



# Creating a Lifestyle of Well-being: Putting Positive Psychology Into Practice

Steve Fisher MA, LPC



# Introduction to **Positive Psychology** and **Well-being**

Welcome  
and  
Introductions

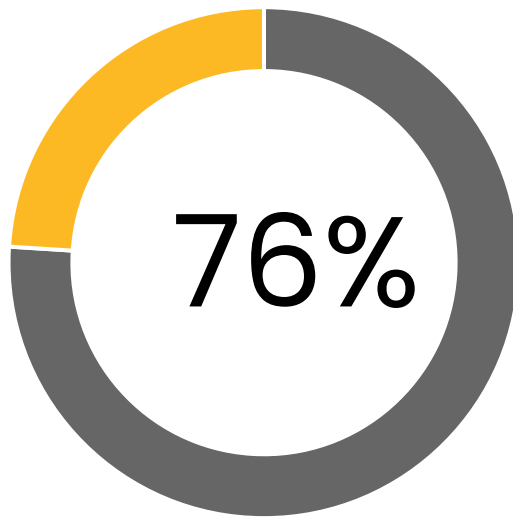


# Training Objectives

- Define Positive Psychology and understand the goal of Positive Psychology
- Understand the Elements of Well-being and at least one Positive Psychology Exercise for each Element
- Identify the Dimensions of Well-being

# Workplace Mental Health Challenges are near Universal

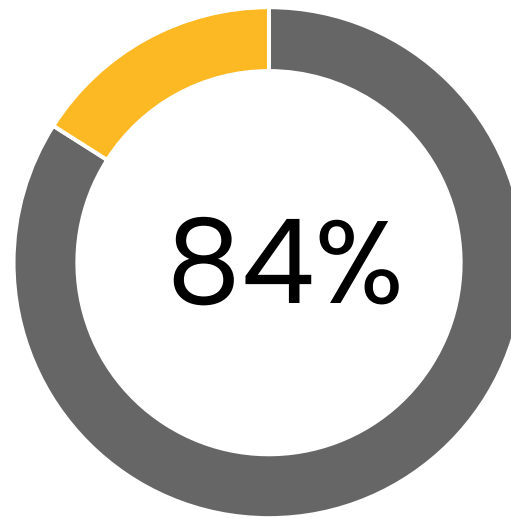
Employees who reported at least one symptom of a mental health condition in the past year. \*



■ Yes ■ No

\*Such as depression, burnout, or anxiety.

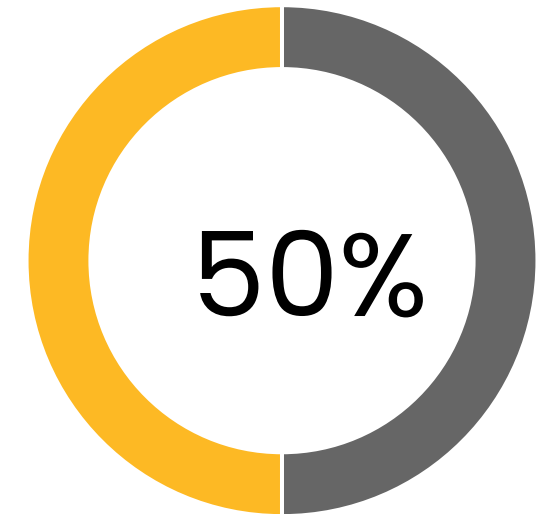
Employees who reported at least one workplace factor that negatively impacted their mental health.\*\*



■ Yes ■ No

\*\*Emotionally Draining work, Challenges with work-life balance, Lack of recognition

Full time US workers have left a previous role due, at least in part to mental health reasons.



■ Yes ■ No





# Positive Psychology and Well-being

"It is all too commonplace not to be mentally ill but to be stuck and languishing in life." *Seligman*

