emotions, discoveries that come from them, the development of new skills, which leads to an overall more positive and optimistic outlook. Think of it like this: when you feel positive emotions, it's like planting seeds. Over time, those seeds grow into lasting resources that help you navigate life's challenges with more resilience.

Slide 24

While positive emotions help us grow, it's important to acknowledge that negative emotions also have value. Emotions like anger, guilt, or fear can serve as powerful motivators, pushing us to take action or make changes when something doesn't feel right. Dr. Todd Kashdan reminds us that emotions like anger can fuel creativity, selfishness can make us brave, and guilt can drive us to do better. The key is to balance these emotions – using them as tools without letting them overwhelm us.

Slide 25

One of the most important skills we can develop is emotional granularity – the ability to identify and differentiate between a wide range of emotions. Most people can only name a handful of emotions, like happy, sad, or angry. But by expanding our emotional vocabulary, we can become more attuned to our feelings and make better decisions about how to respond. For instance, feeling “frustrated” is different from feeling “disappointed,” and each emotion might require a different response. The more precise we can be in identifying our emotions, the more effectively we can address them.

Slide 26

To help us identify our emotions more accurately, we can use tools like the Wheel of Emotions. This tool helps us recognize a wider range of emotions beyond the basic ones we typically think of. For example, instead of just feeling “sad,” you might recognize that you’re feeling “lonely” or “disappointed.” In a moment, you’ll see the emotion wheel on the screen.

Take some time to familiarize yourself with the wheel and the various emotions it details. Consider how many of these emotions you can name unprompted. What effect might this have on your thoughts, behaviors, and actions? Take a look at the Wheel of Emotions in your workbook and think about how many of these emotions you’ve experienced recently. The more specific we can be, the more insight we gain into what we’re feeling and why.

Slide 27

Susan David reminds us that instead of seeing uncomfortable emotions as inconveniences or impositions, we should instead ask what function they serve.

Every emotion – especially the more intense or uncomfortable ones – is simply an experience within our brain and body to try and move us towards a valued action.

So, the next time you’re upset, instead of resisting or agonizing over the feeling, Susan David invites you to ask yourself a simple question: what the func?

Slide 28

Now, let’s reflect on an uncomfortable emotion you’ve felt in the past week. Rather than trying to avoid or suppress that emotion, ask yourself, what function might this emotion serve? What is it trying to tell me? For example, if you felt anxious, it might be a sign that you need to prepare for an upcoming challenge. Write down your reflections in your workbook. This process helps us understand the value of all emotions, even the uncomfortable ones.

Slide 29

One of the key concepts we'll explore today is that emotions are data, not directives. This means that emotions give us valuable information about our internal state, but they don't have to dictate our actions. Just because you feel angry, for instance, doesn't mean you have to lash out. Instead, you can use that anger as a signal that something needs attention, and then choose how to respond. When we see emotions as data, we create space to make mindful, intentional choices rather than reacting impulsively.

Slide 30

As Dr. Susan David explains, emotions are not orders to act – they are data points that provide insight into our values, desires, and needs. When we take a moment to reflect on what our emotions are telling us, we gain the freedom to choose how to respond.

For example, if you feel frustrated during a conversation, that frustration might be telling you that your boundaries are being crossed. By recognizing this, you can take a step back, reflect on what you need, and respond in a way that aligns with your values.

Slide 31

Let's go back to the Emotional Waterfall exercise we did earlier. Think about a recent situation where you reacted in a way you wish you hadn't. Using the Emotional Waterfall model, reflect on the result of that reaction. What different action might you have preferred to take? What emotional state would you have needed to be in to choose that action? Write down your reflections in your workbook. This process helps us see how changing our emotional state can lead to better outcomes.

Slide 32

One of the most empowering concepts in emotional intelligence comes from Viktor Frankl, who said: "Between the stimulus and response, there is a space. In that space lies our freedom and power to choose our responses." This space is where growth happens. When we're able to pause before reacting, we give ourselves the opportunity to choose a response that aligns with our values, rather than letting our emotions dictate our actions.

Slide 33

Think back to a time when you managed to stop yourself from being “hijacked” by your emotions. Maybe you were able to pause, take a deep breath, and choose a response rather than reacting automatically. In your workbook, write down what thoughts or actions helped you in that moment. This reflection helps us recognize the tools we already have for managing our emotions – and where we might want to develop new strategies.

Slide 34

When we let emotions push us around or when we respond on autopilot, we often end up engaging in behaviors that don’t serve us. For example, reacting with anger in a heated moment might lead to saying something you regret, damaging a relationship, or creating unnecessary stress. The goal is to develop the skill of pausing, reflecting, and responding in a way that aligns with our long-term values rather than letting our emotions drive the bus.

Slide 35

Our emotions can be powerful beacons, guiding us toward what matters most. As Dr. Susan David puts it, emotions help us identify what we care about, and they can motivate us to make positive changes. When we learn to navigate our emotions mindfully, we can use them as a compass, helping us stay true to our values and make choices that align with the life we want to live.

Slide 36

Now, let’s think about how you can soothe yourself when you feel hijacked by strong emotions.

- ▶ What strategies work best for you when you’re feeling overwhelmed or emotionally triggered? If you’re unsure, or would like extra support in this space, we’ve put together a toolkit of small, yet significant practices to help you slow down and soothe yourself. The practices are in three categories, including: somatic practices such as breath, touch, or movement, cognitive

practices (which shift the way we think), and social practices (which are about connecting with others).

- ▶ Note down one or two of these practices or your own existing practices that could help you slow down and choose your response when emotions run high. These practices can be as simple as: taking deep breaths, stepping outside for fresh air, or calling a friend.

Slide 37

To help you slow down and respond more mindfully to emotions, we've created a Slowing Our Responses Toolkit.

- ▶ When we can better slow down and identify our emotions in a triggering experience, we can decide what serves us best in that moment.
- ▶ If we choose to slow down, through noticing and soothing our nervous system, we bring our brain back online to make an informed, values-aligned choice. However, if we react automatically, we tend to act from a more primal fight-or-flight instinct, which may not result in a behavior that reflects who we want to be. Take a look at this diagram in your workbook. Can you think of a time you've been able to slow down and make an informed response? Equally, can you think about a time when an automatic reaction might have gotten you into trouble?

Slide 38

Now, think back to a recent emotional reaction you've had to a challenging situation. Using the strategies from the Slowing Our Responses Toolkit, how might you have slowed down and responded differently? In your workbook, complete the Emotional Reaction vs. Response template to reflect on how you could approach similar situations in the future with more intention and calm.

Slide 39

Dr. Brené Brown reminds us that when we acknowledge our emotions, we can let them guide us toward actions that align with our truest values and aspirations.

Our emotions are like signals – if we listen to them and pause before reacting, we can make choices that reflect who we really want to be. This is where true growth and emotional agility come from.

Slide 40

Now that we've explored how emotions influence our behavior, it's time to put this knowledge into action by creating a Rooted Routine for Emotion. Remember, small habits lead to big changes over time.

Slide 41

As the Greek philosopher Zeno said, "Well-being is realized by small steps, but is truly no small thing." The key is to start small, make it manageable, and celebrate each time you complete the habit.

Slide 42

Let's create your Rooted Routine for Emotion, which includes the four key elements:

- ▶ **Grounded Beginnings:** What is an existing action or routine in your day that would naturally allow you to add a new wellbeing habit? Think about behaviors you already do regularly. How can this moment "nurture" the start of your new habit?
- ▶ **Nurturing Action:** What is the small, manageable action you can take right now to help foster your wellbeing? Make sure this is an action so easy you can do it even on busy days. How will you take your first step toward growth?
- ▶ **Thriving Moment:** Once you've completed your action, how can you celebrate your success, no matter how small? What will you do to acknowledge your

growth? This moment of recognition will help reinforce your habit. In your workbook, write down your Rooted Routine for Emotion.

- ▶ Nourishing Reflection: What do you expect to feel after completing your action? How do you anticipate this practice supporting your wellbeing? Think about any changes you hope to see in your thoughts, mood, or habits. How might this habit help you in the future?

Slide 43

Let's take a moment to recap what we've covered today:

- ▶ We reflected on your current experience of emotions and how they influence your actions.
- ▶ We explored What Are Emotions?, challenging the idea of "good" vs. "bad" emotions.
- ▶ We learned how to see emotions as data, helping us make mindful, value-based decisions.
- ▶ And finally, you created a Rooted Routine for Emotion to help you work more effectively with your emotions.
- ▶ What's one key takeaway from today's session? Write it down in your workbook.

Slide 44

Thank you for your time and engagement today. You've taken an important step in understanding your emotions and how they shape your life. Remember, emotions are valuable tools – they're here to guide you, not control you. Your homework is to put your Rooted Routine for Emotion into practice every day. Log your experience in the Rooted Routines Logbook, and reflect on what's working and what might need adjustment.

In our next session, we'll explore the pillar of Engagement – including the science of strengths. I look forward to continuing this journey with you. If you have any final questions, feel free to note them down, and I'll see you in the next session.

4

PRESENTATION TRANSCRIPT

Session 4

ENGAGEMENT



Slide 1

Welcome back! In our last session, we focused on Positive Emotions, exploring the full range of emotions and learning how they contribute to our wellbeing. Today, we'll dive into Engagement – more specifically, how our Strengths play a vital role in our ability to stay engaged, energized, and effective. Engagement is about finding those moments when you're fully absorbed in what you're doing – when your strengths are perfectly aligned with the task at hand. Let's dig in!

Slide 2

Before we get started, let's reflect on the Rooted Routine for Emotion you created in the last session: What went well with your Rooted Routine? Where did you struggle? What have you learned about Rooted Routines so far? How might you improve your Rooted Routine outcomes in the future? Take a moment to write your reflections in your workbook. This will help set the stage as we move into creating a new habit around strengths later in today's session.

Slide 3

Here's an overview of what we'll be covering today. We'll begin with a Reflection Round to explore how you've been using your strengths. Next, we'll define What Is a Strength and explore its benefits. We'll discuss the concept of Flow and how using your strengths can help you find flow. Then, we'll look at the importance of Balancing Strengths – knowing when to use them and when to pull back. We'll explore Teaming with Strengths in a workplace context. Finally, we'll create a Rooted Routine for Strengths to help you apply what you've learned. As always, feel free to pause and reflect as we go along. Let's get started!

Slide 4

We'll begin with a reflection round to explore how you've engaged with your strengths recently.

Slide 5

Think about the last time you used your strengths – whether at work or in your personal life. So, what has gone well? Where have you noticed challenges or resistance? What have you been learning about your strengths? What might you try next to use your strengths more effectively?

Take a few moments to reflect and write down your responses in your workbook. This reflection will help you become more aware of how your strengths are influencing your actions and where you might want to focus your efforts next.

Slide 6

Now, let's explore what we mean when we talk about Strengths.

Slide 7

Think back to a time at work or in life when you felt energized, capable, and engaged. What were you doing in that moment? What actions did you take, and what was the impact of your efforts? In your workbook, write down your reflections. By identifying these moments, we can begin to recognize the strengths you were drawing on and how they contributed to your performance.

Slide 8

Gabriella Driver describes strengths as “those things we’re energized by, good at (or have the potential to become good at), and enjoy doing.” Strengths are not just about being competent – they’re about feeling energized and engaged when you use them.

Think about what activities make you feel both capable and energized. For example, an activity might be public speaking if you feel confident and invigorated when presenting to a group. To give another example, problem-solving could be an energizing activity if you enjoy tackling complex issues and feel accomplished when finding solutions. These are your strengths.

Slide 9

Using your strengths has numerous benefits.

