

Wellbeing- Reaching That Goals

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Positive Psychology



Flow-Csikszentmihalyi

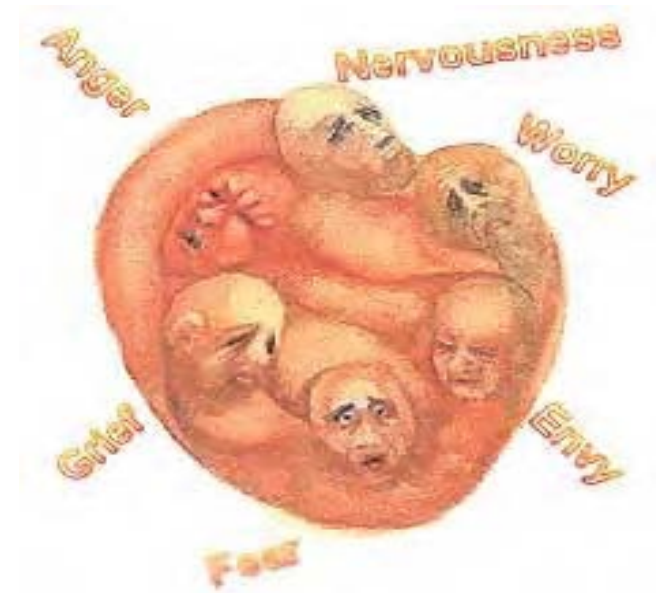
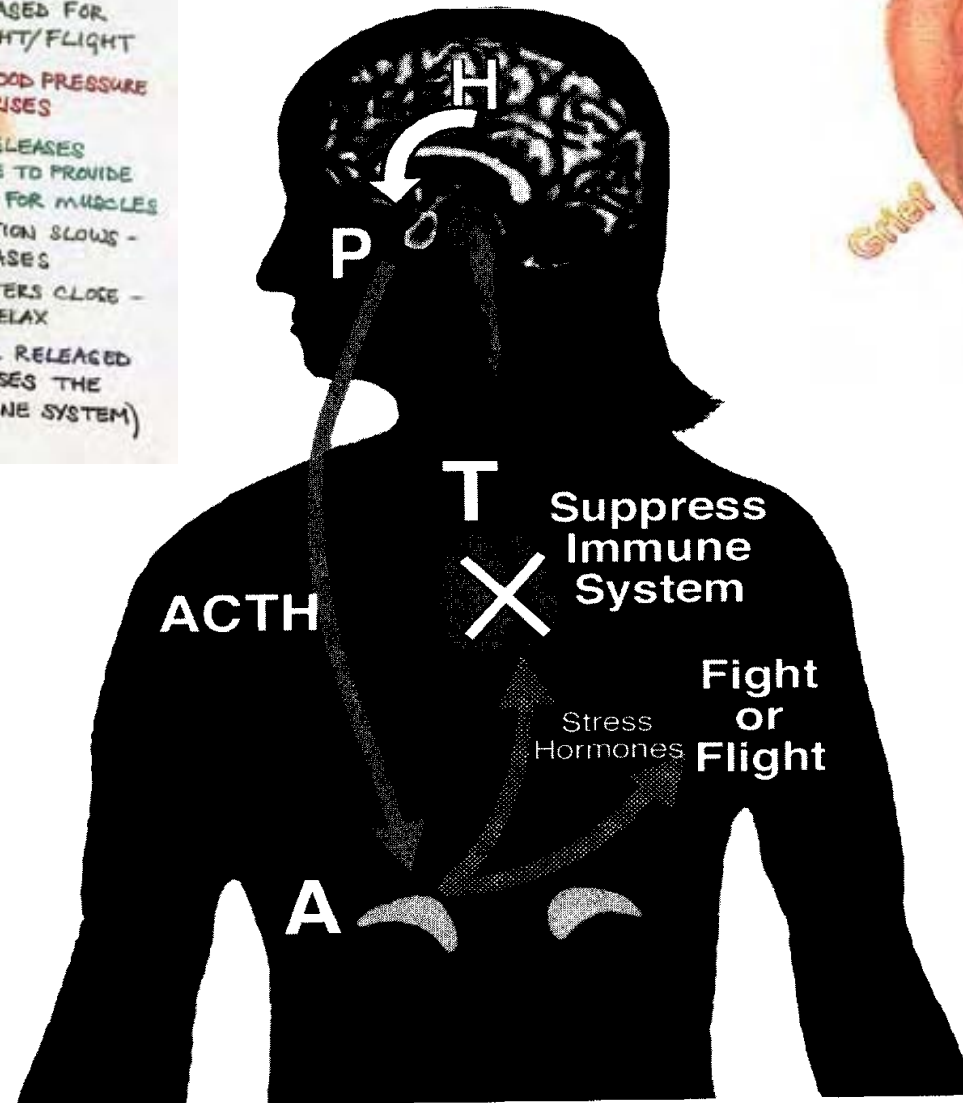


