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

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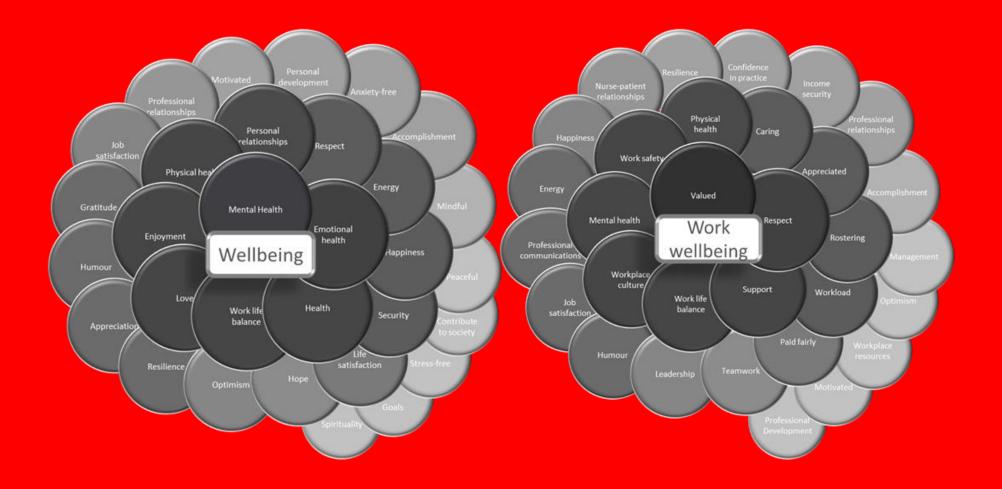
Conflict of interest...



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).

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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 Apprasial
- Positive emotion
- Positive Functioning
- Engagement
- Competence
- Meaning
- Positive reslationships
- Positive Characteristics
- Emotional stability
- Vitalty
- Optimism
- Resilience
- Self-esteem

Diener et al.

Flourishing

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

Seligman et

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

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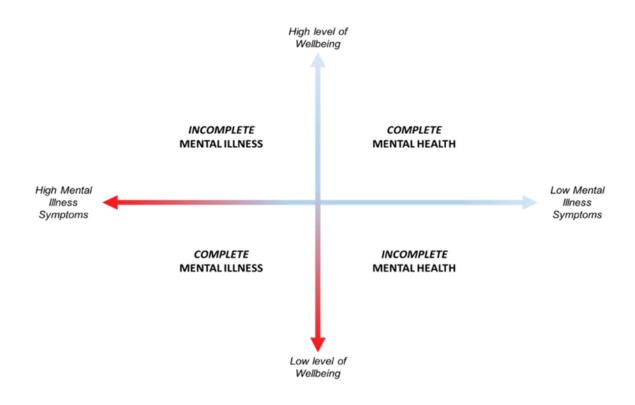
Wellbeing \rightarrow Engagement \rightarrow Performance / Productivity \rightarrow Success

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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?

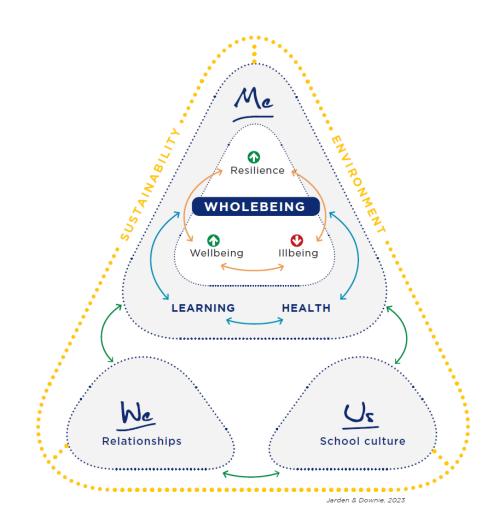
What components did it involve?

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

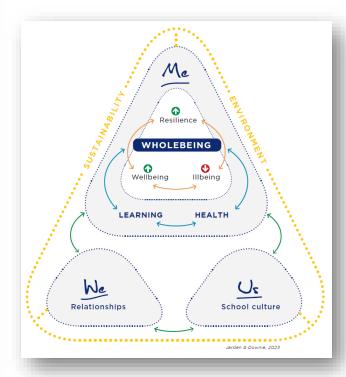
Embrace negative emotions – they are functional

