Rapid wellbeing or your money back

WoW Week
October 2014

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AARON'S PRESENTATIONS

- 2014 - PowerPoint: Rapid wellbeing or your money back, Auckland, October.
- 2014 - PowerPoint: Killer data: The importance of real-world, real-time, real-practical, and real-contextualised wellbeing assessments in organisations, Nelson, August.
- 2014 - Poster - Cross-cultural validation of the Ways of Savouring Scale, Amsterdam, July.
- 2014 - PowerPoint: Cross-cultural replicability of ways towards happiness clusters, Amsterdam, July.
- 2014 - Poster - Subjective wellbeing and social capital: Their link and comparison between Czech, Indian, South African and New Zealand university students, Amsterdam, July.
- 2014 - Talk - An overview of positive psychology for psychologists, Wellington, March.
- 2013 - PowerPoint: An introduction to positive psychology, Wellington, December.
- 2012 - PowerPoint: 30 minutes to wellbeing and better abs - or your money wasted, Auckland, September.
- 2012 - PowerPoint: The Sovereign Wellbeing Index: Super wellbeing, five ways to wellbeing, and international comparisons, Los Angeles, June, NZ.
- 2012 - Poster - The Sovereign Wellbeing Index, Los Angeles, June, NZ.
- 2012 - PowerPoint: The Sovereign Wellbeing Index: Super wellbeing, five ways to wellbeing, and international comparisons, Auckland, June, NZ.
- 2012 - Program - Šárka Ovčáčková, Alana Slažáčková, Kamilsh Singh, Rajwesh Choubisa, Aaron Jarden, Fiona Howard: Social capital and subjective wellbeing among university students: Their link and a comparison of Czech, New Zealand and Indian samples, Brno, Czech Republic, May.
- 2012 - PowerPoint: The Future of Wellbeing Assessment, Christchurch, July, NZ.
- 2012 - PowerPoint - Building the world’s largest and most in-depth psychological study, Wellington, April, NZ.
- 2011 - PowerPoint: From theory to practice: Developing interconnecting projects in positive psychology, Wellington, December, NZ.
- 2011 - PowerPoint: Positive Psychological Assessment - Presentation, Auckland, September, NZ.
Killer questions?

Before I go much further, does anyone have any killer questions they would either like me to muse on now, or address at some stage?
The plan

- End game / take home = Know stuff + do stuff (knowledge + experience)
- Wellbeing science + Positive psychological interventions
Positive assessment

Let’s do a “back of the napkin” assessment.

How happy are you right now?

What would you pay / give / do / sacrifice / commit to in order to be, on average, one point happier?

10 - Extremely happy
9 - Very happy
8 - Pretty happy
7 - Mildly happy
6 - Slightly happy
5 - Neutral
4 - Slightly unhappy
3 - Mildly unhappy
2 - Pretty unhappy
1 - Very unhappy
0 - Extremely unhappy
Positive introductions

- **Step 1**: Pair up.

- **Step 2**: In 2 minutes (1 minute each), tell a story – a thoughtful narrative with a beginning, middle and end – that illustrates *when you are at your best in your job/studies*.

- **Note**: Swap when you hear the bell the first time after 1 minute, stop completely when you hear the bell the second time after 2 minutes.
Positive introductions

Key point: Wield your strengths at work or in study – they are paths to engagement and enjoyment.

http://www.viacharacter.org
Positive assessment

- Different definitions and theories of wellbeing and flourishing – Lucy Hone’s research.
Positive psychology & wellbeing science

- Positive psychology is a branch of psychology that conducts scientific inquiry into the factors that help individuals, communities and organisations thrive by building on their strengths and virtues.
- Positive psychology is the study of topics as diverse as happiness, optimism, hope, flow, meaning, subjective wellbeing and personal growth.
- Positive psychology aims to expand psychology from its focus on repairing the negatives in life to also promoting the positives in life.
- Positive psychological interventions (empirically validated techniques and strategies to increase wellbeing) have been used effectively in schools to improve academic outcomes, in businesses to improve work relationships and engagement, and in communities to improve health.
  - What is optimal human functioning?, and What makes life worth living?
I'm no expert on your wellbeing

- In addition, “happiness is not a spectator sport” (Chris Peterson).
  - Hard work required.
  - One healthy meal or one gym session will not impact much.
The answers – up front

- The **good life** is best construed as a matrix that includes happiness, occasional sadness, a sense of purpose, playfulness, and psychological flexibility, as well autonomy, mastery, and belonging/connection.