- Bill Russell '*Second Wind*'.
- Rowers moment of 'swing'
- J.R.R. Tolkien
- - Less burn out, stress
 - Increased wellbeing,
 - More resilient less depressed
 - Higher esteem, grades, performance etc

- “Flow is an experiential state of being, when extraordinary concentration, commitment, effort, interest and enjoyment are being experienced simultaneously, yet a state seemingly void of time, emotion and effort, it is complete engagement with a present complex task”
- Time 'where did it go'
- Balance skill & challenge
- Concentration
- Clear goal
- Paradox control/ subconscious



HPA Axis



Steps of the HPA Axis

1. Perceived stress -brain,
2. Hypothalamus secretes CRF (corticotropin-releasing factor), to the pituitary gland.
3. CRF activates pituitary to release ACTH (adrenocorti-cotropic hormones) into the blood.
4. ACTH reaches adrenal glands, signals to turn on the secretion of the "fight-flight" adrenal hormones.
5. These stress hormones coordinate the function of the body's organs, providing us with great physiologic power to fend off or flee danger.

Side effects of HPA Axis

1. Constrict the blood vessels to digestive tract and parts of brain
 - forcing the energy-providing blood to preferentially nourish the tissues of the arms and legs and reptilian Brain that enable us to get out of harm's way.
- Fight or flight response results in an inhibition of growth-related functions;
 - visceral organs stop doing their life-sustaining work of digestion, absorption, excretion and other functions that provide for the growth of the cells and the production of the body's energy reserves.
2. The immune system - body's second protection from threats originating under the skin, eg bacteria and viruses. When the immune system is mobilized, it can consume much of the body's energy supply, so is turned off/slowed down to conserve energy

The Nun Study

Danner, Snowdon, & Frisessen, 2001



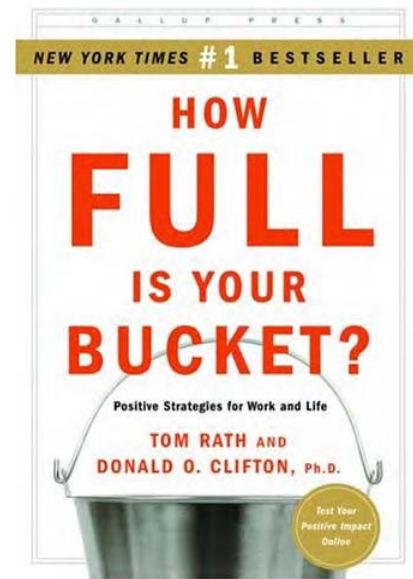
VS.



Survival Rates	85	94
Happiest Quartile	90%	54%
Least Happy Quartile	34%	11%

Rath & Clifton

- Every one has invisible bucket of positive emotion
- At best when bucket is over flowing positivity
- We each have dipper which we fill or deplete others buckets
- Every interaction will affect your level
- When we fill other buckets we fill ours
 - Bad bosses increase stroke 33%
 - Negative staff \$250-300 billion annually
 - Lack of appreciation number 1 reason people leave





