

Wellbeing in and past sport: Skills and strategies for performance and the good life

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Associate Professor Aaron Jarden

Center for Wellbeing Science, The University of Melbourne

aaron.jarden@unimelb.edu.au

Conflict of interest...



What will success look like today?

What does a great day at work look like?

What does a great life look like?



What does wellbeing mean to you?

“Wellbeing can be understood as how people feel and how they function both on a personal and social level, and how they evaluate their lives as a whole.” -

Michaelson, J., Mahony, S., & Schifferes, J. (2012).

“Wellbeing can be understood as how people **feel** and how they **function** both on a **personal and social** level, and how they **evaluate** their lives as a whole.” -

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Keyes

Flourishing

- **Emotional Wellbeing**
 - Positive affect (happy)
 - Positive affect (interested)
 - Life satisfaction
- **Social Wellbeing**
 - Social contribution
 - Social integration
 - Social actualisation
 - Social acceptance
- **Psychological Wellbeing**
 - Self-acceptance
 - Environmental mastery
 - Positive relationships
 - Personal growth
 - Autonomy
 - Purpose in life

Huppert & So

Flourishing

- **Positive Appraisal**
 - Positive emotion
- **Positive Functioning**
 - Engagement
 - Competence
 - Meaning
 - Positive relationships
- **Positive Characteristics**
 - Emotional stability
 - Vitality
 - Optimism
 - Resilience
 - Self-esteem

Diener et al.

Flourishing

- Purpose and meaning
- Positive relationships
- Engagement
- Social contribution
- Competence
- Self-acceptance
- Optimism
- Self-esteem

Seligman et al.

Flourishing

- Positive emotion
- Engagement
- Positive relationships
- Meaning and purpose
- Accomplishment/competence

As the philosopher Wittgenstein said:

“the meaning of a word is its use in the language”

(Wittgenstein, 1958, S43).



Wellness

Flourishing

Thriving

Life satisfaction

Happiness

Quality of life

Mental health

Subjective wellbeing

The list goes on...



Why is wellbeing important?

Oswald, Proto, and Sgroi (2009) reported a 12% **increase in performance** and productivity when an intervention to increase subjective wellbeing was used.

Difference in **productivity** between high and low wellbeing employees can be as much as 30% (Page & Vella-Brodrick, 2009; Right Management., 2009).

Increasing employee wellbeing can **reduce the cost of sick leave** by 19% (Bertera, 1990).

Increasing happiness at work **reduces the cost of employee turnover** by 46% (Judge, 1993).

Better performance

Longevity (on average, around 8 years)

Greater goal obtainment

Increased compassion, empathy, helpfulness, ethical decision making

Better jobs and pay

Better health (get sick less, recover faster: super wound healing)

Greater resilience

Better relationships

Increased psychological flexibility

Wellbeing → Engagement → Performance / Productivity → Success

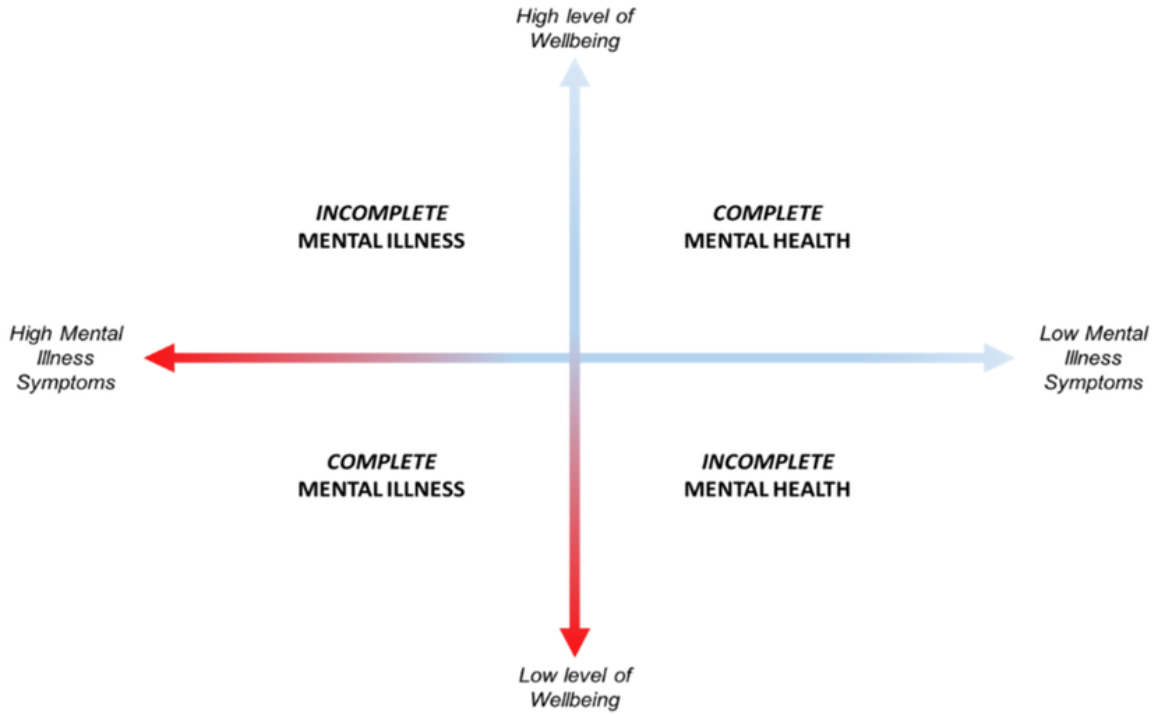
Wellbeing → Engagement → Performance / Productivity → Success