- ▶ It improves collaboration. Research shows that leveraging our strengths fosters better teamwork by increasing understanding and use of complementary skills between workers. It improves innovation. When we use our strengths, we are more likely to think creatively and approach problems with confidence, leading to greater innovation.
- ▶ It improves goal achievement. Using our strengths enhances intrinsic motivation, helping us persist toward our goals with greater focus and resilience. It boosts job performance and satisfaction. Studies have found that when we use our strengths, we experience higher job satisfaction, which is directly linked to improved performance.
- ▶ It enhances resilience and coping skills. Using our strengths helps us manage stress better, as we feel more competent and capable when facing challenges, enhancing resilience. It gives us a greater sense of purpose. Strengths align with our core values and contribute to a sense of meaning and fulfillment, which reinforces a greater sense of purpose in life.
- ▶ It helps improve physical health. Research indicates that when we regularly use our strengths, we report better physical health outcomes, likely due to reduced stress and increased well-being. It increases the likelihood of experiencing flow – those moments of deep absorption in our work. Focusing on our strengths creates optimal conditions for entering flow states, where challenges align with our abilities, leading to heightened concentration and productivity.

Slide 10

There are several tools available to help you identify your strengths. These include the VIA Character Strengths: Focuses on personal development and wellbeing by identifying character strengths like gratitude, perseverance, and curiosity. Next, is the CliftonStrengths: Often used in professional settings, this assessment focuses on innate talents that enhance performance at work. And finally, the Strengths Profile: A balanced tool that assesses strengths, learned behaviors, and weaknesses, focusing on both work and home life. Each of these tools can give you valuable insights into your strengths and how to apply them.

Slide 11

Which of these strengths assessments resonates most with you? If you've already taken one, how has it helped you understand and use your strengths more effectively? Write down your thoughts in your workbook. If you haven't taken one yet, consider which tool you'd like to explore further to gain more insight into your strengths.

Slide 12

Tom Rath, a leading researcher on strengths, reminds us that "It's more important to leverage what you learn about yourself from any assessment than to focus on the tool itself." The real value lies in how you apply the insights to your life and work. It's not just about knowing your strengths – it's about using them in ways that help you grow and thrive.

Slide 13

For this program, we'll focus on the VIA Character Strengths. These 24 strengths are grouped into six broad categories: Wisdom, Courage, Humanity, Justice, Temperance, and Transcendence. Each of us has the capacity to express these strengths, and understanding our top strengths helps us bring out the best in ourselves. Take a look at the list of VIA strengths in your workbook. Which of these strengths do you identify with most?

Slide 14

Think back to the moment when you felt energized and capable. Using the VIA Character Strengths list, identify three strengths you were drawing on. How did you recognize these strengths, and how often do you use them in your daily life? What impact might this have on your wellbeing? And what about on your performance? Write your reflections in your workbook. This will help you see how your strengths are already playing a role in your performance and wellbeing.

Slide 15

David Cooperrider reminds us to reverse the typical “80/20 rule” – instead of spending 80% of our time focusing on problems, we should spend 80% focusing on our strengths. When we prioritize our strengths, we create more opportunities for success, fulfillment, and growth.

Slide 16

Next, let’s explore how using your strengths can help you find Flow.

Slide 17

Think about the last time you were so absorbed in a task that you lost track of time. What were you doing? How did you feel before, during, and after the experience? Write down your reflections in your workbook. This exercise will help you recognize when and how you enter a flow state.

Slide 18

As Daniel Goleman explains, flow is a state of self-forgetfulness – it’s the opposite of rumination and worry. It’s when you’re fully engaged in using your strengths, and your skills seem to flow effortlessly. When we’re in flow, we’re at our best – our strengths align perfectly with the challenge at hand.

Slide 19

Mihaly Csikszentmihalyi, the leading researcher on flow, describes it as a “peak experience where there’s a balance between the challenge of the activity and the skill of the performer, leading to a sense of mastery and wellbeing.” When your strengths and the challenge match, flow happens naturally.

Slide 20

Flow occurs when there's a perfect balance between challenge and skill. If the challenge is too great for your skill level, you may feel anxious. If the challenge is too easy, you might feel bored. But when the two are in balance, you achieve flow.

- ▶ When in a flow state, we can experience a wide range of emotions in response to the challenge-skill ratio. We reach a state of flow when the challenge and skill level are higher.
- ▶ If the challenge is too high and skill level too low, you may experience anxiety. Conversely, you find an activity to be less challenging than your skill level, you might experience boredom as a result because you're not being challenged at all. The Flow Point is where challenge and skill meet, creating a state of deep engagement and enjoyment.

Slide 21

In a flow state, you might notice that time flies and hours pass by like minutes, the task feels natural and easy, you're completely absorbed, free from distractions. There's also a deep sense of fulfillment when everything comes together. Flow isn't just about doing – it's about being fully present and engaged.

Slide 22

Now that we've explored what flow is, let's talk about how to foster more flow in your life. There are four key elements that help support flow:

- ▶ The first is Temporal, which refers to time-related factors. It's about identifying the periods when you're most likely to achieve a state of flow or peak performance. When during the day or week can you best experience flow? Is it during certain hours when you feel most focused? For instance, some people might find they enter flow more easily in the early morning, while others peak in creativity late at night.

- ▶ Then we have Environmental, this pertains to your physical surroundings and how they impact your ability to concentrate and enter a flow state. What surroundings – like lighting or noise levels – help you concentrate? For example, one person might concentrate best in a quiet, well-lit room, while another might prefer background music and dimmer lighting.
- ▶ Next is Social. This dimension considers how social interactions and the presence or absence of others affect your ability to achieve flow. Do you flow better solo or with others? Who do you feel inspired by or collaborate with effectively? So, an artist might enter flow more easily when working alone, while a musician might find flow during jam sessions with bandmates.
- ▶ The last dimension is Physical, which relates to your bodily state and how it influences your mental focus and ability to enter flow. How does your body feel? Are you well-rested, nourished, and moving enough to support focus? For instance, regular exercise, adequate sleep, and proper nutrition can significantly impact one's ability to focus and enter flow states. In your workbook, reflect on these four areas to identify where you can make adjustments to experience more flow.

Slide 23

To help you foster flow, we've created a Fostering Flow Toolkit. This toolkit includes simple strategies that address the temporal, environmental, physical, and social elements of flow.

- ▶ So, let's look at a few examples, starting with time-blocking, which falls into the temporal dimension. An example of time-blocking is scheduling uninterrupted periods of work. You may have noticed how you can really get into the zone when you're not constantly interrupted?
- ▶ To give another example, we'll look at brain food. Your mind needs the right fuel to hit top gear, this is about eating foods that support focus.
- ▶ Then, solo flow zone, which you can see in the social dimension here. Sometimes, you need your own space to focus without distractions. Maybe it's a cozy corner of your home or a favorite spot in a quiet café.

- And, the last example I'll go over is collaborative flow, which involves identifying tasks that benefit from teamwork and scheduling time for collaboration. Some tasks just flow better when you're bouncing ideas off others. Look through the toolkit in your workbook and note which strategies resonate with you.

Slide 24

Let's take a moment to apply this to your life. Think about a task where you'd like to foster more flow. What temporal, environmental, physical, or social tweaks can you make to better support flow in this task? Write down your reflections in your workbook. These small changes can help you create more opportunities for flow and deep engagement.

Slide 25

Csikszentmihalyi reminds us that flow is a "peak experience in which there is a balance between the challenge of the activity and the skill of the performer, leading to a sense of mastery and wellbeing." The goal is to find that balance so you can experience more flow and reap the benefits of being fully engaged.

Slide 26

Next, we'll explore the importance of balancing our strengths – knowing when to use them and when to pull back.

Slide 27

Think about an obstacle you've been struggling with recently. Were any of your strengths overplayed or underplayed in that moment? For example, was your strength of leadership overplayed to the point of micromanaging? Or was a strength like creativity underutilized? In your workbook, write down your reflections. This will help you become more aware of when and how to balance your strengths.

Slide 28

Dr. Ryan Niemiec emphasizes that “When a strength is overused or underused, it is no longer a strength.” Even our greatest strengths can backfire if they’re not applied in the right way or at the right time. The key is to use your strengths wisely, so they remain an asset rather than becoming a liability.

Slide 29

Dr. Alex Linley explains that overplayed strengths can lead to burnout or overconfidence. On the other hand, underplayed strengths are untapped wells of potential that often result in procrastination or lost confidence. By learning to balance your strengths, you can unlock more potential and prevent burnout.

Slide 30

This quote highlights the impact of not fully utilizing or recognizing one’s strengths. So, it says that underplayed strengths represent deep wells of potential that lie within you and result in procrastination and lost confidence. The idea here is that by not fully embracing and using our strengths, we’re not just missing out on opportunities – we’re actually holding ourselves back. It’s a call to recognize what we’re good at and find ways to use those skills more often. Doing so can boost our productivity, confidence, and overall satisfaction.

Think about how your strengths might be overplayed or underplayed in certain situations. For example: A strength like zest might be overplayed, leading to hyperactivity. A strength like creativity might be underplayed, leading to missed opportunities for innovation. In your workbook, reflect on how you can better balance your strengths in challenging situations.

Slide 31

The Golden Mean, a concept from Aristotle, suggests that virtue lies in the balance between too much and too little. This applies to our strengths as well – courage, for instance, should fall between recklessness and cowardice. The goal is to use just the right amount of a strength to achieve the best outcome. Take a moment to consider how you can apply the Golden Mean to your strengths. Where can you strike a better balance?

Slide 32

Looking back at the obstacle you reflected on earlier, which of your strengths could you pull back on or lean into more to achieve your goal? What would that look like in practice? Write down your reflections in your workbook. This will help you think about how to adjust your use of strengths in real-life situations.

Slide 33

“The key is to know how much of any given strength to use at any given time.” This insight from Dr. Alex Linley reinforces the importance of using strengths in a balanced way – adjusting the intensity based on the situation.

Slide 34

Now, let’s shift to Teaming with Strengths – how you can apply strengths not just individually, but in a team or workplace setting.

Slide 35

Consider the people you work with. How do you know what you’re good at, and who or what has helped you learn this? What impact does this have on your performance or relationships with others? In your workbook, reflect on these questions. This reflection will help you understand how your strengths – and the strengths of others – contribute to success in a team environment.

Slide 36

“Appreciating others’ strengths not only elevates them but also enriches our own perspective and understanding.” Recognizing and valuing the strengths of those around you doesn’t just benefit them – it enhances your own understanding of teamwork and collaboration.

Slide 37

Dr. Jane Dutton emphasizes that by focusing feedback on strengths, we help individuals see their unique contributions and inspire them to excel further. Strengths-based feedback creates a positive environment where people feel valued and motivated to grow.

Slide 38

Organizations that use strengths-based feedback often see improvements in:

- ▶ Motivation; this is because we're more likely to feel valued and appreciated when we receive feedback that focuses on our strengths.
- ▶ Mindset; this is because strengths-based feedback helps us see our potential for development rather than feeling limited by weaknesses.
- ▶ Innovation; this is because when people feel confident in their strengths, they're more likely to take creative risks.
- ▶ The last example here is stress reduction; strengths-based feedback helps us feel more competent and in control. When people work within their areas of strength, tasks feel more natural and less stressful. When people receive feedback that highlights their strengths, they feel more confident and engaged, leading to better performance.

Slide 39

Strengths spotting is the practice of noticing and acknowledging the strengths in others. It's a simple but powerful way to foster better relationships and create a culture of appreciation.

- ▶ The steps are quite simple. First, S. So, set the intention. Decide who or what you're going to focus on – maybe it's a specific person, a particular time, or a certain strength. For example, you might think, "This week, I'm going to watch how Jane handles our project meetings to see her strengths in leadership and collaboration."

- ▶ Second, P, which stands for perceive the signs. Pay attention to how people show their strengths through what they do and how they act. You might notice something like, “In today’s meeting, Jane was great at coordinating tasks and keeping the team motivated, which really showed her leadership skills. Plus, she listened to everyone and brought their ideas together, highlighting her strength in collaboration.”
- ▶ Then O, which is Outcome based feedback. Tell the person what strengths you saw and how it made a difference. For example, you could say, “Jane, I saw your leadership and collaboration in action during our meeting yesterday. The way you organized tasks and motivated the team really boosted morale and productivity. Everyone felt heard and valued, and that led to a better discussion.”
- ▶ And finally, T. This stands for test your perceptions. Check in with them to see if they agree with what you noticed. You might ask, “Jane, do you think your leadership and collaboration were strong in the meeting? How did you see your role, and do these strengths feel right to you?” The next time you’re in a meeting or working with a colleague, try to spot their strengths in action and share your observations with them.
- ▶ And remember, strengths spotting is something you should keep doing. To make it even more effective, try to encourage open conversations during team meetings and feedback sessions. This helps everyone get used to giving and receiving strengths-based feedback.