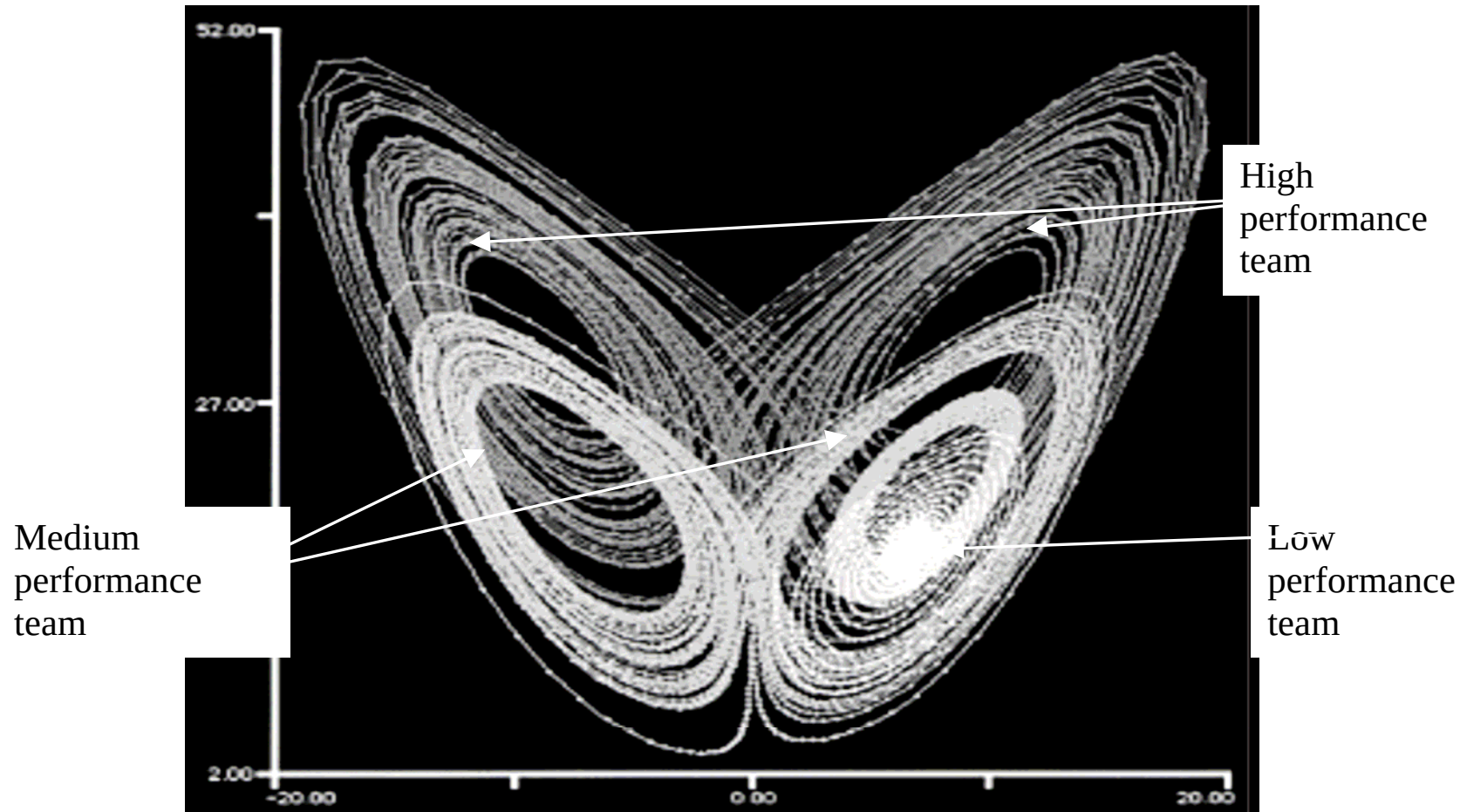
5 Steps in Bucket Filling

- Prevent bucket dipping (aim at 5:1 -self and staff)
- Focus on what right-fill buckets
- Make best friends
 - Learn names
 - Listen encourage mentor
 - Create positive interactions with all
- Give unexpectedly
- Reverse the golden rule (Do to others as they would have them do unto them)

The Complex Dynamics of Three Types of Business Teams

The vertical axis represents emotional space; negative and positive.

