

# Examining and Creating Workplaces Which Encourage Well-Being

A Positive Psychology Approach to  
Work

HAPPY

# Thanks Dad

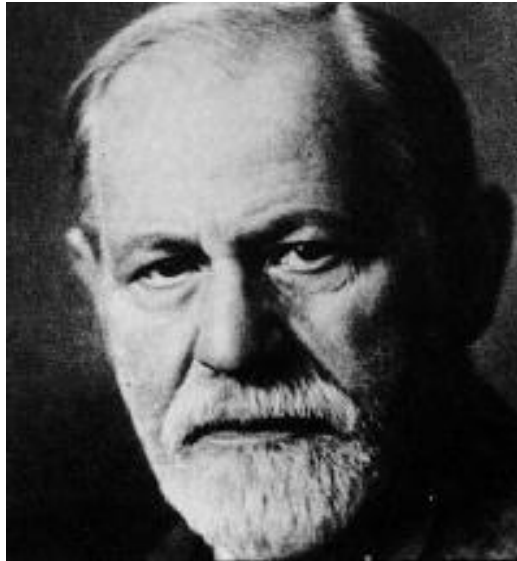


- Do you Whistle While You Work?

## Whistle While You Work



- Love and work, work and love, that is all there is.....
- Love and work are the cornerstones of our humanness.



# Using Our Imagination

- When I say work, you say.....

- Imagining the good workplace.....

*Imagine work that is meaningful, satisfying, productive and enjoyable*

# To Be of Use

## To Be Of Use

by [Marge Piercy](#)

The people I love the best  
jump into work head first  
without dallying in the shallows  
and swim off with sure strokes almost out of sight.  
They seem to become natives of that element,  
the black sleek heads of seals  
bouncing like half-submerged balls.

I love people who harness themselves, an ox to a heavy cart,  
who pull like water buffalo, with massive patience,  
who strain in the mud and the muck to move things forward,  
who do what has to be done, again and again.

I want to be with people who submerge  
in the task, who go into the fields to harvest  
and work in a row and pass the bags along,  
who are not parlor generals and field deserters  
but move in a common rhythm  
when the food must come in or the fire be put out.

The work of the world is common as mud.  
Botched, it smears the hands, crumbles to dust.  
But the thing worth doing well done  
has a shape that satisfies, clean and evident.  
Greek amphoras for wine or oil,  
Hopi vases that held corn, are put in museums  
but you know they were made to be used.  
The pitcher cries for water to carry  
and a person for work that is real.

How Does Work Work?

How do we make it work? (or not)

Using Positive Psychology's Three Pillars in Considering Our Work:

Positive Emotions and Experiences

Character Strengths and Values

Enabling Institutions (family, work, society)

# Pillar III in PP: Enabling Institutions

- Emphasize positivity, wellbeing and flourishing/flow along with practices and policies which further it
- Identifies and nurtures one's strengths while finding exercises and practices which address 'bottom strengths'
- Have clear and reasonable goals which are mutually determined, practicing an egalitarian or organic model
- Practice openness, transparency, authenticity, direct communication, mutual respect and support
- Being Mindful, empathic, compassionate