Slide 40

Think about the last time you noticed someone using their strengths. What did you observe, and what impact did their strengths have on the situation? Can you SPOT their strengths? Write down your reflections in your workbook. Practicing strengths spotting regularly can help you build stronger connections and promote a positive atmosphere in your workplace.

Slide 41

Richard Boyatzis reminds us that strengths-based feedback “not only boosts confidence but also fosters a culture of continuous learning and development.” By focusing on what’s going well, we encourage people to keep growing and improving.

Slide 42

Now, it’s time to create your own Rooted Routine for Strengths. Just like in previous sessions, the goal is to build a small, manageable habit that will help you consistently use your strengths.

Slide 43

As Zeno said, “Well-being is realized by small steps, but is truly no small thing.” Small, consistent actions can lead to big results over time. The key is to make your habit small enough that you can do it every day.

Slide 44

To create a Rooted Routine for Strengths, start with a Grounded Beginning by choosing an existing action or routine in your day that naturally allows you to add a new wellbeing habit. Think about behaviors you already do regularly and how this moment can “nurture” the start of your new habit. Then, select a Nurturing Action – a small, manageable step to foster your wellbeing. Make sure it’s simple enough to do even on busy days, helping you take your first step toward growth. After completing your action, create a Thriving Moment by celebrating your success, no matter how small. This could be a smile, a deep breath, or another form of recognition that reinforces your habit. Finally, consider a Nourishing Reflection by anticipating how this practice will support your wellbeing. Think about the positive changes you expect to see in your thoughts, mood, or habits, and how this routine might benefit you in the future. So, what Rooted Routine for Strengths might you try? Here are some suggestions:

- ▶ You might try identifying and using one of your strengths each day this week, whether at work or at home. This can be a great way to bring our discussions on strengths to life. Another option is to select a small behavior from The Fostering

Flow Toolkit and experiment with it. This toolkit is full of practical strategies, so choose one that resonates with you and see how it feels to implement it in your daily routine.

- ▶ You could also practice spotting strengths in yourself or in others. This is a powerful way to reinforce positive behavior and boost morale – both for yourself and those around you. Another idea is to practice giving strengths-based feedback. Think about how you can frame your feedback to highlight what someone is doing well, which can make your feedback more constructive and encouraging. And of course, feel free to come up with any other ideas you have! The key is to choose something that feels meaningful and manageable for you.
- ▶ Remember, to overcome common behavior change obstacles like “I don’t really want to,” “I’m not sure where to start,” and “I don’t think I can,” we must choose a behavior we truly want to do. Then, shrink it down until we feel at least 8 out of 10 confident that we can do it each day for the next week. Write down your Rooted Routine for Strengths in your workbook.

Slide 45

Let’s take a moment to recap what we’ve covered today. We reflected on your current use of strengths and discussed what a Strength is. We explored the concept of Flow and how strengths help us achieve it. We learned the importance of balancing strengths to avoid overuse or underuse. We discussed Teaming with Strengths and the power of strengths-based feedback. Finally, you created a Rooted Routine for Strengths to put these ideas into practice. What’s one key takeaway from today’s session?

Slide 46

Thanks once again for your attention.

5

PRESENTATION TRANSCRIPT

Session 5

RELATIONSHIPS



Slide 1

Welcome back! In our last session, we explored the power of Engagement, focusing on how strengths help us achieve flow and improve our relationships and performance. But today, we'll dive into something even more fundamental to our wellbeing: Relationships. Relationships are the bedrock of our emotional and physical health. We're wired for connection, and when our relationships are strong, we feel happier, more fulfilled, and more resilient.

But relationships can also be challenging. In this session, we'll explore why relationships matter, how to cultivate High-Quality Connections (HQCs), and how to overcome common barriers to connection. We'll also look at how to foster psychological safety in our relationships to build trust and openness. Let's get started!

Slide 2

Before we dive into today's material, let's take a moment to reflect on your Rooted Routine for Strengths from the last session. Remember, small habits can lead to big changes over time. Ask yourself, what went well with your Rooted Routine for Strengths? Where have you noticed challenges or resistance? What have you learned about the process of creating and maintaining small habits? How might you improve your outcomes in the future? Take a few moments to jot down your thoughts in your workbook. Reflecting on your progress will help you refine your approach as we move forward.

Slide 3

Today's session is all about relationships. Here's what we'll cover.

- ▶ We'll begin with a Reflection Round to explore how you've been engaging with your relationships recently. Next, we'll discuss Why Connection Matters and the benefits of positive relationships.
- ▶ We'll examine Common Barriers to Connection and strategies for overcoming them. We'll also discuss Psychological Safety, which is crucial for building strong, trusting relationships. Finally, we'll create a Rooted Routine for Relationships to help strengthen your relationships going forward. Feel free to pause and reflect at any time during the session. Let's jump in!

Slide 4

To kick things off, we'll start with a reflection on your recent experiences with relationships.

Slide 5

Brené Brown, a renowned researcher on vulnerability and connection, reminds us: "We are biologically wired for connection." Relationships are not just nice-to-have; they are essential to who we are as human beings. Connection is embedded in our DNA. When we feel connected to others, we experience lower stress, greater happiness, and better physical health. When we're disconnected, we can feel isolated, lonely, and less resilient. This is why it's so important to take the time to reflect on our relationships and think about how we can strengthen them.

Slide 6

Let's begin by reflecting on the nature of your personal and professional relationships in recent years. Consider the following questions. What has gone well in your relationships? Where have you found it challenging to connect with others? What have you been learning about yourself through these interactions? What steps can you take to improve your ability to connect with others? Write down your reflections in your workbook. This exercise will help you gain insight into the current state of your relationships and identify areas where you might want to focus more attention.

Slide 7

Now that we've reflected on your recent experiences let's explore why connection matters and the profound impact that positive relationships have on our health, happiness, and longevity.

Slide 8

Robert Waldinger, the director of the Harvard Study of Adult Development, famously said: “The clearest message that we get from a 75-year study is this: Good relationships keep us happier and healthier. Period.”

- ▶ This groundbreaking study, one of the longest-running studies on human development, has shown that the quality of our relationships is the most important factor in predicting our overall happiness and wellbeing. It’s not wealth or fame that leads to a fulfilling life – it’s the strength of our social connections.
- ▶ The study found that people with strong social ties live longer, healthier lives. They’re less likely to experience health declines in midlife, their cognitive function remains sharper as they age, and they report higher levels of happiness and life satisfaction. In contrast, people who are isolated tend to experience more health issues, cognitive decline, and shorter lifespans. This powerful evidence reminds us that investing in our relationships is not just beneficial – it’s essential for living a long, healthy, and happy life.

Slide 9

Let’s take a moment to reflect on the relationships that have shaped your life. Think about where you are right now in terms of your health, career, hobbies, and personal development. Who are the people who have helped you get to where you are today? How would your life be different without those connections? Write down your thoughts in your workbook. This reflection will help you appreciate the value of the relationships in your life and remind you of the importance of nurturing these connections.

Slide 10

Sue Johnson, an expert on emotional connection, explains: “Human beings are designed for connection. We are wired to be social creatures, and the quality of our relationships influences our physical health, mental health, and longevity.” This idea reinforces the fact that relationships are not just about emotional support – they also have a profound impact on our physical health.

Research has shown that people with strong, supportive relationships have lower blood pressure, reduced risks of heart disease, and stronger immune systems. When we invest in our relationships, we're investing in our long-term health. It's not just about feeling good in the moment – it's about creating a foundation for lasting wellbeing.

Slide 11

The benefits of positive relationships are wide-ranging.

- ▶ So, let's start with enhanced life satisfaction. Strong relationships provide emotional support, shared experiences, and a sense of belonging, leading to greater overall happiness and contentment. Then, improved physical health. Social connections can lower stress levels, boost immune function, and encourage healthier lifestyle choices.
- ▶ Next, we have increased longevity. People with strong social ties tend to live longer, possibly due to reduced stress and better health habits. Improved brain function in the elderly. Regular social interaction can help maintain cognitive abilities and potentially slow cognitive decline in older adults.
- ▶ Next is resilience. So, strong support networks help us bounce back from adversity and cope with life's challenges more effectively. Higher satisfaction with life is another benefit. Meaningful relationships contribute to a sense of purpose and fulfillment, enhancing overall life satisfaction. Improved workplace performance because good relationships at work can increase job satisfaction, teamwork, and productivity. The last benefit we'll mention here is accelerated personal growth. Relationships provide opportunities for learning, feedback, and new experiences, fostering personal development and self-improvement. These benefits show just how critical relationships are to our overall health and happiness.

Slide 12

John Gottman, a leading expert on relationships, reminds us: "The small positive things done often are far more important than the occasional dramatic gesture." This quote highlights the importance of consistency in relationships. Relationships aren't sustained

by grand gestures; they're built on small, everyday actions that show care, support, and attention. It's the regular check-ins, the moments of listening, and the small acts of kindness that make the biggest difference over time.

Slide 13

Let's now dive into the concept of High-Quality Connections (HQCs). HQCs are brief, positive interactions that leave us feeling energized, respected, and valued. Unlike deep, long-term relationships, HQCs can happen in short moments – such as a positive conversation with a colleague or a meaningful exchange with a stranger.

- ▶ These small moments of connection might seem insignificant, but they can have a powerful impact on our emotional resilience, stress levels, and even workplace performance. The beauty of HQCs is that they can happen anytime, anywhere, and with anyone.
- ▶ So, what characterizes high quality connections? First, energy and vitality: so, this means feeling energized and uplifted after interacting with someone. Then mutual respect, which is when both parties feel valued and seen. Next, trust and openness. So, high quality connections tend to encourage openness and vulnerability in communication. And then, we have positive engagement, which is a sense of being fully present and attuned to each other.

Slide 14

The benefits of HQCs include improved health: HQCs reduce stress and improve both mental and physical health. Enhanced creativity and collaboration: Positive connections make us more open, creative, and willing to collaborate with others. Better performance: HQCs lead to higher engagement, greater job satisfaction, and improved productivity. Lower turnover: In the workplace, HQCs reduce stress and help retain employees, leading to lower turnover rates. Even short, positive interactions can have a big impact on our wellbeing and performance.

Slide 15

Jane Dutton, a researcher on positive organizational behavior, defines HQCs as “positive short-term interactions that leave people with a sense of vitality, positive regard, and mutuality.” These brief but meaningful interactions don’t require deep emotional bonds, but they do require presence, openness, and mutual respect. Whether it’s with a colleague, a friend, or even a stranger, these moments of connection can uplift both people involved.

Slide 16

To help you foster more HQCs in your daily life, we’ve developed a High-Quality Connection Toolkit. This toolkit includes simple, practical strategies for creating positive interactions. Let’s take a brief look at some of the strategies included here.

- ▶ First, we have dare to share. This strategy encourages openness and vulnerability. By sharing personal experiences or feelings, you create opportunities for deeper connections. It could be as simple as talking about a challenge you’re facing or a goal you’re working towards. This openness often invites reciprocity, leading to more meaningful conversations.
- ▶ Now, let’s explore listen to learn. This involves giving your full attention when others speak, without interrupting or immediately thinking about your response. It means asking thoughtful questions and showing genuine interest in understanding their perspective. This type of listening makes the other person feel valued and heard, strengthening your connection.
- ▶ And, to take one last example, we’ll look at celebrating success. This involves acknowledging others’ achievements, no matter how small, and fosters positivity in relationships. It could be congratulating a colleague on completing a project, or simply recognizing a friend’s effort in learning a new skill. This practice shows that you care about others’ growth and happiness, which can significantly enhance your connections. Look through the full toolkit in your workbook and think about which strategies you’d like to try.

Slide 17

On the screen and in your workbook, you will see a list of conversation starters designed to spark meaningful, high-quality interactions.