The horizontal axis represents degrees of inquiry versus advocacy; The left represents asking questions, and the right represents advocating one's own viewpoint.



Fredrickson, B. L., Losada, M. F., 2005. Positive affect and the complex dynamic of human flourishing. *American Psychologist* Vol. 60, No. 7, 682.

Positive Psychology



Three core aims of psychology

- ‘making normal people stronger and more productive’
- ‘identifying and nurturing high talent’
- ‘curing mental illness’

- Imbalance?
 - Post WWII
 - Balance of Funds



What Determines Happiness?

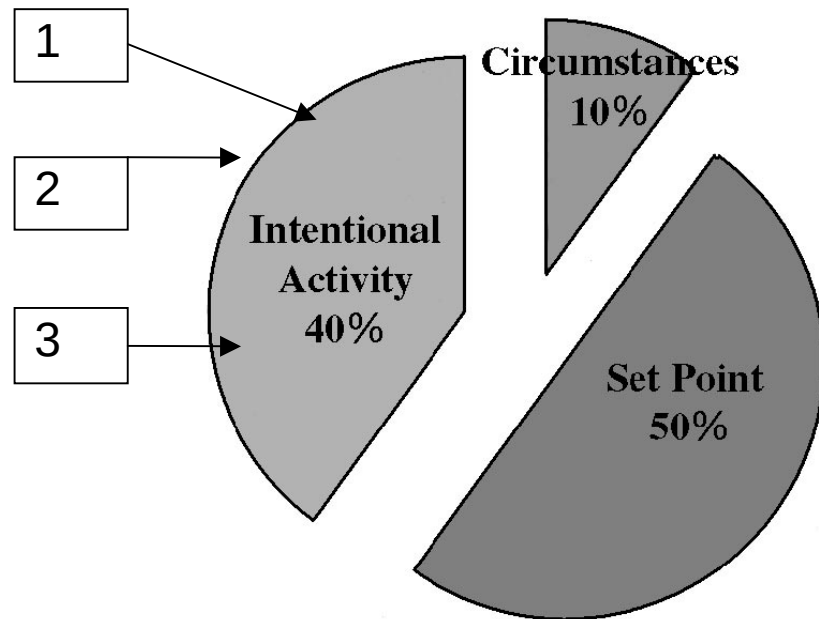


Figure 2. Three primary factors influencing the chronic happiness level. Pg 116, (Lyubomirsky, Sheldon, & Schkade, 2005)

1 Pleasant Life

Hedonist - maximising pleasure and minimising pain, eg sensual pleasures.

- Past life satisfaction, **gratitude**, pride, serenity, contentment and **forgiveness**
- Future life satisfaction, **optimism**, faith and **hope**
- Present life satisfaction, bodily and complex pleasure, **savouring**.

2 Engaged Life

- ‘Eudemonia’ –being true to one’s inner self, Aristotle (384-322 BC)
- **Flow** the psychological state that accompanies highly engaging activities
- Re-crafting work, love, friendships, parenting, around flow

3 Meaningful life

- Develop **strengths** and then use those skills and talents to a greater good.
- Personal **values**, **beliefs** and **calling**
- Re-crafting work, love, friendships, leisure in service of something larger

Psychology In Balance?

- 21/1 ratio of studies is unhealthy...
- ... but it reflects reality
 - depression 10 times higher today than 1960
 - mean age for depression today is 14.5 (compared to 29.5 in 1960)
 - 80% of Harvard students depressed at least once last year
 - 45% of college students nationwide depressed; 94% overwhelmed (Kadison, 2005)



"The Emperor's New Drugs"

Irving Kirsch, University of Connecticut psychologist;

- antidepressant drugs "may have no meaningful pharmacological effect at all."
- data from 38 studies on six antidepressant drugs approved by the U.S. Food & Drug Administration (FDA),
- 50 point Hamilton Depression Scale, people getting real drugs improved 10 points, versus 8 points for people getting placebo
- Marketing works

•We have discovered that there are human strengths that act as buffers against mental illness: courage, future-mindedness, optimism, interpersonal skill, faith, work ethic, hope, honesty, perseverance, the capacity for flow and insight, to name several... We have shown that learning optimism prevents depression and anxiety in children and adults, roughly halving their incidence over the next two years... Similarly, I believe, that if we wish to prevent drug abuse in teenagers who grow up in a neighborhood that puts them at risk, that the effective prevention is not remedial. Rather it consists of identifying and amplifying the strengths that these teens already have.”