# What is **Well-being**?



Activity



# Elements of Well-being

Positive psychology attempts to measure, classify and build these elements

Positive  
Emotions

Engagement

Positive  
Relationships

Meaning

Accomplishment

PERMA

---



# Understanding Well-being



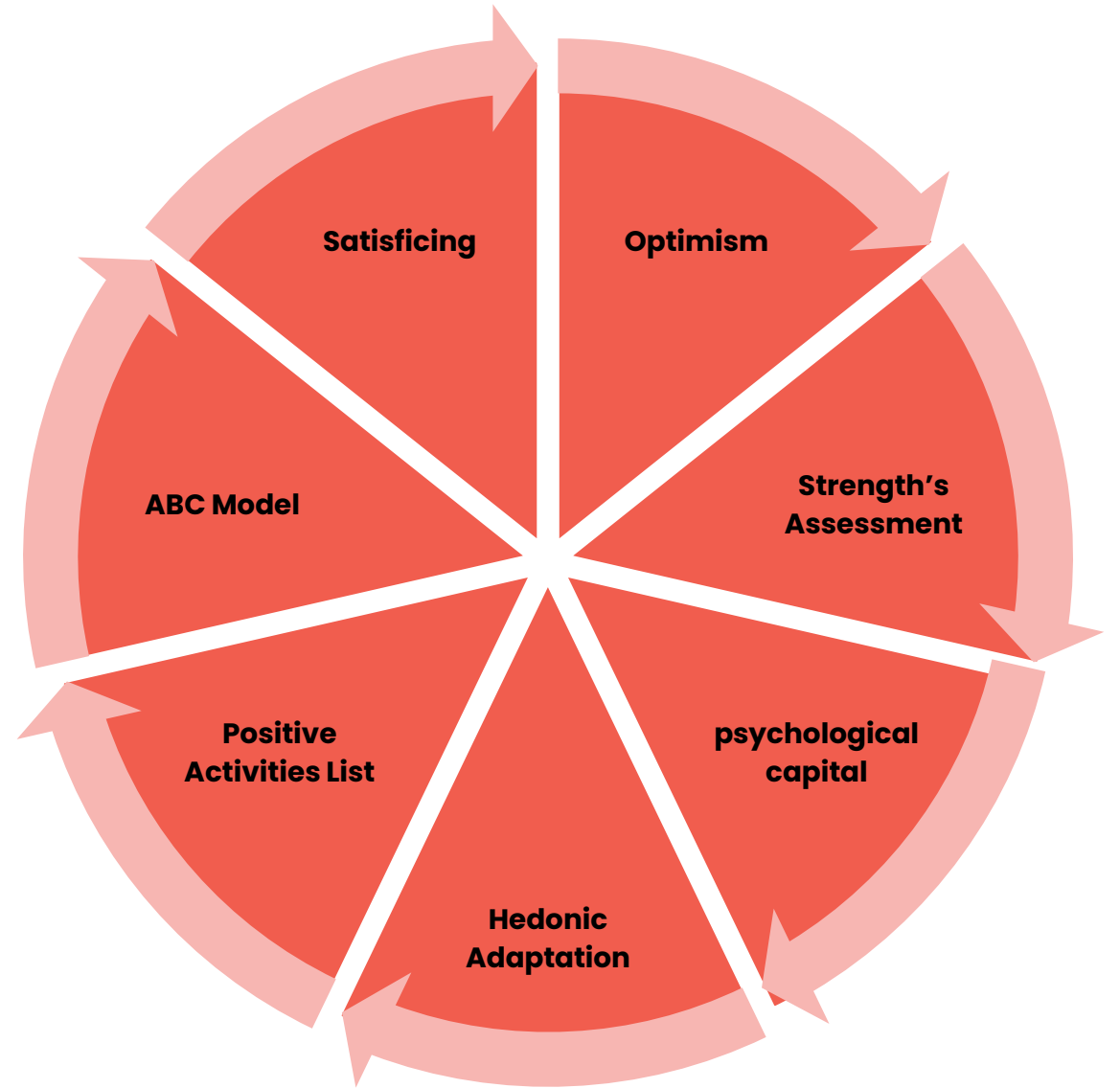


# Positive Emotions

love, happiness, life satisfaction, self-esteem, security, optimism, resilience, vitality, self-determination, and gratitude

What should I do when I experience negative emotions?

[authentichappiness.sas.upenn.edu](http://authentichappiness.sas.upenn.edu)





# Values in Action Character Strengths

In Well-being theory, these **twenty-four strengths** underpin all **five elements of well-being**, and they are categorized into **six themes**.

- **Wisdom:** Creativity, curiosity, open-mindedness, love of learning, perspective
- **Courage:** Honesty, bravery, persistent, zest
- **Humanity:** kindness, love, social intelligence
- **Justice:** Fairness, leadership, teamwork
- **Temperance:** forgiveness, modesty, prudence, self-regulation
- **Transcendence:** Appreciation of beauty, gratitude, hope, humor, religiousness

# ABC Exercise

- ABC Exercise: **A**dversity (prompting event) > **B**elief about the adversity (interpretations) = **C**onsequent feelings (emotions). Our interpretations of life events (not the events themselves) determine our emotions.
  - Practice testing the evidence of your interpretations (automatic thoughts) of events



**Engagement** applying your strengths to a task and allowing yourself to be engrossed.

Being in a state of flow

“That was awesome!”