- ▶ You'll notice that these questions are open-ended, thought-provoking, and personally engaging. They go beyond surface-level small talk to invite deeper sharing and connection. Questions like 'What's something you're passionate about?' or 'What's a simple pleasure you enjoy?' encourage people to open up about their interests, values, and experiences.
- ▶ You can select and use some of these powerful questions to start conversations and see where they take you. These prompts are designed to break the ice, foster curiosity about others, and create opportunities for more authentic and meaningful exchanges. By using them, you're likely to discover common ground, learn interesting things about others, and potentially form stronger connections.

Slide 18

Consider some of the questions or prompts that stood out to you. Why did they stand out to you? How might they spark a different kind of conversation from the ones that you usually have? The better our questions, the better the quality of our conversations.

Slide 19

Jane Dutton emphasizes the importance of high-quality connections, stating: "High-quality connections at work are like a savings account of positive emotions; they make us more resilient, engaged, and creative, and they reduce stress and increase productivity." This quote reminds us that the benefits of HQCs go beyond just feeling good in the moment. These small positive interactions accumulate over time, building a reserve of emotional resilience that helps us navigate challenges more effectively. Whether it's in a professional setting or in our personal lives, HQCs can enhance creativity, performance, and overall wellbeing.

Slide 20

Now, let's explore the Common Barriers to Connection – the obstacles that can get in the way of forming and maintaining strong relationships.

Slide 21

Anais Nin's famous quote highlights a significant challenge in relationships: "We don't see the world as it is. We see it as we are." This speaks to the concept of perception bias – the idea that we interpret the world around us through the filter of our own experiences, beliefs, and emotions. This bias can lead to misunderstandings, as we may misinterpret others' intentions or assume we know what they're thinking. By recognizing perception bias and questioning our assumptions, we can open ourselves up to more empathetic and accurate communication.

Slide 22

Let's pause and reflect on the quality of your relationships. On a scale of 0 (poor) to 10 (ideal), how would you rate the quality of your relationships at work? What about at home? Why do you think that is? Take a few minutes to write down your reflections in your workbook. This exercise will help you identify areas where your relationships might need more attention or care.

Slide 23

Gervase Bushe points out that "Our ability to accurately judge what others are thinking and feeling is barely better than chance, yet we act as if we know for certain." This quote highlights the pitfalls of mind-reading – the assumption that we know what someone else is thinking or feeling without actually asking them. This can lead to misunderstandings, miscommunication, and unnecessary conflict. To build stronger connections, it's important to replace mind-reading with curiosity. Instead of assuming, ask questions and seek clarification.

Slide 24

Kristin Neff, a researcher on self-compassion, reminds us: “In an effort to keep us safe, our brains tend to fluctuate between self-serving distortions and ruthless self-criticism.” This speaks to the internal barriers we create – either by criticizing ourselves too harshly or by distorting the way we see others. These internal narratives can prevent us from connecting authentically and from approaching relationships with openness and empathy.

Slide 25

One of the most common barriers to connection is judgment – we often jump to conclusions about others without fully understanding their perspective. But there’s a simple antidote to judgment: curiosity.

- ▶ As you can see in the table here, there are some clear differences between the two. Judgment leads to actions like: pointing the finger at others, assuming the worst, sitting in silence, taking too much on by ourselves, and talking about people, rather than TO them.
- ▶ All of these behaviors tend to shut down connections and conversations, while curiosity opens them up. When we approach others with curiosity – taking actions like considering the part we play in conflict, actively asking questions, speaking up when uncertain, owning our needs, and talking to – not about – others, we open the door to connection and collaboration. In your workbook, read through each of the more detailed examples of these behaviors. Take a moment to reflect on how often you tend towards judgmental behaviors vs curious behaviors. How might you shift from judgment to curiosity in your relationships?

Slide 26

Let’s take a moment to reflect on the judgment behaviors we might fall into and how we can replace them with curious, empathetic actions. What judgment behaviors do you tend to engage in during difficult interactions? What curious behaviors could you practice instead? Write down your reflections in your workbook. This exercise will help you start swapping judgment for curiosity in your everyday interactions.

Slide 27

Next, let's explore the concept of Psychological Safety, a critical element for building trust and openness in relationships.

Slide 28

Brené Brown tells us: "Connection is why we're here; it is what gives purpose and meaning to our lives. But it cannot happen without vulnerability, and vulnerability requires the safety to show up and be seen." This quote highlights that true connection requires vulnerability – the willingness to show our authentic selves. But for vulnerability to be possible, we need to feel safe. This is where psychological safety comes in. It's the belief that we can express ourselves without fear of judgment, rejection, or punishment. When psychological safety is present, relationships can thrive. But without it, people tend to hold back, creating superficial connections that lack depth and trust.

Slide 29

Think for a moment: When you're feeling creative, listened to, and able to speak freely – what's happening? What are you thinking and feeling? Who is there? What are they doing? And, How did it affect the way you communicated and connected? Write down your reflections in your workbook. This will help you identify the conditions that foster psychological safety in your relationships.

Slide 30

Amy Edmonson, who pioneered the research on psychological safety in the workplace, defines it as: "our shared belief that we are safe to speak up, take risks, and learn alongside each other." Psychological safety creates an environment where people feel free to voice their opinions, ask questions, and share ideas without fear of embarrassment or punishment. It's essential for fostering innovation, collaboration, and trust.

Slide 31

Timothy R. Clark expands on this idea, saying: “Without psychological safety, people hide mistakes, avoid feedback, and withhold their best ideas. A relationship can’t thrive in this kind of environment; it needs trust and openness to grow.” This emphasizes that psychological safety isn’t just about feeling comfortable – it’s about creating a space where people can fully participate and contribute. When people don’t feel safe, they disengage, and relationships suffer as a result.

Slide 32

Vicky Reynolds offers an important perspective on psychological safety: “Sometimes the conversations we need to have will make us feel uncomfortable. So instead of striving for a sense of ‘perfect safety,’ we should instead strive for a sense of ‘safe enough.’” This quote reminds us that discomfort is a natural part of relationships. Instead of avoiding tough conversations, we should aim for an environment that feels “safe enough” to have honest discussions, even when they’re uncomfortable.

Slide 33

Think about a conversation you’ve been avoiding – whether in a personal or professional relationship. What fears are holding you back? What is the likelihood of these fears actually happening? What are some more positive outcomes that could arise out of this conversation? How might you try to set up a “safe enough” environment? What might be some of the short- and long-term benefits of addressing this uncomfortable issue sooner rather than later? Write down your thoughts in your workbook. This reflection will help you think about how to approach difficult conversations with openness and trust.

Slide 34

Brené Brown’s words remind us: “Clear is kind. Unclear is not kind.” Clear communication is crucial for building trust and maintaining psychological safety. When we’re vague or unclear, we leave room for misunderstandings, which can erode trust and lead to unnecessary conflict. Being direct, even when it’s uncomfortable, is a form of kindness. It ensures that everyone is on the same page and can move forward together with clarity.

Slide 35

To help us become aware of our own biases instead of jumping into judgment or create a psychologically unsafe space, Brene Brown advises us to start any disagreement by acknowledging the “story we may be telling ourselves in our heads.” Instead of stating interpretations as facts, this practice makes us consider and decide if we want to own the stories we’re telling ourselves. It is a powerful tool for recognizing the assumptions we make about ourselves and about others. Often, our interpretations of events are shaped by our own fears or insecurities. By naming the stories we’re telling ourselves, we can separate assumptions from reality and engage in more honest, effective communication.

Slide 36

Now, let’s explore a tool called the OFTEN process, which can help guide kind, constructive conversations. OFTEN stands for Observations: Start with objective facts – what you’ve noticed. Feelings: Share how those observations make you feel. Telling the Story: Acknowledge the narrative you’ve created in your mind. Essential Needs: Identify the underlying needs or values at play. Next Steps: Propose actionable steps for moving forward. This process can help you approach difficult conversations with empathy, clarity, and respect.

Slide 37

Think about a situation in your life that could benefit from a Kind Conversation. What are your observations? How has it made you feel? What stories are you telling yourself? What needs or values are at play? What next steps could you take to resolve the situation? Write down your thoughts in your workbook. This reflection will help you prepare for a constructive, compassionate conversation.

Slide 38

Let’s put the Kind Conversation Toolkit into practice! You can use this approach right now in your day-to-day life. Consider a minor issue or misunderstanding you’ve recently encountered – perhaps something light, like a miscommunication with a friend, family member, or colleague.

- ▶ Use the OFTEN process to guide your thoughts and prepare for a constructive conversation. Observations: Start by noting what you've actually seen or heard without interpretation. Feelings: Identify how this situation makes you feel. Telling the Story: Reflect on the story you've been telling yourself about this situation. Essential Needs: Consider the needs or values that are important to you in this context. Next Steps: Think about actionable steps for moving forward positively.
- ▶ While it's always beneficial to communicate our experience, one of the hidden benefits of this Kind Conversation practice is that it sometimes renders them unnecessary. The more conscious we become of the stories we tell ourselves, the better we're able to manage our thoughts and feelings before they spin out of control and into unnecessary conflict.

Slide 39

Now, let's apply what we've learned about relationships by creating a Rooted Routine for Relationships. Small habits help us make small, consistent improvements in how we connect with others, whether at home or in the workplace.

Slide 40

As Zeno said, "Well-being is realized by small steps, but is truly no small thing." The key to building lasting habits is to start small – so small that it feels almost effortless. These small actions, when repeated regularly, can lead to big changes over time. When it comes to relationships, even small acts of connection, like checking in on a colleague or offering a kind word to a friend, can make a meaningful difference.

Slide 41

Let's create your Rooted Routine for Relationships.

- ▶ Start by identifying an existing routine in your day, like making your morning coffee or sitting at your desk, that could naturally support a new wellbeing habit. Consider how this moment can help “nurture” the beginning of your habit, such as creating moments of high-quality connection, asking a daily HQC question, or sparking a kind conversation. Next, choose a small, manageable action you can take right now to help foster your wellbeing – something simple enough to do on even the busiest days. Afterward, celebrate your success, no matter how small, with a smile, mental high-five, or a deep breath of gratitude. Finally, reflect on how you expect to feel after completing your action and how this practice might support your wellbeing in the future.
- ▶ In your workbook, use the Rooted Routine Template to fill in your Rooted Routine for Relationships. For example. After I sit down at my desk in the morning, I will send a quick message to check in on a friend or colleague. Then I will smile and take a deep breath, feeling good about reaching out. Once you've created your habit, write it down and commit to practicing it daily.

Slide 42

Let's take a moment to recap what we've covered today:

- ▶ We began by reflecting on your current experiences with relationships and discussed the importance of connection. We explored Why Connection Matters, looking at the benefits of positive relationships and High-Quality Connections (HQCs). We identified Common Barriers to Connection, including perception bias and the tendency to judge rather than be curious.
- ▶ We learned about the importance of Psychological Safety in fostering trust and openness in relationships. Finally, we created a Rooted Routine for Relationships to help you strengthen your connections in small but meaningful ways. Take a moment to reflect on what stood out to you today. What's one key takeaway you'd like to apply in your relationships moving forward?

Slide 43

Thank you for your time and participation today. You've taken important steps toward strengthening your relationships and building a deeper sense of connection in your life. Your homework for this week is to put your Rooted Routine for Relationships into practice every day. Log your experiences in the Rooted Routines Logbook and reflect on what's working, what challenges you're facing, and what adjustments you might need to make. In our next session, we'll explore the next pillar of the PERMAH framework: Accomplishment. I look forward to continuing this journey with you. If you have any final questions or reflections, feel free to share them now.

6

PRESENTATION TRANSCRIPT

Session 6

MEANING



Slide 1

Welcome back to Wellbeing X. Our last session focused on Relationships, exploring how meaningful connections enhance our well-being. Today, we're shifting to the "M" in PERMAH – Meaning. Meaning is what gives our lives direction and purpose. It's not just about feeling good in the moment but about having a deeper sense of fulfillment that sustains us even through challenging times.

While happiness can come and go, meaning is what grounds us. Today, we'll explore how to cultivate a life filled with meaning, balance our passions so they enrich rather than overwhelm us, and build daily habits that keep us connected to our sense of purpose. Let's dive in!