Discomfort → Wellbeing

Wellbeing flows through systems



Systems maps Wellbeing at work - conceptual overview Economic environment Globalisation Worldwide production and financial markets Global Environmental Global flow of information Networking across cultures sustainability Workplace environment Demographic shirts Country Managerial style Respect
Mutual support
Participation
Delegation
Communication Ageing workforce Deregulation Immigration of the labour market Region **Economic outcomes** Role clarity Conflict management Performance aboratial Knowledge work Governance Participation Enhance worker potential Manage by praise and reward Organisation Macro-economic costs and control A happy workforce is a productive and competitive Constant change Managerial competence worldores? Intensification of work Lack of participation in decision-making Discrimination Selection, Training Feedback, Reward and Purenment Lack of control over work methods. Restructuring Act Offshoring Micro-economic costs Organisation climate Positive Wellbeing: Downsizing Outsourcing Career development Skill utilisation Challenge Belonging Discrimination (age, race, sex) Lack of promotion potential Under- or over-promotion and variety Medical and employee liability Boring monotonous tasks Lack of variety in the job Under utilization of skills and Job Insecurity Employee Assistance programmes Identity Welbeing Work of "low social value" Meaning Flourishing Health and lifestyle programmes Regulatory Untair performance evaluation Individual abilities Unpleasant, aversive tasks (and unemployment is positively dangerous) environment resources Work content Perception of stress Coping abilities Affective style Techno-stress Constant change d_8 Locus of control Indenstaffing Ime/Deadline pressures Organisational stress outcomes: and workplace tradequate tools or equipment Stress - High domands + Low support + Individual susceptib Regulations Machine-pacing of work Physical environment Presenteelsm (80% of lost productive hours?) Technology ICT: Information / Sick leave and directives Negative Wellbeing: Early retirement Communications Turnover costs Technology Resistance to change Ambiguity about one's role Conflicting roles in the job Responsibility for people Boundary roles (customer contact) Individual Interpersonal conflict Low morale † Sophistication Arodety Violence Mood Roverse Helplesmess Depression Damage to equipment Identity Customers causation? Alternation contagion lostility demands Grievances, disputes and compensation Decreased productivity – due to accidents and errors lob dissatisfaction Status / atigue Work-family conflict Role Diversity Sleep problems Poor nutrition Decreased performance and productivity Work satisfaction Decreased quality of products or client service Lack of support from supervisor High tumover Early retirement Substance abuse Lack of support from supervior Lack of support from co-workers toolsted or softcar work tradequate conflict resolution Bullying, herasyment, violence Fear of bullying Perceived safety Loss of company reputation Loss of intellectual capital Co-workers Lack of exercise Organisation-focused Prevalence: Life satisfaction stress management Social support 30-39% Active involvemen of the and relationships Careful analysis of specific problem Inflaxible work hours Long hours Mandatory overtime Unpredictable hours Rotating shift schedule Dual carmer Young workforce Quality implementation Focused on Person-focused Early diagnosis stress management Empowerment Effective delegation Active leisure Active againg Leisure options – access and cost of Relaxation techniques Better people management Meditation / Mindfulness Parents and Partner Children Physical health consequences Flexible work arrangements Hours / Schedule Work-family Stofoodback Environmental consequences Job redesign Cognitive behavioural skills training Wellbeing consequences: conflict Social Supports Identify triggers 2. Analyse strets response Reduce depression and anxiety Social - Spatial - Temporal Produce positive moods 3. Modify response The current structure Enhance self-esteem and self-concept Specific training of work is often at Facilitate social interaction Working Time Conflict resolution Problem solving Time management Anger management Increase general psychological regulations Participatory Action research needs and aspirations wellbeing and life satisfaction **Nutrition Exercise Sleep** Improve cognitive functioning Work Home / Family / Community / Leisure Work-life balance



What skills and strategies would be helpful?

Values

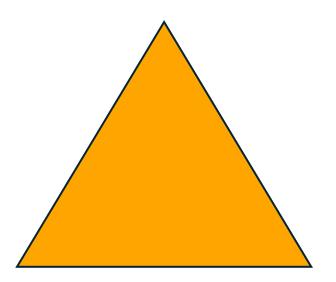
Values, strengths, focus/composure, decision making, wellbeing planning...

Values

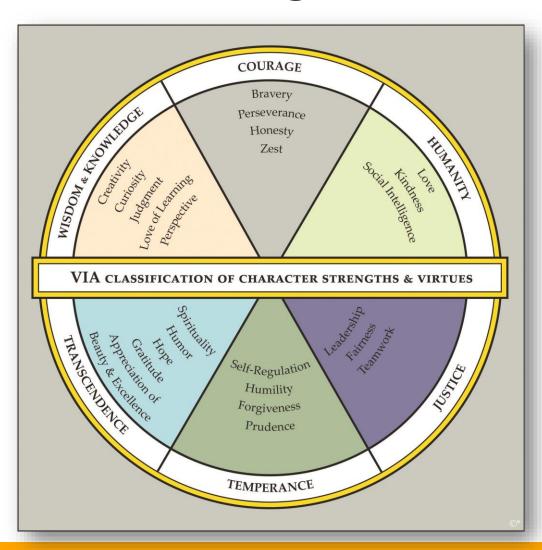
PERSONAL VALUES IMPORTANT TO ME Card Sort W.R. Miller, J. C'de Baca, D.B. Matthews, P.L. Wilbourne University of New Mexico, 2001 **VERY IMPORTANT TO ME NOT IMPORTANT TO ME ACCEPTANCE ACCURACY** to be accepted as I am to be accurate in my opinions and beliefs 2 9/01 9/01 **ACHIEVEMENT ADVENTURE** to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

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. <u>Breath One</u>. Take a deep breath. Notice your physical body and any points of pain or tension. Breath out slowly and release any tension away.
- 2. <u>Breath Two</u>. 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. <u>Breath Three</u>. 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)...".

Developed by Justin Robinson at Geelong Grammar. Now Co-Founder The Wellbeing Distillery and My Manifesto.

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 an 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 todays 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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