# Savoring Exercise

Savoring is the act of stepping outside of an experience to review and appreciate it. Savoring intensifies and lengthens the positive emotions that come with doing something you love. This week, practice the art of savoring by picking one experience to truly savor each day. It could be a nice shower, a delicious meal, a great walk outside, or any experience that you really enjoy. When you take part in this savored experience, be sure to practice some common techniques that enhance savoring. These techniques include sharing the experience with another person, thinking about how lucky you are to enjoy such an amazing moment, keeping a souvenir or photo of that activity, and making sure you stay in the present moment the entire time and journaling about your experience.

*The Science of Well-being*





# Positive Relationships

Healthy, authentic, and loving connections



- My odds of being happy increase by 15% if a person directly connected to me is happy.
- If my friend's friend is happy, the likelihood of me being happy increases by 10% even if I don't know or interact with this secondhand connection.
- I am 6% more likely to be happy if my friend's friend's friend is happy.



# Active and Constructive Responding

## 4 response styles

	Type of Response	Your Response
<b>Your Partner Shares an Event: “I received a promotion and raise at work!”</b>	Active and Constructive	“ That is great! I am so proud of you . I know how important that promotion was to you! Please relive the event with me now. Where were you when your boss told you? What did they say? How did they react? We should go out and celebrate. <i>Nonverbal:</i> maintaining eye contact, displays of positive emotions, such as genuine smiling, touching, laughing.
	Passive and Constructive	“That is good news. You deserve it.” <i>Nonverbal:</i> little to no active emotional expression.
	Active and Destructive	“That sounds like a lot of responsibility to take on. Are you going to spend even fewer nights at home now?” <i>Nonverbal:</i> displays of negative emotions such as furrowed brow, frowning.
	Passive and destructive	“What’s for dinner?” <i>Nonverbal:</i> little to no eye contact, turning away, leaving the room.



# Meaning

doing what seems valuable and worthwhile;  
belonging to and contributing to something that  
you believe is bigger than yourself.

Experiences bring  
more well-being than  
material goods of the  
same price.





# Gratitude Exercise

- Gratitude can make our lives happier and more satisfying. For the next seven days, take 5-10 minutes each night to write down five things for which you are grateful. They can be small things or big things. As you write them down, take a moment to be mindful of the things you are writing about (e.g., the experience, the person, the object, etc.).



# Gratitude



5 minutes



Write



Think





## Accomplishment

achieving goals, no matter how small; building competence, confidence, and mastery; effectively managing distress and setbacks.

## CAUTION!

If you want well-being, you will not get it if you care only about accomplishment.