Slide 2

Today's session is all about Meaning – an essential part of our well-being. Here's what we'll cover.

- ▶ First, we'll begin with a Reflection Round to explore your personal experiences with meaning. Next, we'll dive into Why Meaning Matters – looking at how meaning contributes to long-term well-being and why it provides more lasting fulfillment than happiness alone. We'll then move into Balancing Our Passions, where we'll discuss how to engage in meaningful pursuits without letting them dominate your life.
- ▶ We'll also explore Crafting Meaningful Work, finding ways to align your work tasks with your strengths and values to make them more fulfilling. Finally, we'll end by creating a Rooted Routine for Meaning – a small, daily action to help you stay connected to meaning and purpose in your everyday life. It will be a thoughtful and reflective session, so let's start by thinking about how meaning shows up in your life.
- ▶ While this session will touch on work-life balance, it's important to note that "work" can mean many things beyond professional employment. It could refer to the various roles we play in our personal lives – such as caregiving, volunteering, or pursuing passions and hobbies – that require effort and commitment. In exploring work-life balance, we'll look at how these different areas of "work" impact our sense of meaning and purpose in a broader context.

Slide 3

Let's begin by reflecting on your experiences with meaning.

Slide 4

Having a strong sense of purpose gives you the strength to face life's challenges with more resilience. Friedrich Nietzsche said, "One who has a why to live for can bear almost any how." Meaning provides that "why." It helps us push through difficult times by giving us something to hold onto. Think about your own "why" – what gives your life meaning, and how has it helped you navigate difficult situations?

Slide 5

So, let's take a moment to complete a brief reflection round. When it comes to experiencing a sense of meaning and purpose in your life. What has gone well? Where have you struggled? What are you learning about what gives your life meaning? What new strategies would you like to try so you can find this sense of meaning? Take a few moments to reflect and write down your thoughts if you like.

Slide 6

Now that you've reflected on your experiences let's explore why meaning is so important to our overall well-being.

Slide 7

Have you ever noticed that happiness is often temporary, tied to specific moments? In contrast, meaning gives us a sense of purpose that lasts through the ups and downs. As Emily Esfahani Smith explains, "The pursuit of meaning, not happiness, is what makes life worthwhile." Happiness comes and goes – it's like a wave on the ocean's surface. But meaning is the current underneath, guiding us through life's storms. Meaning sustains us when happiness fades because it connects us to something deeper and more enduring. Think about how meaning has played a role in your life. When have you felt most connected to purpose, and how has that helped you through difficult times?

Slide 8

Where do people typically find meaning in their lives? In a recent study by Michael Steger and colleagues, participants were asked to take photos of what they found meaningful in their lives. When the results came in, there were clear themes in what people valued the most.

- ▶ These included Relationships: For many of us, relationships – whether with family, friends, or coworkers – provide a deep sense of meaning. Everyday moments: Meaning can also be found in small, everyday experiences, such as appreciating nature, enjoying quiet moments, or experiencing kindness.
- ▶ Work and contribution: Another major source of meaning is contributing to something larger than ourselves, whether through work, volunteering, or creative endeavors. Reflect on your own life: What gives it meaning? If you were creating a “scrapbook” of your meaningful moments, what would you include?

Slide 9

Take a moment to reflect on the people, places, or experiences that give your life meaning. If you had a scrapbook of photos capturing sources of meaning in your life, who/what would be in there? What makes these things significant to you? And how do they align with your deeper sense of purpose? Write your reflections in your workbook. This will help you visualize the things that ground you and remind you of what truly matters.

Slide 10

Do you ever feel like your days are filled with tasks, yet they don’t feel meaningful? Henry David Thoreau captured this perfectly when he said, “It is not enough to be industrious; so are the ants. What are you industrious about?” We can fill our days with endless tasks, but if they don’t align with what truly matters, we might still feel unfulfilled. Take a moment to think about your daily activities – are they aligned with your deeper values, or are you simply staying busy? How can you ensure your efforts are purposeful?

Slide 11

The benefits are profound and far-reaching when we live a life filled with meaning. You'll see here many benefits related to finding meaning in life. So, we'll look at a few examples now.

- ▶ **Increased Life Satisfaction:** Individuals who find meaning in their lives report significantly higher life satisfaction and contentment. **Heightened Psychological Wellbeing:** A sense of meaning enhances overall psychological wellbeing, contributing to greater emotional resilience and life fulfillment. **Reduced Depression Risk:** Having a strong sense of meaning is linked to lower rates of depression, providing a protective buffer against depressive symptoms.
- ▶ **Lower Stress & Anxiety:** People with a clear sense of purpose experience reduced stress and anxiety levels, promoting emotional balance. **20% Lower Risk of Death:** Studies show that a sense of meaning in life is associated with a 20% lower risk of death, contributing to longevity. **Better Physical Health:** Finding meaning in life has been correlated with better physical health, including improved immune function and lower rates of chronic illness.
- ▶ **Longer, Stronger Relationships:** Meaningful connections are built on purpose and shared values, which foster stronger, longer-lasting relationships. **20-40% Higher Engagement in Tasks:** People with purpose are 20-40% more engaged and motivated in their daily tasks and professional roles. Meaning doesn't just improve our emotional well-being – it also supports our physical health and resilience, helping us manage life's challenges with greater ease.

Slide 12

Meaning is about making sense of our lives and our place in the world. As Michael F. Steger explains, "Meaning in life is about making sense of the world and your place in it, finding purpose, and feeling that your life is worthwhile." It's not just about the day-to-day tasks we perform, but how those tasks fit into a larger story. Meaning gives us coherence and significance, helping us see how our actions contribute to something greater. How do the different aspects of your life fit together to create a meaningful whole?

Slide 13

Let's break down meaning into three core elements that help us better understand its role in our lives: coherence, purpose, and significance.

- ▶ **Coherence.** This is about creating a narrative that explains your life experiences. This means that you have the power to interpret and frame your life events. By constructing a coherent story about your life, you can find patterns and meaning in your experiences, even in challenging times. In the words of Isabel Allende: "You are the storyteller of your own life, and you can create your own legend or not."
- ▶ **Purpose.** This component focuses on aligning your actions with your values and beliefs. Finding purpose is an ongoing process, not a one-time discovery. It involves consistently making choices and taking actions that reflect what's truly important to you. Indeed, "Purpose is not a static state, but a process of becoming, a daily practice of aligning your actions with your values".
- ▶ **Significance.** This aspect is about contributing to something larger than yourself. It highlights that making a positive impact on others or working towards a greater cause can provide a sense of significance and legacy. Indeed, in the words of Albert Pine: "What we do for ourselves dies with us. What we do for others and the world remains and is immortal."

Slide 14

Each of these elements – coherence, purpose, and significance – plays a critical role in creating a meaningful life.

- ▶ Coherence gives us a sense that our life makes sense, that the different parts of our story fit together. Think about how you create coherence in your life. When things feel tough, how do you make sense of what's happening?
- ▶ Purpose is what motivates you, the goals or dreams that give your life direction. What is it that keeps you moving forward each day?

- ▶ Significance is the belief that your actions matter, that you're making a difference in the world or those around you. What makes you feel that your life really matters? Take a few moments to reflect on these three elements and how they show up in your life. Write your thoughts in your workbook.

Slide 15

Michael F. Steger reminds us, "Meaning is not something you stumble across; it is something you build into your life through your actions and choices." This is an empowering idea because it tells us that we can shape meaning through the decisions we make every day. Think about the actions you're taking in your life right now. Are they helping you build a life filled with purpose? What choices can you make to create more meaning in your daily life?

Slide 16

Now that we've explored the elements of meaning, let's shift gears and discuss how we can balance our passions. Passion is a powerful force – it drives us, motivates us, and brings excitement to our lives. But without balance, it can also lead to burnout or overwhelm.

Slide 17

Imagine your life as a pie chart, with each slice representing a different aspect of your life, namely Work, Life Admin, Family, Friends, Movement, Rest & Recovery, Play, Adventure & Growth, and anything else you value. How are you currently dividing your time and energy? Are some areas taking up too much space while others are left out? In your workbook, take a moment to map out your Passion Pie. What percentage of your time is currently dedicated to work, family, rest, and other important areas? This exercise helps you visualize where your energy is overly concentrated or where you might need to focus more attention.

Slide 18

Now that you've mapped out your Passion Pie, think about how this balance (or imbalance) affects your well-being. Thinking of your life in these terms, is one area, like work, taking up too much space in your life? Are there other areas, like rest or play, needing more attention? What is the impact of this? So, what happens when too much or too little energy is spent on certain things? Reflect on these questions and write down your thoughts in your workbook. This will help you see where adjustments are needed to create a more balanced, fulfilling life.

Slide 19

Adam Grant tells us, "The single strongest predictor of meaningfulness is the belief that what we do positively impacts others." This is a key point – meaning often comes from our actions' impact on those around us. Think about your own life. How does your work, your relationships, or your hobbies impact others? How does knowing that you're making a difference in someone else's life contribute to your sense of meaning and fulfillment?

Slide 20

Robert Vallerand, a researcher on passion, explains, "When your passion takes control and makes it difficult to engage in other things or with other people, it has become obsessive." It's easy to get caught up in something we love, but when that passion dominates our time and energy, it can lead to stress, burnout, and strained relationships. Take a moment to reflect – are your passions in balance, or have they tipped into obsession? How can you reframe your passions to make them more harmonious?

Slide 21

Vallerand also reminds us that harmonious passion is driven by joy and meaning, not by external pressures or the need to prove ourselves. He says, "Harmonious passion is characterized by a strong desire to engage in an activity because it is meaningful and enjoyable, not because of external pressures or a need to prove oneself." Take a moment to think about your own passions. Are you engaging in them because they truly bring you joy and fulfillment, or are you driven by external expectations? How can you shift your mindset to ensure your passions come from a place of meaning and joy?

Slide 22

When asking whether our passion or dedication at work is obsessive or harmonious, it can be helpful to look through three key lenses: Purpose, Investments, and Energy (conveniently spelling out PIE).

- ▶ When we're caught in obsessive passion, our purpose or identity is often largely centred on our performance and status at work. Our investments in time and tasks seem endless, as we chase our tails trying to stay on top of everything. Our energy levels are low, as we find it very difficult to switch off.
- ▶ However, when we're leaning toward a more harmonious way of working, we know that our purpose is far more rich and multifaceted than our job title. We are able to mindfully choose and prioritize our tasks. And we uphold our energy levels through frequent rest and recovery breaks. Which of these do you relate to most, when looking through these lenses of Purpose, Investments, and Energy? Is your workplace passion more obsessive or harmonious right now?

Slide 23

Robert Vallerand reminds us, "Each passion you cultivate outside of work allows you to value the strengths you have beyond your job and lowers your chance of burnout." The quote emphasizes that engaging in passions outside of work allows you to appreciate your personal strengths beyond your job role. Diverse interests can help create a sense of meaning and purpose, contributing to your overall well-being. By valuing yourself in multiple areas of life, you reduce reliance on work as your sole source of fulfillment, which lowers the risk of burnout.

Slide 24

Let's take a brief moment to reflect in our workbooks on our Purpose, Investments, and Energy.

- ▶ Beginning with purposes – What matters most to you right now? Based on this, divide up your ideally balanced Passion Pie. This question can help you identify your current priorities and core values. By understanding what matters most, you can allocate your time and energy to activities that align with these priorities.

- ▶ Next, investments – What are you choosing to focus on? How can you balance these commitments? This can help you to examine where you're currently investing your time and effort. It prompts you to assess whether your current commitments align with your ideal balance of passions and to make adjustments to achieve better harmony between them.
- ▶ Then we have energy – How are you resting and recovering? Is it enough to live out your ideal Passion Pie? This question highlights the importance of rest and recovery in maintaining your overall well-being. It prompts you to consider if you're adequately recharging so that you have the energy to pursue your passions effectively.
- ▶ And lastly, consider – Who would you like to share your Passion Pie with? How and when will you share it? Sharing your goals and plans with others can provide support and accountability. This question encourages you to communicate your aspirations with people who can help you stay committed and possibly collaborate with you in pursuing your passions.