Martin Seligman



1 Pleasant Life **Gratitude**



Gratitude- **POSITIVE EMOTION**

- Increased life satisfaction, and meaningfulness
- Increased productivity
- Fostered community transformation, and produced positive emotions in others.
- Increased coping,
- Increased well-being
- Increased ability to cope with stress
- Lowered the frequency of antisocial behaviours like narcissism
- Allowed for a positive reinterpretation of stressful or negative life experiences,
- Strengthened social relationships
- Increased cardiovascular health, and immune functioning
- Reduced stress and hypertension
- Lowered levels of destructive impulses like envy and greed

Gratitude Pleasant Life

- **Three Good Things Exercise**

Write down three things that went well at the end of each day.

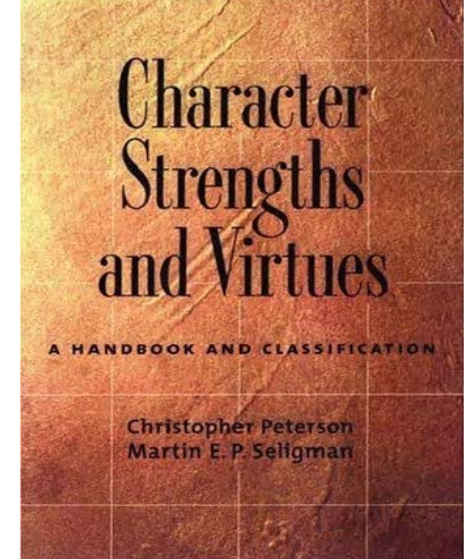
- Also write down the causes of each of the recorded things/events.
- How can the same science be incorporated into how we relate to others?
 - 50,000 thoughts per day
 - 80-88% negative
 - Most of this is inaccurate!



2. Engaged Life Strengths



CHARACTER STRENGTHS; SIX VIRTUES



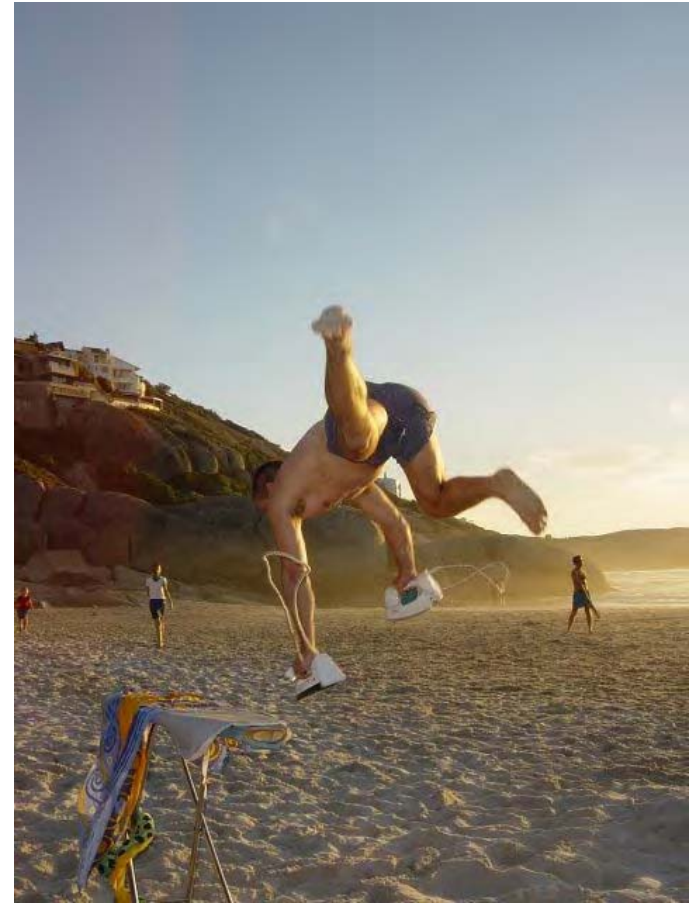
1. **Wisdom & Knowledge** (cognitive strengths entailing the acquisition & use of knowledge)
2. **Courage** (emotional strengths involving the exercise of will to accomplish goals in the face of opposition external or internal)
3. **Humanity** (interpersonal strengths that involve tending & befriending others)
4. **Justice** (civic strengths that underlie healthy community life)
5. **Temperance** (strengths that protect against excess)
6. **Transcendence** (strengths that forge connections to the larger universe & provide meaning)