- It’s not just about learning to be more positive – it’s about using **scientifically-informed tools and strategies** to make our thinking more flexible, accurate, clear, and expansive. This thinking will lead to happiness and more healthy behaviours.
Five ways to wellbeing

- **Step 1**: Pair up with a different partner, get a pen ready, as well as a blank A4 page...
- **Step 2**: Raise a hand in the air when you're ready...
- **Step 3**: Without looking down at your blank page, and **ONLY** looking at your partner’s face, you have **1 minute** to draw a portrait of your partner, starting on the bell!
- **Step 4**: Sign your name, date it, and swap pictures with your partner...
Five ways to wellbeing

- **Connect**: Talk & listen, be there, feel connected
- **Give**: Your time, your words, your presence
- **Take Notice**: Remember the simple things that give you joy
- **Keep Learning**: Embrace new experiences, see opportunities, surprise yourself
- **Be Active**: Do what you can, enjoy what you do, move your mood

Introduce these five simple strategies into your life and you will feel the benefits.

Mental Health Foundation of New Zealand
www.mentalhealth.org.nz
Five ways: connect, be active, take notice, keep learning, give

- **Connect** – Make connections with friends, family, colleagues and neighbours. When you build these connections they help enrich your life with new experiences and opportunities.

- **Be Active** – Get moving. Walk, skip, run, dance – move your muscles. Exercise not only makes you feel good, it keeps you healthy. Pick a physical activity that you enjoy.

- **Take Notice** – Be mindful. Be curious. Like a child, see the wonder and beauty of the world. Notice the things around you – the weather, the landscape, the mood and feelings of the people around you. In noticing you learn to appreciate the things that matter.

- **Keep Learning** – We never stop learning. Keep trying something new – a new course you’ve been wanting to do or a more challenging task at work. Challenges keep us on our toes and increase our confidence and excitement in our day.

- **Give** – Be generous with your time, your knowledge and your talents, giving to friends, family and even strangers. Be thankful, smile at people, and volunteer. Sharing to a wider audience gives you a greater reward than just doing things for yourself.
Positive assessment – work
An overview of workplace wellbeing
Or a simpler wellbeing framework

- Me
- We
- Us
Is happiness within your control?

- The way we choose to act, and the way we choose to think have a substantial impact on our personal wellbeing.
- Yes genetics play a big role, but turns out our external circumstances don’t necessarily have to have a big hold on our wellbeing.
  - Wellbeing is a CHOICE: daily practices in life have a big impact on wellbeing.

**What Determines Happiness**

- Genetics 50%
- Actions and Thoughts 40%
- External Circumstances 10%

Source: Sonja Lyubomirsky, Ph.D., University of California, Riverside
There are essentially four ways of responding, and active constructive responding has been shown to build solid, strong and lasting relationships the best:

- **Active Constructive Response** involves expressing enthusiastic positive support = “That’s really great. Your wife will be pretty proud of you. I know how important that promotion was to you. We should go out and celebrate”. During such communication the person is maintaining eye contact and displaying positive emotion, such as laughing or smiling.

- **Active Destructive Response** involves expressing a derogatory or critical response = “That sounds like a lot of responsibility to take on. There will probably be more stress involved in the new position and potentially longer hours at the office”. The person is displaying negative emotions, such as frowning or anxiety.

- **Passive Constructive Response** involves showing benign disinterest = “That’s good news”. The person is displaying little nonverbal communication.

- **Passive Destructive Response** involves distancing or failing to respond = “What are we doing Friday afternoon?” The person does not acknowledge the good news, is not in eye contact, and may be turning away or leaving the room.

Using active constructive responding is a good way to convey understanding, validation and caring, and to increase the wellbeing of your existing friends, as well as to make new friends and to encourage closer, more trusting relationships with them.
Positive assessment:  www.workonwellbeing.com
Please imagine a ladder with steps numbered from 0 at the bottom to 10 at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time?

0

1

2

3

4

5

6

7

8

9

10

feet possible life

The following question asks how worthwhile you feel the things you do in your life are, on a scale from 0 to 10. Zero means you feel the things you do in your life are not at all worthwhile, and 10 means 'completely worthwhile'.

In general, how happy or unhappy do you usually feel?

1

2

3

4

5

6

7

8

9

10

Compelty worthwhile

Overall, to what extent do you feel the things you do in your life are worthwhile?

1

2

3

4

5

6

7

8

9

10

not at all worthwhile
Summary Overview

Global Wellbeing
On the whole it seems like you have very high wellbeing. This is fantastic! You reported that you are pretty happy, and your responses indicated that you have very high flourishing.

Domain Wellbeing
Your domain wellbeing scores indicate that you are above average in your life. Your wellbeing is above average, and this means that you are satisfied with many life domains.