Slide 25

The quote here says, “Those with harmonious passion can pursue their interests without sacrificing other important life domains, leading to a more fulfilling and balanced life.” This means that when you have a harmonious passion for something, you can pursue your interests enthusiastically without letting them interfere with other important aspects of your life. Unlike an obsessive passion that might consume all your time and energy, leading you to neglect relationships, health, or work, a harmonious passion fits seamlessly into your life. It allows you to engage deeply in activities you love while maintaining balance, resulting in a more fulfilling and well-rounded life experience.

Slide 26

Now, let's move into crafting meaningful work. Many of us work a significant portion of our lives, so finding meaning in our work is crucial to long-term satisfaction and well-being. But meaningful work doesn't just happen – we have to shape it. Let's explore how you can align your work with your values and strengths to make it feel more purposeful and fulfilling.

Slide 27

Leo Tolstoy once said, “If you’re not enjoying your work, you should either change your attitude or your job.” Meaningful work is not just about finding the right role – it’s about shaping your tasks, relationships, and mindset to make your work feel aligned with who you are. Take a moment to think about your own work. Are you finding joy and meaning in it, or is it time for a shift in your attitude or responsibilities?

Slide 28

Consider your top 10 work tasks this week (remember, “work” can mean many things, including personal, caregiving, or volunteer roles). Some tasks naturally energize you, while others may feel draining.

- ▶ Energizing tasks might include brainstorming new project ideas or mentoring a junior colleague, while de-energizing tasks could involve long meetings or lots of paperwork. Neutral tasks are those that neither typically energize nor de-energize, perhaps tasks like scheduling meetings or completing timesheets.
- ▶ Neutral tasks can act as a ‘buffer’ between high-energy and low-energy tasks. It’s important to remember that we’re all different and what one person finds energizing, another might find completely draining. In your workbook, list your tasks and categorize them as Energizing (E), De-energizing (D), or Neutral (N). Reflect on what makes the energizing tasks engaging. Is there a way to approach the de-energizing tasks differently? Could you reframe them or align them more with your strengths and values?

Slide 29

“Meaningful work doesn’t just happen; it’s often the result of individuals actively shaping their tasks, relationships, and perceptions.” – Amy Wrzesniewski. This reminds us that we have the power to craft meaning in our work, even in small ways. What small adjustments can you make to the way you approach your tasks or interact with others to create more meaning in what you do?

Slide 30

Now, we'll take a moment to reflect on your current work tasks. Thinking about the energizing or neutral tasks within your list, what factors make them so? Does the task call on your strengths? Is the interesting or meaningful? Do you like the people you collaborate with? Does the time, pacing, or place of the task suit you? Write down your reflections in your workbook and commit to making one small adjustment to create more meaning in your work.

Slide 31

So on a practical level: how can we make our jobs more meaningful? It's time to delve into the practice of Job Crafting.

- ▶ Job crafting involves workers changing the boundaries of what work we do, when and where we do it, as well as how we think and go about our work in order to boost meaning, wellbeing, and performance.
- ▶ What this means is that job crafting is a proactive process where you take the initiative to modify aspects of your job to better suit your strengths, interests, and values. This can involve changing: What work you do: Adjusting the tasks and responsibilities to focus on areas that are more engaging or meaningful. When and where we do it: Altering work hours or the work environment to better fit personal needs and preferences. How we think and go about our work: Shifting perspectives or strategies to approach work in a more positive or efficient way.

Slide 32

The Job Crafting Wheel helps us think about how we can make small changes to the what, who, where, why, and when of our work to bring more meaning into our daily tasks. In other words, it can help you think of ways to craft your work to make it more meaningful.

- ▶ The job crafting wheel consists of five parts. The 'what' involves task crafting – so, finding tasks to lean into or do less of. This might also involve things like using your strengths to make tasks more engaging. The 'who' involves

your relationships – so, what people might make certain tasks more enjoyable? Then, we have the why. So this is about crafting your purpose, in other words, reflecting on why a certain task matters or considering who will benefit from you completing it.

- ▶ Then we move onto ‘where’, which refers to location crafting. So, this might involve things like identifying the best locations to complete tasks and finding ways to enter a flow state. Finally we have the ‘when’, which perhaps unsurprisingly involves when you will do particular tasks to maximize your energy. Take a look at your tasks and think about how you might adjust one or more of these areas to create a more engaging and fulfilling work experience.

Slide 33

“Micro-crafting our jobs through small actions (maximum 10 minutes a day) can be more impactful than trying to make large sweeping changes.” – Rob Baker. Sometimes, the smallest adjustments have the biggest impact. What small action could you take today to bring more meaning into your work?

Slide 34

Let’s now talk about Micro-Crafting – small changes we can make in our work that can lead to significant improvements in meaning and well-being.

- ▶ So, you’ll see the micro-crafting toolkit on screen. This provides a helpful overview of ways to craft your work in the five dimensions we previously discussed, which are, of course, what, who, why, where, and when.
- ▶ For instance, look at task crafting on the top row. Here, you can see some ways to craft your tasks at work, like identifying and aligning your strengths to your tasks to make them more engaging. To give another example, look at the ‘when’ category; one way to engage in temporal crafting is to set aside uninterrupted blocks of time to absorb yourself in creative, challenging tasks.
- ▶ Small tweaks to our tasks, relationships, and environments can make a big difference. These adjustments can help align our daily work with our values and strengths, bringing more purpose and satisfaction into our everyday activities.

Slide 35

You'll now think about a task in your current role that feels neutral or de-energizing. Once you've picked a task falling in either of these two categories.

- ▶ Identify the Job Crafting Area you'd like to leverage, for instance you might want to craft the who or what of a task. How might you apply micro-crafting to this task to make it more meaningful?
- ▶ Then, Within that Job Crafting Area, choose a behavior (or create your own) from the Micro-Crafting Toolkit to playfully experiment with. What small changes could you experiment with to bring more engagement or purpose to your work? Remember, you can do this as often as you like with various tasks. Write down your ideas in your workbook and reflect on one micro-crafting adjustment you can try.

Slide 36

The quote here by Amy Wrzesniewski says, "Whatever your role and status, job crafting can help you find more meaning in what you do each day at work." So, regardless of your role or responsibilities, job crafting empowers you to find greater meaning in your daily activities. You can proactively adjust aspects of what you do – such as your tasks, relationships, and perspectives – to make your experiences more engaging and fulfilling. By tailoring your approach to better fit your strengths and interests, you enhance not only your own well-being but also your impact on those around you.

Slide 37

Now, let's apply what we've learned by creating a Rooted Routine for Meaning. Rooted Routines help us build small, consistent actions that align with our values and keep us connected to what matters most in everyday life.

Slide 38

As Zeno said: "Well-being is realized by small steps, but is truly no small thing."

Slide 39

Let's create your Rooted Routine for Meaning. Start by identifying an existing routine in your day, like carrying your phone with you. Consider how this moment can help "nurture" the beginning of your habit, such as noticing joyful moments around you. Next, choose a small, manageable action you can take right now to help foster your wellbeing – something simple enough to do on even the busiest days. For example, take a photo of something that brings you joy. Afterward, acknowledge your success, no matter how small, by smiling and feeling grateful for that moment. Finally, reflect on how you expect to feel after completing your action and how this practice might support your wellbeing in the future – perhaps by helping you notice and appreciate joyful moments more often.

Slide 40

Let's take a moment to recap what we covered today. We began by reflecting on your personal experiences of meaning.

- ▶ We explored why meaning matters, focusing on how it contributes to resilience and overall well-being. We discussed the importance of balancing passions and how to ensure that your passions are enriching rather than overwhelming.
- ▶ We looked at ways to craft more meaning in your work by aligning tasks with your values. Finally, we created a Rooted Routine for Meaning to help you stay connected to purpose in your daily life. Take a moment to reflect on what resonated with you most. What's one key takeaway that you want to focus on as you move forward?

Slide 41

Thank you for your time today! Your homework will be to practice your Rooted Routine for Meaning daily. Log your experiences and reflect on what's working, where you're facing challenges, and any adjustments you might need to make. In our next session, we'll not only explore Accomplishment, but also start planning your Wellbeing Ripple. This ripple will be a way for you to share and extend the benefits of well-being to others in your chosen space. Take a moment to think about how you can create a small ripple of positive change. I look forward to continuing this journey with you next time!

7

PRESENTATION TRANSCRIPT

Session 7

ACCOMPLISHMENT



Slide 1

Welcome back. In our previous session, we explored all things “meaning.” Today, we’ll focus on Accomplishment, the “A” in the PERMAH model, as we wrap up our journey together in the Wellbeing X program. Accomplishment is about setting and achieving meaningful goals that align with our values.

It’s not just about getting things done – it’s about getting the *right* things done, the things that truly matter to you. We’ll also discuss how to savor the journey, balance striving with self-compassion, and create a lasting impact through your Wellbeing Ripple, which will allow you to extend what you’ve learned beyond yourself. Let’s dive in!

Slide 2

Before we move into today’s session, let’s take a moment to reflect on your Rooted Routine for Meaning from the last session. Take a moment to ask yourself: What went well with your Rooted Routine for Meaning? Where did you face difficulties? What have you learned so far about creating and maintaining small habits? How might you adjust to improve this habit in the future? Write down your reflections in your workbook, and consider what adjustments you might want to make going forward.

Slide 3

Today’s session is all about Accomplishment, and we’ll be exploring several key areas to deepen your understanding of what meaningful accomplishment looks like. Here’s a roadmap for what we’ll be covering today.

- ▶ We’ll start with a Reflection Round, where you’ll reflect on your experiences with accomplishment – what’s been going well, where you’ve struggled, and what you’re learning about how you achieve your goals. We’ll explore Values In Action, helping you understand how aligning your goals with your values leads to deeper fulfillment and purpose.
- ▶ Next, we’ll discuss Goals That Matter – how to set goals that align with your values and enhance your well-being. We’ll then move into Striving & Savoring, where we’ll talk about how to balance working toward your goals with appreciating the journey along the way.

- ▶ We'll also talk about Struggle & Self-Compassion, focusing on how to handle setbacks with kindness and resilience. Finally, we'll end the session by working on your Wellbeing Ripple – a small action you can take to spread well-being and create positive change in your community or workplace. Let's get started by reflecting on your personal experiences with accomplishment.

Slide 4

Let's begin by reflecting on what accomplishment means to you.

Slide 5

"What you do makes a difference, and you have to decide what kind of difference you want to make." – Jane Goodall. Jane Goodall's words remind us that every action we take has an impact, not only on our own lives but on the lives of those around us. Accomplishment isn't just about ticking off goals; it's about making sure the goals we're pursuing reflect the kind of difference we want to make in the world. When we take the time to decide what truly matters, our accomplishments become more meaningful.

Slide 6

When it comes to accomplishing what matters most to you in life: What's gone well? Where are you struggling? What have you learned about yourself through your recent successes and setbacks? What would you like to try to accomplish more of what matters most to you?

Write your thoughts down in your workbook.

Slide 7

Next, we will explore Values In Action – how aligning your goals with your values helps you accomplish what truly matters in a way that feels fulfilling and purposeful.

Slide 8

Let's begin with a brief reflection. What was the last thing you accomplished – big or small – that you felt truly proud of? What were you most proud of about this effort or outcome? Often, when we feel truly proud of an achievement, it's because it's connected to something deeper – our values. When our goals align with what's important, the sense of accomplishment feels more meaningful. Write down your reflections in your workbook.

Slide 9

Do you ever feel like you're chasing achievement after achievement, only to find that they don't quite fulfill you? Zig Ziglar captures this perfectly when he says, "Achievement without meaning is empty." It's not enough to simply achieve for the sake of it – there needs to be something behind it. When our goals reflect our deeper values, they feel more significant and satisfying. Ask yourself: Are the goals you're currently pursuing aligned with what truly matters to you, or are they influenced by external pressures?

Slide 10

Russ Harris once said, "Goals are like the stops on a journey; values are like the direction in which you're traveling." This idea highlights the difference between goals and values. Think of goals as destinations you want to reach, while values are the guiding compass that helps you choose the right path. Without a sense of direction, even achieving your goals can feel hollow. But when you have a clear sense of values guiding you, each accomplishment becomes part of a more meaningful journey.