24 character Strengths

basic criteria;

1. multicultural applicability,
2. malleability,
3. have benefit as alone characters

- “It is proposed that the good life or happiness with the present, is found by identifying character strengths and fostering them” (M. E. P. Seligman, 2002)



Questions; Signature Strengths

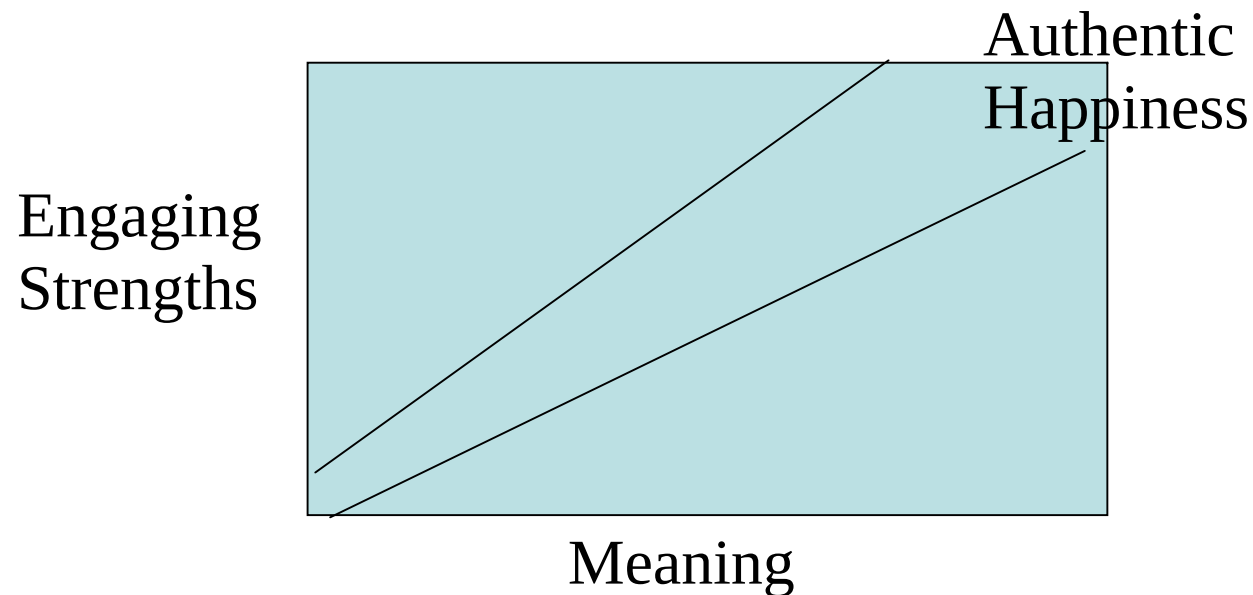
- 1.A sense of ownership and authenticity
- 2.A feeling of excitement, joy, zest, enthusiasm while displaying it.
- 3.A rapid learning curve as the strength is first practiced
- 4.Continuous yearning and learning of new ways to enact the strength even in personal projects
- 5.A feeling of inevitability in using strength
- 6.Invigoration rather than exhaustion
- 7.The discovery of the strength as owned was an epiphany