Wellbeing → Engagement → Performance / Productivity → Success

Wellness →

What about illbeing and discomfort?

Wellbeing and resilience correlated $r = 0.5$



Think about one of the best days of your life...

How did that happen?

What components did it involve?

Think about one of the best days of your life...

How did that happen?

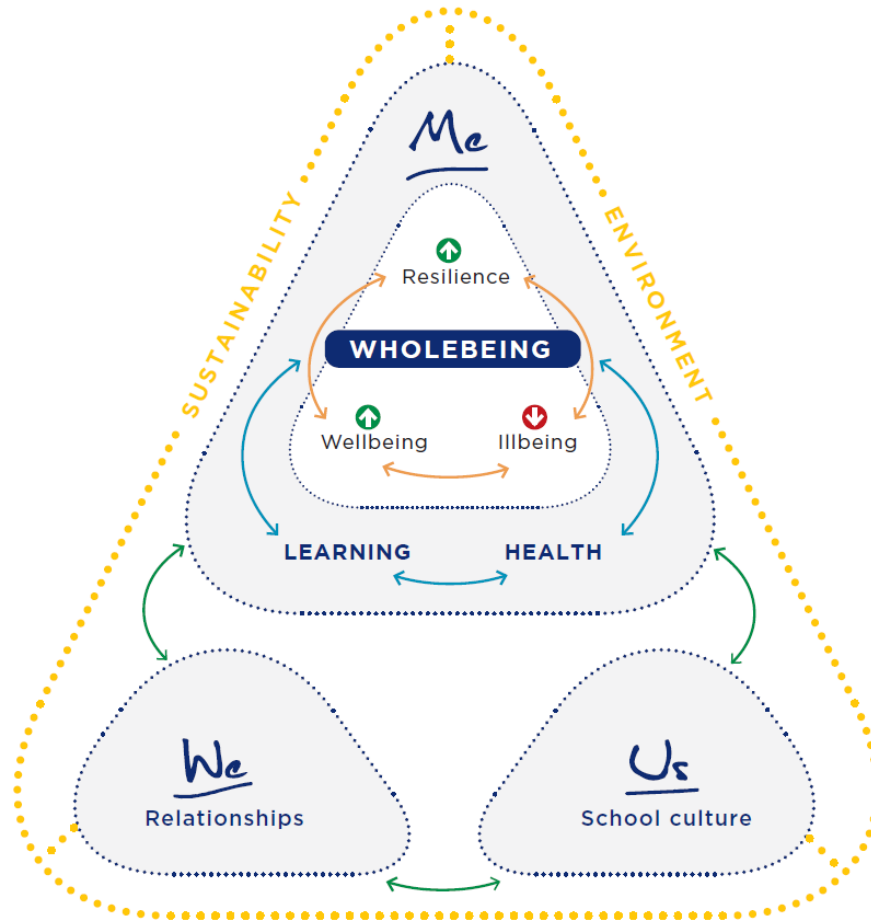
What components did it involve?