**“What you get by achieving your goals is not as important as who you become by achieving your goals.”**

*Henry David Thoreau*

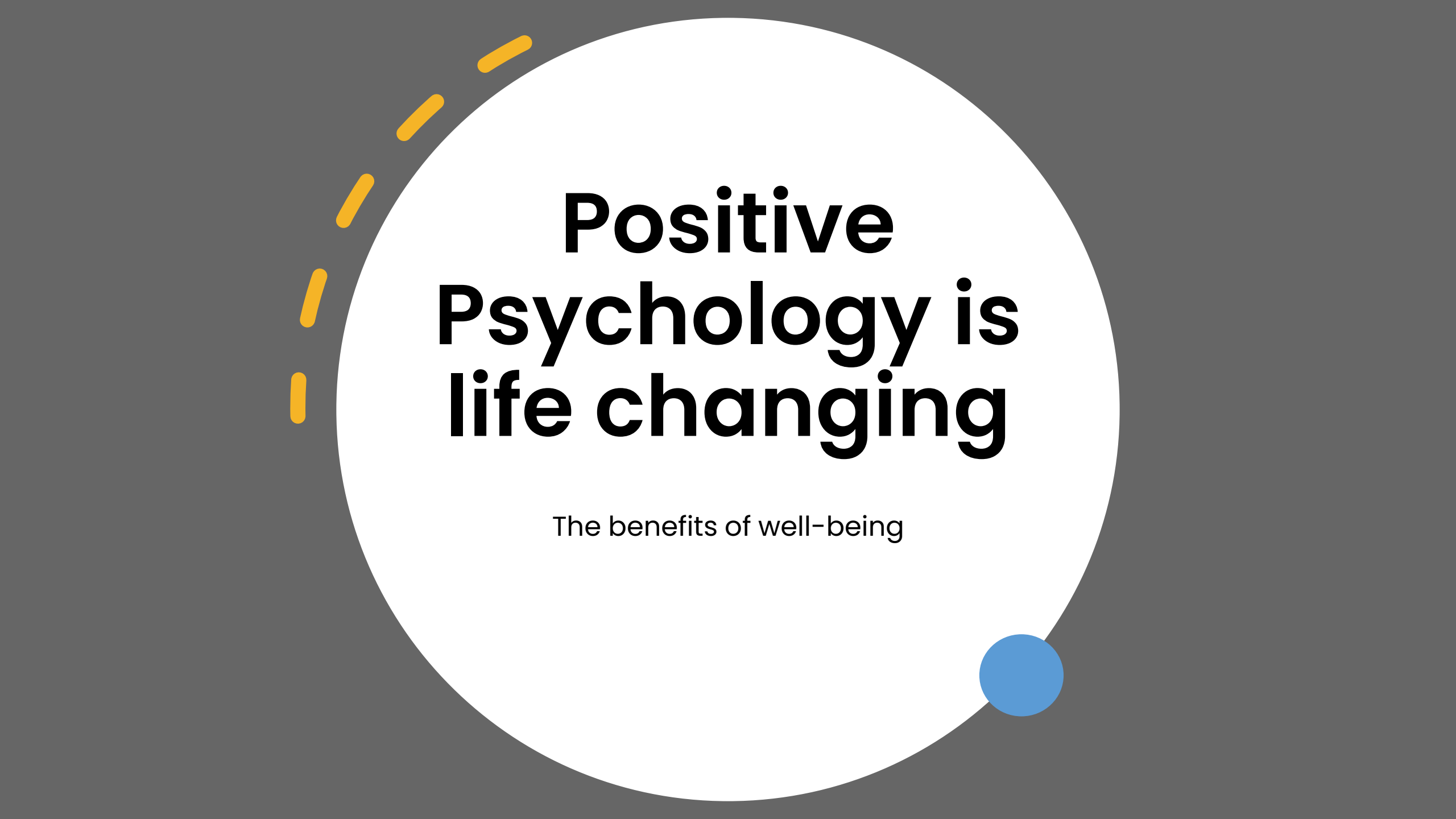


## **Three-good-things Exercise**

**Write down daily three good things (big or small) that happened each day for a week. Next to each positive event, write down the following:**

- 1) Why did this good thing happen?**
- 2) What does this mean to you?**
- 3) How can you have more of this good thing in the future?**



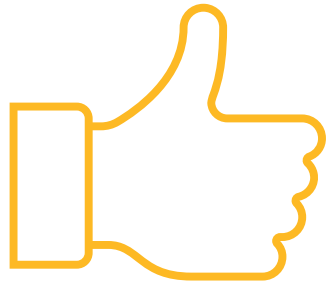


# Positive Psychology is life changing

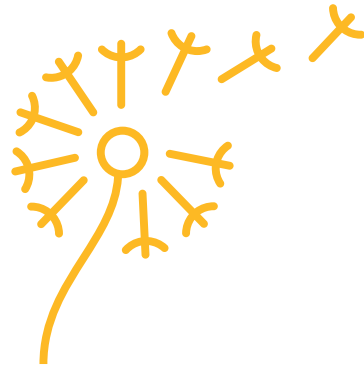
The benefits of well-being

# Closing...

I like...



I wish...



I wonder...





# Resources

- *Atlas of the Heart*, by Brene Brown
- *Bittersweet: How Sorrow and Longing Make Us Whole*, by Susan Cain
- *Flourish: A Visionary New Understanding of Happiness and Well-being*, by Martin Seligman
- *The Science of Well-being*, free course on Coursera.org
- *Tomorrowmind: Thriving at Work with Resilience, Creativity, and Connection—Now and in an Uncertain Future*, by Gabriella Rosen Kellerman and Martin Seligman
- *WellBeing*, by Tom Rath and Jim Harter





# WellPower

## Questions?

**Please reach out to:**

Steve Fisher

[Stephen.fisher@wellpower.org](mailto:Stephen.fisher@wellpower.org)