# Happiness at Work

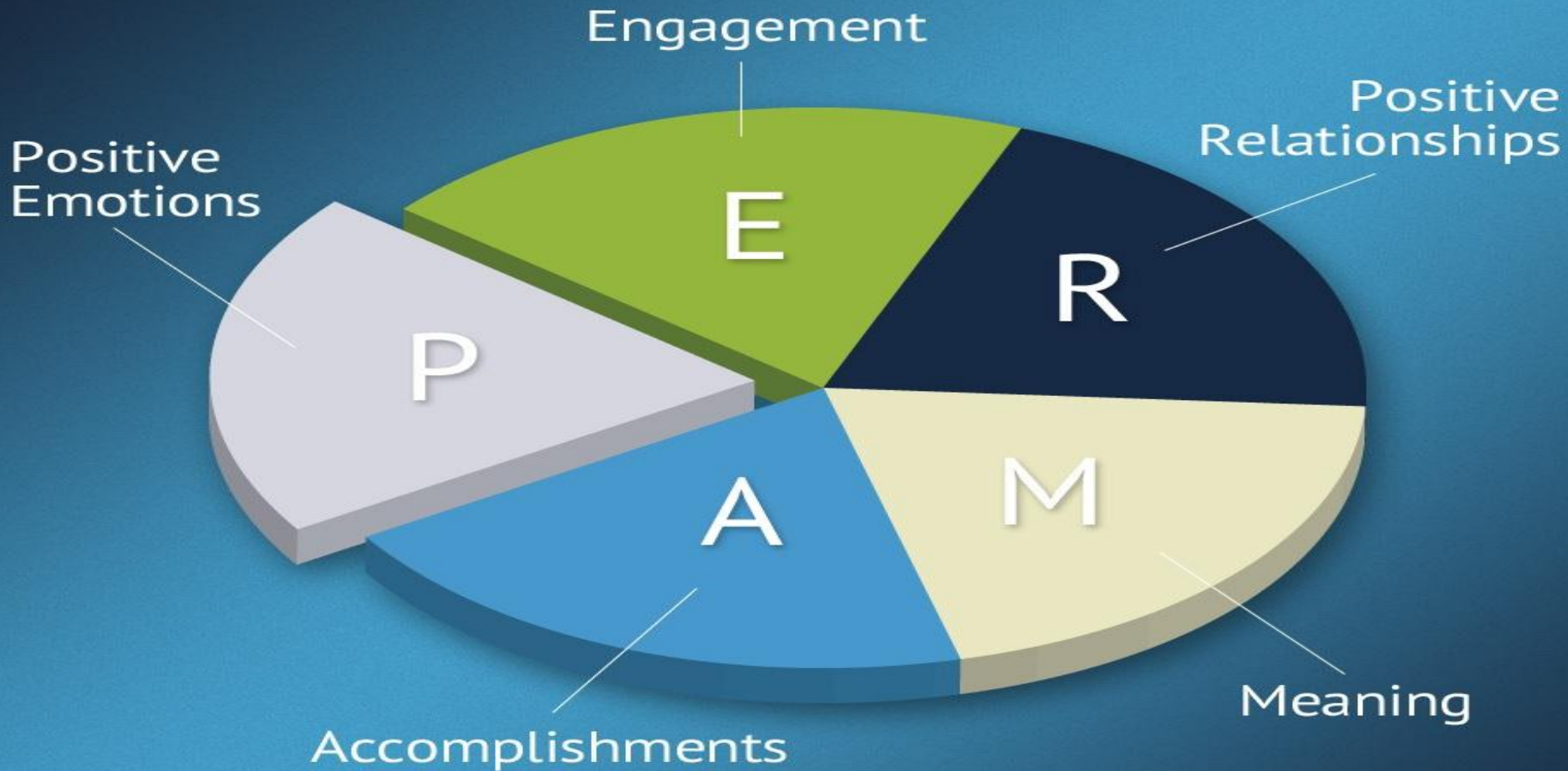
- [Forbes -bring-positive-psychology-to-your-workplace/](#)
- [Gretchen Rubin/](#)
- [Psychologytoday](#)
- [http://psychologyforbusiness.com/articles\\_alternative2.htm](http://psychologyforbusiness.com/articles_alternative2.htm)
- <http://blog.kipp.org/developingcharacter/building-a-positive-institution/>
- [kawasaki/lets-stop-the-glorification-of-busy](#)

# Shawn Anchor

- shawn anchor the happy secret to better

# Well-Being (Seligman)

*Are you Permalicious?*



Illustrated by GoStrengths.com

# Positivity's 10 Forms

(Fredrickson)