Slide 11

Russ Harris also reminds us, "Values are not about what you want to achieve; they're about how you want to behave day in and day out." This emphasizes that values aren't just about where you're headed but how you choose to show up along the way. It's not only about the end result but also the journey and the behaviors that reflect who you truly are.

Slide 12

Russ suggests that “Values are like a compass: they give us direction and keep us on track,” Think of your values as the compass that helps you navigate the complexities of life. When our goals align with our values, we are more likely to stay motivated and committed, even when challenges arise. If we lose sight of our values, even the biggest accomplishments can leave us feeling empty.

Slide 13

Roy E. Disney once said, “When your values are clear to you, making decisions becomes easier.” This is a powerful reminder that when you’re clear on your values, it’s easier to make decisions about where to invest your time and energy. When your goals align with your values, you’ll find it easier to stay focused, motivated, and committed to achieving what truly matters.

Slide 14

To help us explore our values further, we’re going to revisit the VIA Character Strengths framework. These strengths literally represent “values in action” – they reflect the qualities you hold most dear, like kindness, perseverance, or gratitude. You can see a list of strengths here; although we’ve explored them before, I invite you to consider them through the lens of personal values. Putting aside what you may consider being your ‘top strengths,’ which of these strengths do you actually value the most?

Slide 15

Now that you’ve had a chance to revisit the VIA Character Strengths, think about how they show up in your life. Which strengths resonate most with you? Are you enacting them regularly, or are there areas where you’d like to bring them forward more? Values-aligned strengths give us direction and motivation, ensuring that we are living in alignment with what truly matters. What might be some of the values of the people around you? How might this influence you? Write down your thoughts in your workbook.

Slide 16

Russ Harris once said, “True success is living by your values regardless of the outcome.” This idea highlights that success isn’t always about achieving a specific result; it’s about knowing that the journey you’re on aligns with your core values. Even if things don’t turn out the way you hoped, if your actions reflect your values, you can still feel a sense of accomplishment. Think about how this perspective might change how you view your current goals.

Slide 17

Now that we’ve explored how values guide us let’s talk about Goals That Matter.

Slide 18

Zig Ziglar once said, “Many of us are setting goals wrong – and most of us aren’t setting goals at all.” This is a common problem. Without clear, well-aligned goals, we can work hard without a sense of direction or purpose. Think about the last time you set a goal. Did it reflect what really matters to you, or was it driven by external pressures?

Slide 19

Take a moment to reflect on your current approach to setting goals. How do you typically choose your goals? Are they guided by your personal values, or are they influenced by external expectations? On a scale of 1 to 10, how effective has your goal-setting approach been in bringing you fulfillment, both during and after achieving your goals? Did your approach help you create goals that fulfilled you during and after their completion? Why or why not? Write down your reflections in your workbook, and think about whether your current goals are aligned with your core values.

Slide 20

“When setting goals, make sure they are values-congruent. This means they should align with your deepest values, so you are motivated not just by the outcome but by the process itself.” – Russ Harris. It’s easy to set goals based on what we think we should do

rather than what truly resonates with us. But when your goals align with your values, the process becomes meaningful. You're not just focused on reaching the end result – you're enjoying the journey because it reflects who you are at your core.

Slide 21

“If you focus solely on goals, you may lose sight of your values. But if you live by your values, the goals will take care of themselves.” – Russ Harris. This quote emphasizes the importance of keeping your values front and center. When you're driven by your values, your goals become a natural extension of what matters most to you. The goals don't have to be forced – they flow naturally from your values.

Slide 22

“Living a values-based life doesn't mean you won't experience pain. It means you'll have something meaningful to guide you through it.” – Russ Harris. Living in alignment with your values doesn't guarantee that everything will be smooth or easy. But when challenges arise, your values give you a sense of purpose, helping you push through even the toughest times. Think about how your values have guided you through difficult moments in the past.

Slide 23

Let's shift gears and talk about Job Crafting, which is all about aligning your work with your values. You've learned about this concept before, but now we'll take a closer look at how you can use job crafting to support your goals at work. Job crafting involves making small changes to the tasks you do, the people you work with, and even the environment you work in so that your daily actions reflect your core values.

- ▶ Let's look at the first point here about values and strengths. Job crafting is when employees reshape their job responsibilities to better align with their values and strengths. It's about finding ways to bring more of what you're good at and what you care about into your daily work. For example, if you value creativity but your job seems routine, you might look for opportunities to suggest innovative solutions to workplace challenges.

- ▶ The second way job crafting supports meaning-making is through changing how we look at our tasks and our role. This aspect of job crafting involves reframing your perspective on less enjoyable tasks. Instead of focusing on the task itself, you consider its broader impact or find a personally meaningful angle. For instance, when addressing ‘how’: A data entry clerk might challenge themselves to improve their typing speed or accuracy, turning a mundane task into a personal growth opportunity. When tackling ‘why’: A retail worker might focus on how their efficient restocking helps customers find what they need easily, connecting their work to a larger purpose of customer satisfaction.

Slide 24

Now, let’s take a look at the Valuable Goals Template. This template helps you set goals that are specific, aligned with your values, and designed to support your overall well-being. Let’s break down each section of the template, starting with this example: attending a yoga class.

Here’s how the different parts of the template come together:

- ▶ **Objective:** The goal should be specific and action-oriented. For example, “Attend my gym’s online yoga class tomorrow.” This is clear, specific, and something you can directly act upon.
- ▶ **PERMAH Pillar This Supports:** This section connects the goal to one or more PERMAH pillars. In this case, attending a yoga class supports both health and accomplishment because it improves physical well-being and provides a sense of achievement.
- ▶ **Why?:** This is where you reflect on why this goal matters to you. What personal values does this goal connect to? For example, the values of self-care and kindness may be behind this goal because attending yoga helps you feel better and become a calmer person throughout the day.
- ▶ **Values:** Here, you’ll identify the strengths or values that will help you achieve this goal. For example, you might draw on your curiosity or zest to stay motivated and explore the benefits of yoga.

- ▶ **What Does “Done” Look Like?:** This section helps you visualize success. How will you know when the goal is complete? For example, “When I say my final ‘Namaste’ at the end of class, I’ll know I’ve succeeded.”
- ▶ **Supports:** Consider what support you might need to accomplish this goal. Perhaps you could set out your yoga mat the night before or ask a friend to message you a reminder 15 minutes before class.
- ▶ **Celebration:** Finally, think about how you’ll celebrate after achieving the goal. A small celebration, like texting a friend, “I did it!” or smiling to yourself, reinforces success and keeps you motivated.

Slide 25

Now, let’s walk through a second example using the Valuable Goals Template – this time, preparing for a performance review. Here’s how it works:

- ▶ **Objective:** The goal is clear and specific: “Finish my self-reflection for my performance review.” This gives you a concrete task to complete.
- ▶ **PERMAH Pillar This Supports:** This goal supports the Accomplishment pillar, as it’s directly tied to personal and professional growth.
- ▶ **Why?:** Think about why this goal matters. This example may connect to personal values like growth and mindfulness because self-reflection helps you pause, appreciate your efforts, and think about how you want to keep growing.
- ▶ **Values:** Here, you reflect on the strengths or values you’ll need. You might rely on perspective to take an honest look at your performance or fairness to assess your progress fairly.
- ▶ **What Does “Done” Look Like:** What does success look like? In this case, success means the email containing your self-reflection is sent to your boss by 5 p.m. tomorrow.

- ▶ Supports: What will help you achieve this goal? For instance, you could create a quiet space in the morning to focus and start the task with a coffee to get your mind going.
- ▶ Celebration: Finally, how will you celebrate once the task is complete? After sending the email, you might celebrate by taking a 5-minute tech-free walk in the park, giving yourself time to relax and appreciate your achievement.

Slide 26

Now that we've explored some examples, it's time for you to set your own Valuable Goal.

- ▶ What is one small, playful goal you could set using the Valuable Goals template? Your goal may be inspired by a PERMAH pillar you'd like to support. What is one small Valuable Goal you could set and complete by bedtime tomorrow? Make sure to consider your: Objective – so, what specific, actionable goal are you setting? PERMAH Pillar – which aspect of PERMAH does this goal support (e.g., Positive Emotions, Engagement, Meaning, Health)? Your why? – So, why does this goal matter to you? Also your values – What strengths or values will help you accomplish this goal? Then consider What "Done" Looks Like? – How will you know when you've succeeded? Support – What will help you reach this goal? And finally, celebration – How will you celebrate your achievement?
- ▶ Now, take a few minutes to fill out the template in your workbook for a small, playful goal you'd like to complete in the next few days. Once you've written it down, think about how you'll approach it in a way that reflects your values and supports your well-being.

Slide 27

Zig Ziglar reminds us, "A goal properly set is halfway reached." When we take the time to set clear, specific goals that reflect our values, we're already setting ourselves up for success. Goals become much easier to achieve when aligned with what we care about most.

Slide 28

Now that we've covered setting valuable goals let's talk about Striving & Savoring. It's one thing to work hard toward our goals, but it's equally important to enjoy the journey along the way. Striving toward goals gives us a sense of purpose, but if we're constantly focused on the end result, we might miss the small joys along the way.

Slide 29

"It is not enough to take steps which may someday lead to a goal; each step must be itself a goal and a step likewise." – Johann Wolfgang von Goethe. This quote reminds us that each step we take toward our goals should have its own value. If we focus only on the future, we lose sight of the present. Savoring the small wins along the way helps us stay motivated and enjoy the process rather than just the outcome.

Slide 30

This quote says, "The art of savoring involves the full engagement of the senses, allowing us to stretch the experience of pleasure by fully tasting, smelling, hearing, seeing, and feeling our way through life." You can think of this as embracing mindfulness and being fully present in each moment; by fully engaging all your senses – tasting, smelling, hearing, seeing, and feeling – you enhance your appreciation and enjoyment of everyday experiences. This practice allows you to deepen the pleasure derived from simple moments, stretching and enriching them, which contributes to greater overall well-being and happiness.

Slide 31

Let's practice taking in the good, a powerful exercise that teaches us to savor positive moments.

- So, the first step is to Notice The Good. This step is about actively looking for positive experiences in your present moment. It could be something as simple as a warm cup of coffee, the softness of your clothing on your skin, or the sound of the wind. The key is to consciously acknowledge these positive moments when they occur rather than letting them pass by unnoticed.

- ▶ Then, we have Enrich The Experience. Once you've noticed something good, take a moment to engage with it fully. Use all your senses to deepen the experience. If it's a beautiful view, really look at the colors and shapes. If it's a pleasant interaction, notice how it makes you feel emotionally and physically. The goal is to make the positive experience as vivid and real as possible in your mind.
- ▶ Next, you absorb The Good. This step involves intentionally internalizing the positive experience. Imagine the good feelings sinking into your body and mind like a sponge soaking up water. You might visualize the positive experience filling you up or becoming a part of you. The idea is to create a strong, lasting impression of the good experience in your memory and sense of self.
- ▶ And finally, Reflect And Integrate. After absorbing the experience, take a moment to reflect on its significance. How does this positive experience relate to your life as a whole? How might it influence your perspective or behavior going forward? This step helps to solidify the positive experience in your long-term memory and integrate it into your overall sense of well-being.
- ▶ So, think of a recent accomplishment – something you're proud of, no matter how big or small. Now, take a moment to savor it. Close your eyes if it helps. How did it feel to achieve this? What made it meaningful? How can you hold on to that feeling and let it strengthen your sense of accomplishment? Write down your reflections in your workbook.

Slide 32

Now that you've taken a moment to savor a recent accomplishment, think about how you can integrate this practice into your daily life. Take a moment to think about how "Taking In The Good" worked for you; how was this experience for you? What did you bring to mind? How did you take in the good (with your thoughts, body sensations, hearing, smell, etc.)?

Slide 33

Savoring isn't just for big moments. It's about finding joy in the small victories, too. Think about ways you can incorporate savoring into your daily routine. It could be as

simple as enjoying your morning coffee or appreciating a quiet moment at the end of the day. Savoring helps us stay connected to the present and enjoy the process of striving toward our goals.