Work Wellbeing
On the whole it seems like your work wellbeing is very good. Your self-assessment score was very high, and your ratings over the last six months was admitted at 7%.

Work Wellbeing Questions
The following ranks your answers to the work wellbeing questions. For the green questions, the higher your score the better. The four questions in orange are negatively phrased so a low score is better.

Work strengths
How satisfied are you with your strengths at work?

Work meaning
How meaningful is the work you do?

Work relationships
Do you work with people you get along with?

Work satisfaction
How satisfied are you with your work?

Work stress
How stressful is your work environment?

Work balance
How satisfied are you with your work-life balance?

Work hours
How many hours do you work per week?

Time pressure
Are you generally time pressed, and pressured for deadlines?
Welcome to the Dashboard of the Wow application. You can see your latest results, download a report, and share your report with others. The Wow Report and associated results should not be used to replace the advice of a qualified professional. If you are experiencing significant psychological difficulties, you should contact your doctor or a qualified mental health professional.

Dashboard Features:
- Latest Results
- Download Report
- Share Report
- Input email addresses to share the report

Disclaimer:
The Wow Report and associated results should not be used to replace the advice of a qualified professional. If you are experiencing significant psychological difficulties, you should contact your doctor or a qualified mental health professional.

Dashboards for different assessments:
- 4th Assessment: Completed 25th Jun 2014 09:52 AM
- 3rd Assessment: Completed 27th May 2014 09:38 PM
- 2nd Assessment: Completed 27th Apr 2014 09:54 AM
- 1st Assessment: Completed 27th Mar 2014 01:07 PM

Download Wellbeing Report

Login information:
- Email: admin@jarden.co.nz
- Password: [Redacted]

Assessment Summary:
- High: Stress, Bereavement, Personal Growth
- Low: Work, Food, Sleep

Login information:
- Email: admin@jarden.co.nz
- Password: [Redacted]
Savour your experiences

- Savouring involves being “in the moment” and “taking in” all that an experience has to offer. Think of it as wringing the pleasure juice out of life by giving attention to the pleasures of the moment.

- Savouring can be used in a wide variety of circumstances – one can savour a sensory experience, a social experience, a feeling, or even a memory.

- There are ten different types of savouring strategies - sharing with others, memory building, self-congratulation, sensory-perceptual sharpening, comparing, absorption, behavioural expression, temporal awareness, counting blessings, and kill-joy thinking.

- We are going to try a combo of “sensory-perceptual sharpening” and “absorption”.


Savour your experiences

- **Step 1**: Hold your almond.
- **Step 2**: Take a close **look** at it – inspect it, examine it! What does it look like? Is it symmetrical?
- **Step 3**: Close your eyes for the rest of this experience and **feel it in your hand** – what does the texture feel like?
- **Step 4**: **Smell** it. What does it smell like?
- **Step 5**: Put the almond into your mouth but do not bite or suck it – just let it rest on your tongue. **Explore the almond with your tongue and teeth**, noticing as much as you can.
- **Step 6**: **Bite slowly into it** and focus on the taste. Swirl the contents of the almond around in your mouth.
- **Step 7**: **Swallow** the almond and **open your eyes**.

Was it easy to stay focused as you tapped your senses and became absorbed in the sensory experience?

What was it like to pay attention to each individual detail of the experience?

Do you think this almond more enjoyable than then previously consumed almonds?
Peak-end theory

- Peak-end theory states that people’s judgments of their overall experience (like of this 60 minute talk) is greatly influenced by the peak of their experience, and how it ends.

- The research indicates that we judge our past experiences almost entirely on how they were at their peak and how they ended...

- It has to do with our memory of experiences...
A wellbeing overview

- Invest time and effort in family connections.
- We are social creatures so be enmeshed in a community of friends - deep and meaningful relationships.
- Know your personal values and live by them. Similarly, know your purpose and what derives meaning for you.
- Know your personal strengths and find ways to exercise them every day.
- Develop and optimistic thinking style.
- Invest your money in experiences rather than things.
- Be in work, and work that you enjoy.
- Be grateful.
- Savour the now regularly – rather than the past or future.
- Slow down – perhaps meditate?
- Be curious.
- Look after your health (the below 5 can make approximately 14 years difference to your life expectancy - the quality of both your current life and those extra 14 years).
  - Eat real food – not too much, and mostly plants (LCHF).
  - Exercise regularly – and different types: aerobic, resistance, flexibility, balance.
  - Drink alcohol in moderation.
  - Don’t smoke.
  - Get enough quality sleep.

Caveat: Genetics and upbringing also make a slight bit of difference, but since you can’t do too much about those, don’t worry about them...
Two plugs