Embrace discomfort – chances are the best days of your life to date included an element of discomfort

Embrace negative emotions – they are functional

Discomfort → Wellbeing

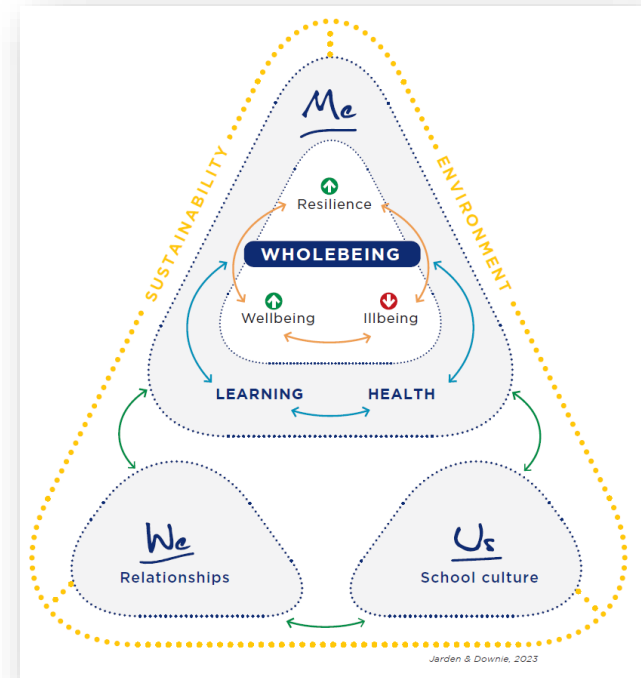
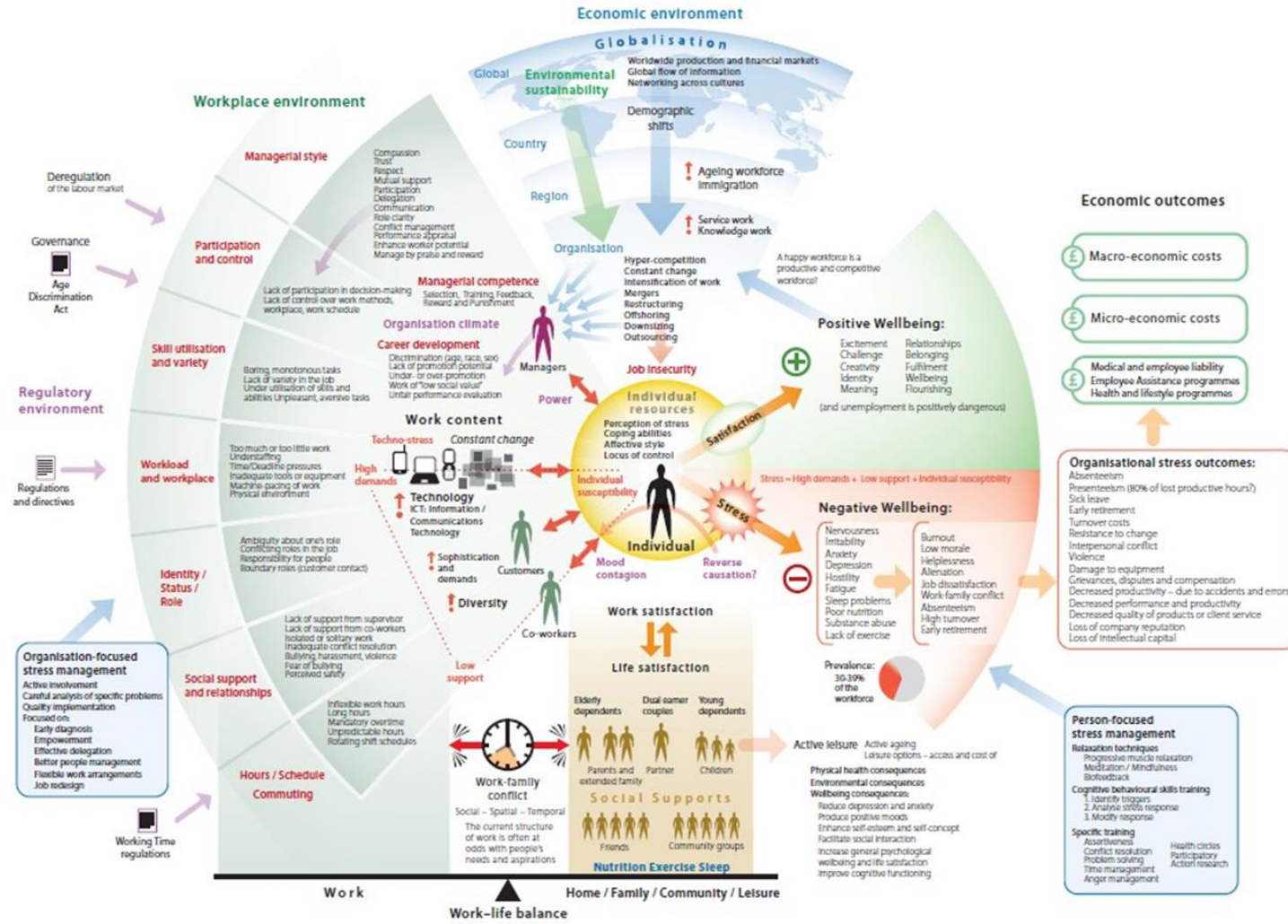
Wellbeing flows through systems



Jarden & Downie, 2023

Wellbeing at work – conceptual overview

Systems maps



What skills and strategies would be helpful?