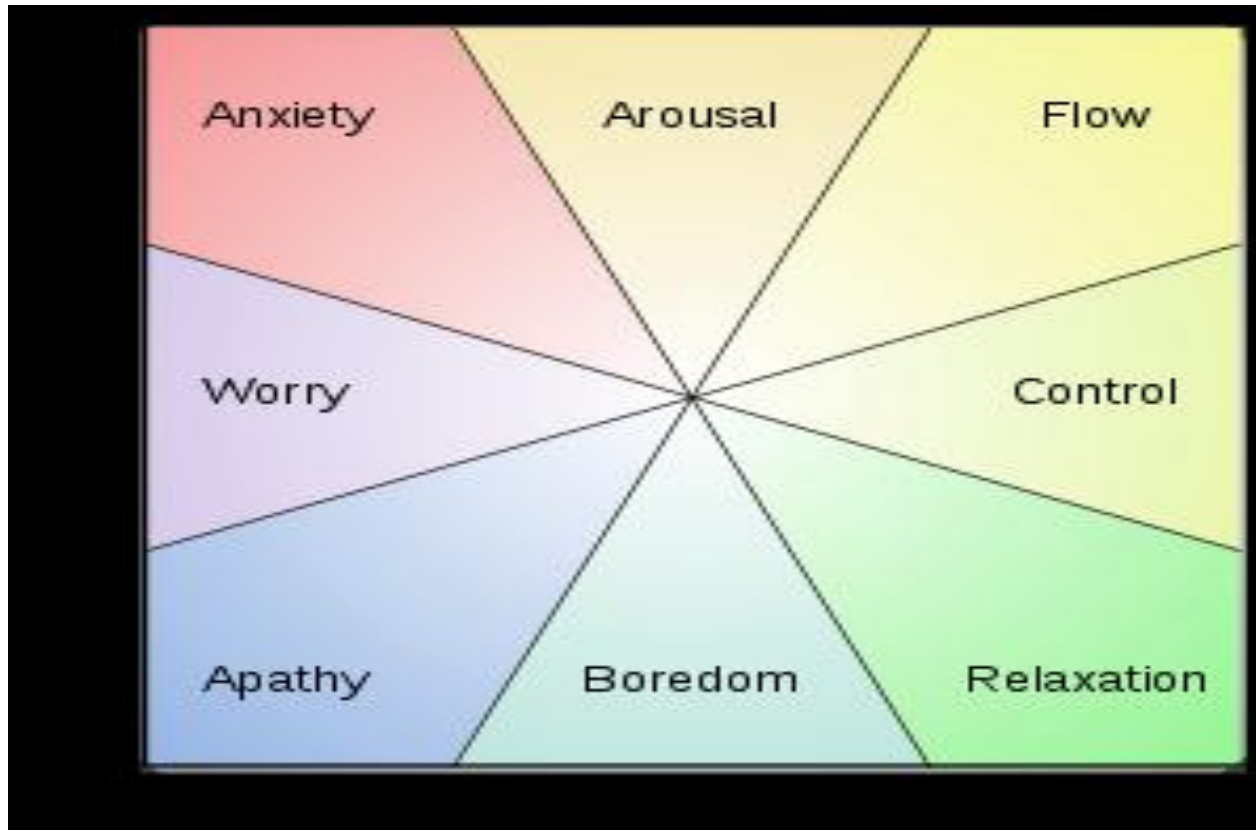
- Joy
- Gratitude
- Serenity
- Interest
- Hope
- Pride
- Inspiration
- Awe
- Love

# Practicing Positivity

- Practice Gratitude and Gratefulness
- Commit random acts of kindness/generosity
- Create high quality connections with others
- Practice a wisdom/contemplative tradition
- Reduce rumination and negative thinking
- Utilize your strengths and experience flow
- Cultivate compassion
- Be open-minded and open to new experiences
- Connect with Nature

# FLOW

- Flow is the mental state of operation in which a person performing an activity is fully immersed in a feeling of energized focus, full involvement, and enjoyment in the process of the activity.



# FLOURISHING

## Flourishing Scale

- 7 - Strongly agree
- 6 - Agree
- 5 - Slightly agree
- 4 - Neither agree nor disagree
- 3 - Slightly disagree
- 2 - Disagree
- 1 - Strongly disagree

\_\_\_\_ I lead a purposeful and meaningful life

\_\_\_\_ My social relationships are supportive and rewarding

\_\_\_\_ I am engaged and interested in my daily activities

\_\_\_\_ I actively contribute to the happiness and well-being of others

\_\_\_\_ I am competent and capable in the activities that are important to me

\_\_\_\_ I am a good person and live a good life

\_\_\_\_ I am optimistic about my future

\_\_\_\_ People respect me

## Scoring:

Add the responses, varying from 1 to 7, for all eight items. The possible range of scores is from 8 (lowest possible) to 56 (highest PWB possible). A high score represents a person with many psychological resources and strengths

# VIA Character Strengths & Virtues

*(Peterson and Seligman, 2004)*





# Practicing Mindfulness

- Spaciousness, non-attachment (vs narrowness, attachment)
- Stillness (hyperactive)
- Awareness, attentiveness (vs being unaware, distracted)
- Allowance (vs avoidance)
- Being (vs doing- the age of crazybusyness)
- Accepting, non-judging (vs. judging, critical)
- Being Present (vs. focus on past or future)
- Clarity (vs. confusion)
- Liberated (vs being hooked)
- [thichnhathanh/four-qualities-of-happiness](#)
- [Jon Kabat-Zinn](#)

# Looking for Examples

- Narratives from colleagues
- Examples from work when we practiced/experienced positivity, flow or well being
- What can be done to enhance these experiences in the workplace?
- Imagine a workplace that values these concepts and practices on a regular basis- what would that workplace look like?