Slide 34

This quote says, “The secret of your future is hidden in your daily routine.” What this means is that the daily habits and routines you follow are the building blocks of your future. Your consistent actions, no matter how small they may seem, accumulate over time to shape the outcomes you will experience later in life. Paying attention to and intentionally improving your daily routine can influence your future success, happiness, and well-being. Essentially, the “secret” to achieving your future goals lies in what you do every day.

Slide 35

Van Gogh once said, “Great things are not done by impulse but by a series of small things brought together.” So, significant achievements are not the result of sudden, impulsive actions but are accomplished through accumulating many small, consistent efforts over time. It emphasizes that greatness comes from dedication, persistence, and gradually building up small tasks or contributions. By focusing on and bringing together these small actions, we can create something much larger and more meaningful than any single impulsive act could achieve.

Slide 36

So, how do we shape our small actions so they accumulate into a valued future?

You’ll see a completed example of a daily striving sheet on the screen. This sheet is designed to help you set and accomplish meaningful, valued goals on a daily basis. As you can see, there are some clear and simple steps to follow:

- ▶ First, there’s a focus on three goals for the day, which helps prioritize what’s most important. By identifying your main goals, you set clear intentions for the day, which helps you allocate your time and energy effectively.

- ▶ Next, you want to align your daily actions with your core values by identifying which values relate to the goals you've chosen.
- ▶ Then, you want to proactively plan for rest and recovery to ensure you maintain your energy and wellbeing and prevent burnout in the longer term.
- ▶ Support may also be required, so it's important to identify the support you may need. This can help you proactively seek assistance, resources, or collaboration to achieve your goals more effectively.
- ▶ Then, we have 'taking in the good' – this involves identifying how you intend to notice and appreciate positive experiences throughout the day.
- ▶ Finally, clarifying how you will celebrate any achievements will help reinforce successful behavior and boost your confidence.

Slide 37

So, now that you're familiar with the concept of daily striving, give it a try yourself. Take some time to work through each of the steps and, in turn, create your own daily striving plan for the rest of your day or tomorrow.

Slide 38

Next, we're going to shift focus and talk about how to navigate the inevitable challenges we face when striving toward our goals. This section is about Struggle & Self-Compassion. Struggle is a natural part of any worthwhile endeavor, but how we handle those struggles makes all the difference. Self-compassion is key to overcoming setbacks and staying motivated.

Slide 39

Let's start with a fun activity to explore how we handle challenges. In a moment, I'll give you 30 seconds to write the alphabet backward in your workbook. It's a playful challenge, but as you try it, notice how you talk to yourself when things feel difficult.

Slide 40

Take a moment to reflect on that experience. How did you feel during the exercise? Did you find yourself getting frustrated or amused? What thoughts were running through your mind as you tried to complete the task? What sort of things have you said to yourself in the past when you've fallen short or slipped up? This is a great way to observe how you respond to struggle. Write your reflections down in your workbook.

Slide 41

"In its ineffective, counterproductive way, your inner critic is actually trying to keep you safe."

Self-criticism often shows up when we're struggling, but it's not usually helpful. As Kristin Neff explains, your inner critic is trying to protect you, but it often does more harm than good. Instead of motivating us, self-criticism can make us feel stuck. Learning to quiet that inner critic with kindness can transform how we approach challenges.

Slide 42

"Self-compassion doesn't mean we're being easy on ourselves. It means we care enough about ourselves to get better and do better. It's the key to sustained motivation and avoiding burnout." – Brené Brown. Self-compassion isn't about letting yourself off the hook – it's about understanding that you deserve kindness, even when things don't go as planned. When we're kind to ourselves, we're more likely to stay motivated and avoid burnout.

Slide 43

Kristin Neff outlines three key elements of self-compassion: mindfulness, common humanity, and self-kindness. Mindfulness means being aware of our thoughts and feelings without judgment. Common Humanity is recognizing that suffering is a shared human experience. Self-kindness is offering yourself warmth and understanding when you face challenges. As you reflect on your own struggles, think about how these three elements could help you be kinder to yourself.

Slide 44

To better grasp the power of self-compassion, let's compare it with self-judgment, its harsh opposite. When we judge ourselves, we reinforce feelings of isolation and inadequacy. But when we practice self-compassion, we create space for healing and growth. Let's take a closer look.

- ▶ On the self-compassion side, we start with mindfulness. Mindfulness is about observing our negative thoughts and emotions with openness and clarity. It's about acknowledging what we're feeling without judgment, simply allowing those thoughts and emotions to exist without letting them define us. When we practice mindfulness, we can step back from our thoughts, viewing them as passing events rather than getting entangled in them. Can you think of an example of this in action?
- ▶ However, on the self-judgment side, we encounter over-identification. This is where we get caught up in negative self-narratives, allowing them to dominate our mindset. Instead of observing our thoughts, we become overwhelmed by them, often resisting or denying our emotions. This can lead to a cycle where negative thoughts fuel more negative emotions, creating a downward spiral that's hard to escape. What might this look like in your own life?
- ▶ Next, we have common humanity on the self-compassion side. Common humanity involves recognizing that suffering, mistakes, and personal inadequacies are part of the shared human experience. It's about understanding that we are not alone in our struggles; everyone goes through difficult times. This recognition helps us feel connected to others rather than isolated.
- ▶ In contrast, self-judgment brings us to isolation. When we're in a state of self-judgment, we often feel that our struggles are unique to us, which can lead to feelings of loneliness and shame. This sense of separation from others can exacerbate our difficulties, making it harder to reach out for support or to see that others may have experienced similar challenges.
- ▶ Finally, on the self-compassion side, we find self-kindness. Self-kindness means treating ourselves with the same warmth and understanding we would offer a close friend. It's about being gentle with ourselves when we suffer, fail, or feel inadequate, recognizing that we are worthy of compassion and care. This approach fosters resilience and promotes emotional healing. What might this look like in practice?

- ▶ Conversely, self-judgment leads us to self-criticism. When we engage in self-criticism, we harshly judge ourselves for our perceived shortcomings. Instead of offering ourselves compassion, we may shame or berate ourselves, which can undermine our confidence and wellbeing. This harsh inner dialogue often leads to increased stress and a diminished sense of self-worth. We don't need an example here. I think we all know this one quite well! Reflect on these contrasting approaches and consider which path you find yourself on more often. What might change if you leaned more toward self-compassion? Write your thoughts in your workbook.

Slide 45

Want to practice more self-compassion but don't know where to start? Here's a simple process for practicing self-compassion during difficult moments.

- ▶ First, Tune In. Notice the signs of struggle in your body and mind. What are you feeling right now?
- ▶ Then, Test It. Ask yourself, "Would I speak to a friend this way?" What would someone who cares about you say?
- ▶ Finally, Take Action. What do you need in this moment? Is it rest, support, or just a moment of kindness toward yourself? Have you ever tried any of these practices before? What might happen if you put them all together in a kind, compassionate process?

Slide 46

Now that you have some new tools for self-compassion let's repeat the alphabet challenge.

Once again, you'll have 30 seconds to write the alphabet backward. Get your timer ready, and let's begin.

Slide 47

After completing the challenge, reflect on how it felt to use self-compassion in a challenging situation. The following questions can be helpful:

- ▶ First, what signs of struggle are you feeling in the brain and/or body?
- ▶ Next, how are you speaking to yourself? Would it pass the best friend test?
- ▶ Then, take Action: What do I need in this moment? Perhaps you feel a little riled up after the exercise, or maybe you're speaking a little harshly to yourself. Is there any small action you can take to soothe yourself? Maybe a deep breath or relaxing your muscles. How can you be compassionate to yourself in this moment?

Slide 48

“By treating ourselves with kindness in difficult moments, we build the resilience needed to navigate life’s challenges with grace.” Self-compassion isn’t just about feeling better in the moment – it helps us build resilience over time. By being kind to ourselves, we develop the strength to handle future challenges with more ease and grace.

Slide 49

Finally, we will shift our focus to creating a Wellbeing Ripple. This is a small action you can take to spread well-being beyond yourself – whether that’s in your workplace, community, or family. Let’s talk about how you can apply what you’ve learned throughout this program to make a positive impact on others.

Slide 50

“Happiness is only real when shared.” This quote captures the essence of the Wellbeing Ripple. The well-being you’ve cultivated throughout this program becomes even more powerful when you share it with others. Whether introducing a small well-being practice to your team or encouraging a loved one to start a Rooted Routine, sharing well-being creates a ripple effect that benefits everyone.

Slide 51

To help inspire you, let's take a moment to look at what we covered in this program together.

- ▶ In session one, we explored wellbeing. We defined wellbeing, looked at the PERMAH framework, and also the 'me, we, and us' levels of wellbeing.
- ▶ In session two, we explored health, specifically how to eat, move, and rest better. We also explored Rooted Routines.
- ▶ In session three, positive emotions, we defined emotions, looked at emotions as data, and how to slow down and use that data to make data-aligned decisions.
- ▶ In session four, we explored engagement. We defined strengths, explored flow and balancing strengths, and also how to infuse our teams with strengths-based practices like feedback.
- ▶ In session five, we looked at relationships. We explored why connection matters, common barriers, and psychological safety.
- ▶ In session six, we covered meaning. Why meaning matters, obsessive vs harmonious passion, we also looked at our passion pies and job crafting.
- ▶ And in session seven, we looked at accomplishment. We looked at values in action, valuable goals, striving and savoring, and self-compassion. Now, we move onto our wellbeing ripple.

Slide 52

Now it's time to write your Wellbeing Ripple Plan. This involves using the knowledge and skills you've acquired through this program, you will:

- ▶ Create a wellbeing ripple in your workplace, community, or family. This encourages you to take small actions that can positively impact those around you. For example, you might start a brief daily gratitude practice with your team at work, or introduce a 'kindness challenge' in your family.

- ▶ You'll also use and adapt any of the practices or research in this program. So, apply these in your daily life and adapt them to fit your circumstances. If you wanted to focus on positive emotions, what kind of practice or practices would work for your specific circumstances or context?
- ▶ Then, you'll draw from your own experience applying Rooted Routines. Were there any experiences or practices you liked? You can reflect on what worked well for you during the program and use your personal insights to inform how you share these practices with others. If you found a particular habit especially beneficial, that might be a good one to introduce to others.
- ▶ And finally, remember that small consistent actions can lead to significant changes over time. Never underestimate the power of small wellbeing practices, even if they seem insignificant at first. In your workbook, you'll find a template with prompts to guide you through the process. Think about who you want to help, what well-being practice you'll share, and how you'll measure your impact.

Slide 53

"Perfection is the enemy of progress." Don't worry about getting it perfect – just focus on getting started. The most important thing is to take that first step and create a ripple of well-being, even if it's small. Remember, it's the little actions that add up over time.

Slide 54

"Celebrate every win, no matter how small. It's the little victories that add up to big success." As you reflect on your journey, remember to celebrate the small wins along the way. Whether it was forming a Rooted Routine or starting to see positive changes in your well-being, these small victories are worth celebrating.

Slide 55

Before we close, take a moment to reflect on what stood out to you throughout the Wellbeing X program. What was the most enjoyable part of the course for you? What was the most meaningful part? What are you most proud of so far? Write your reflections in your workbook.

Slide 56

As we look ahead, your next step is to finalize your Wellbeing Ripple Plan.

- ▶ We'll be having a coaching call to help you solidify your plan and ensure it's ready to go. Then, we'll have a final Wellbeing Ripple Roundup, where you'll share your experience and reflect on the impact of your ripple. In your coaching call, we'll work together to review and finalize your Wellbeing Ripple Plan. This is your chance to get feedback, ask questions, and make sure your plan is ready to create real, positive change in your chosen context.
- ▶ During the Wellbeing Ripple Roundup, you'll share your reflections on the ripple you created. Come prepared to talk about what worked, what you learned, and how your ripple made a difference to the people around you.

Slide 57

Thank you for your dedication and commitment to the Wellbeing X program. You've done an incredible job investing in your own well-being, and now you're ready to take what you've learned and share it with others. Remember, even the smallest ripple can create waves of positive change. I look forward to seeing how your Wellbeing Ripple impacts those around you!