Values

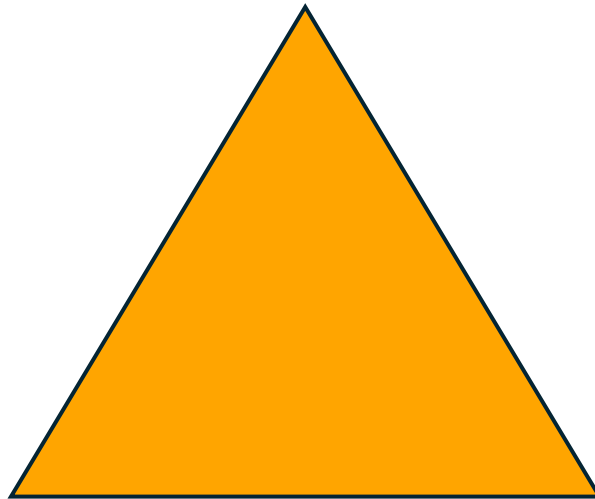
Values, strengths, focus/composure, decision making, wellbeing planning...

Values

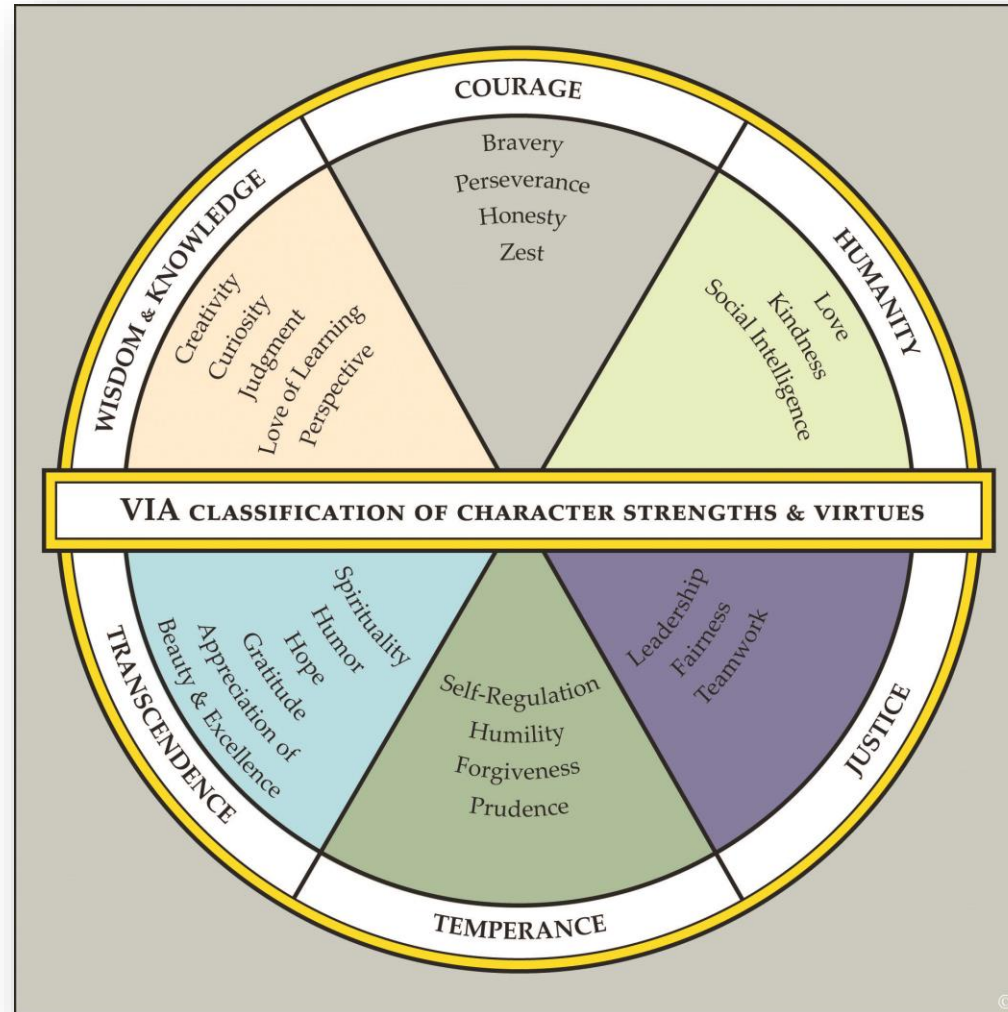
<p>PERSONAL VALUES Card Sort W.R. Miller, J. C'de Baca, D.B. Matthews, P.L. Wilbourne University of New Mexico, 2001</p>	<p>IMPORTANT TO ME</p>
<p>VERY IMPORTANT TO ME</p>	<p>NOT IMPORTANT TO ME</p>
<p>ACCEPTANCE to be accepted as I am 1 9/01</p>	<p>ACCURACY to be accurate in my opinions and beliefs 2 9/01</p>
<p>ACHIEVEMENT to have important accomplishments</p>	<p>ADVENTURE to have new and exciting experiences</p>

Values

Values, meaning, purpose...



Strengths



Strengths

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** at work.

Focus / Composure

The Geelong three breaths exercise

1. Breath One. Take a deep breath. Notice your physical body and any points of pain or tension. Breath out slowly and release any tension away.
2. Breath Two. Take a deep breath. As you breathe out think about what you are grateful for right at this very moment. Say to yourself “Right now I am grateful for...”.
3. Breath Three. Take a deep breath. As you breathe out think what intentional state you want to be in right now. Say to yourself “My intention right now is to be (kind, open minded, relaxed, critical, curious etc)...”.

Decision making

Maximising and satisficing.

The goal of the exercise is to increase your decision-making skills which in turn impact your wellbeing.

- Individuals who **maximise** consider all possibilities comprehensively and strive to select the best option. These individuals search out information to ensure they are exposed to the best alternative.
- Individuals who **satisfice** seek an alternative that exceeds some criterion of acceptability. Once they identify an acceptable option, they discontinue their search and choose that option. These individuals do not pursue the goal to optimise every decision.

Decision making

So which are you? Do you think you are a maximiser or satisficer?

Maximising all the time is stressful and not good for wellbeing. It cognitively overloads us...

To enhance wellbeing, individuals should, on some occasions, decide not to consider all of the options and alternatives and instead take a satisficing approach. What regular decisions can you satisfice?

Wellbeing planning

Design a great day, including a standard work day, from when you wake up to go to sleep in 60-minute intervals. Focus on building in psychological and physical wellbeing, and strengths use.

Build off “what does wellbeing mean to you?” and “what does a great day at work look like for you?”.

Wellbeing planning

Instructions

Design a great day in one-hour intervals from when you wake up in the morning until you go to sleep. Below is an example of Paul's plan for a great day at work.

Time	Activity	Strength Use	How Important?	Expected Enjoyment
7:00 - 8:00	Breakfast	Curiosity	Good fuel to power me	3/10
8:00 - 9:00	Bus to work	Appreciation of beauty	Little importance	2/10
9:00 - 10:00	Emails and calls	Kindness	Social relationship are important to my wellbeing	3/10
10:00 - 11:00	Work on report on Gunway project	Perseverance	My professional standing is important to me	3/10
11:00 - 12:00	Team meeting	Teamwork	Social relationship are important to my wellbeing	7/10
12:00 - 1:00	Lunch with Tom	Social Intelligence	Having a good friend at work is important to me	9/10
1:00 - 2:00	Site visit to Gunway instillation and appraisal	Honesty	This is an important project for our firm, and my boss wants a great performance from me	8/10
2:00 - 3:00	Work on pitch for Great Halls project	Bravery	Chance to be creative	4/10
3:00 - 4:00	Go to Mega site to help apprentice Peter with instillation	Leadership	I like teaching others	9/10
4:00 - 5:00	Write up today's work notes and visits, emails and calls	Kindness	My professional standing is important to me	3/10
5:00 - 6:00	Bus home	Appreciation of beauty	Little importance	1/10
6:00 - 7:00	Prepare and eat dinner with Julie, fix hinge on front gate	Love	I love my wife and time with her	10/10
7:00 - 8:00	TV (Space Road TV series)	-	Little importance but entertaining	7/10
8:00 - 9:00	Note sure, maybe Halo Xbox game	Zest	?	?
10:00 - 11:00	Three Good Things activity, read novel till 10:30	Gratitude	Three things makes me feel good	8/10

Thank you

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