Your homework, Using Signature Strengths in a New Way

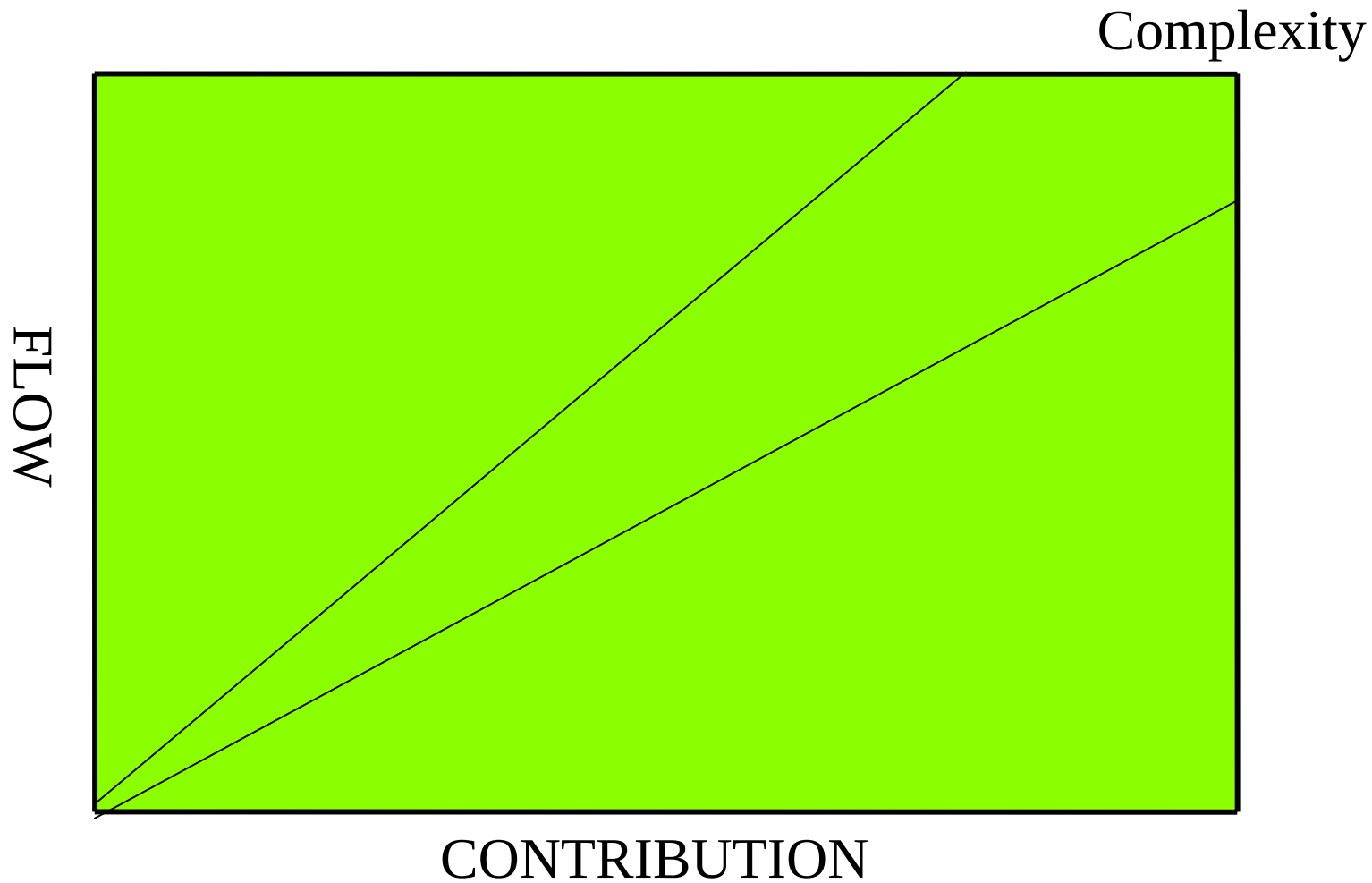
- **Use one of your signature strengths in a new, different or more frequent way, every day for one week.**
- One week, 1 month, 3 months and one year later increased happiness and decreased depressive symptoms.

Authentic Happiness

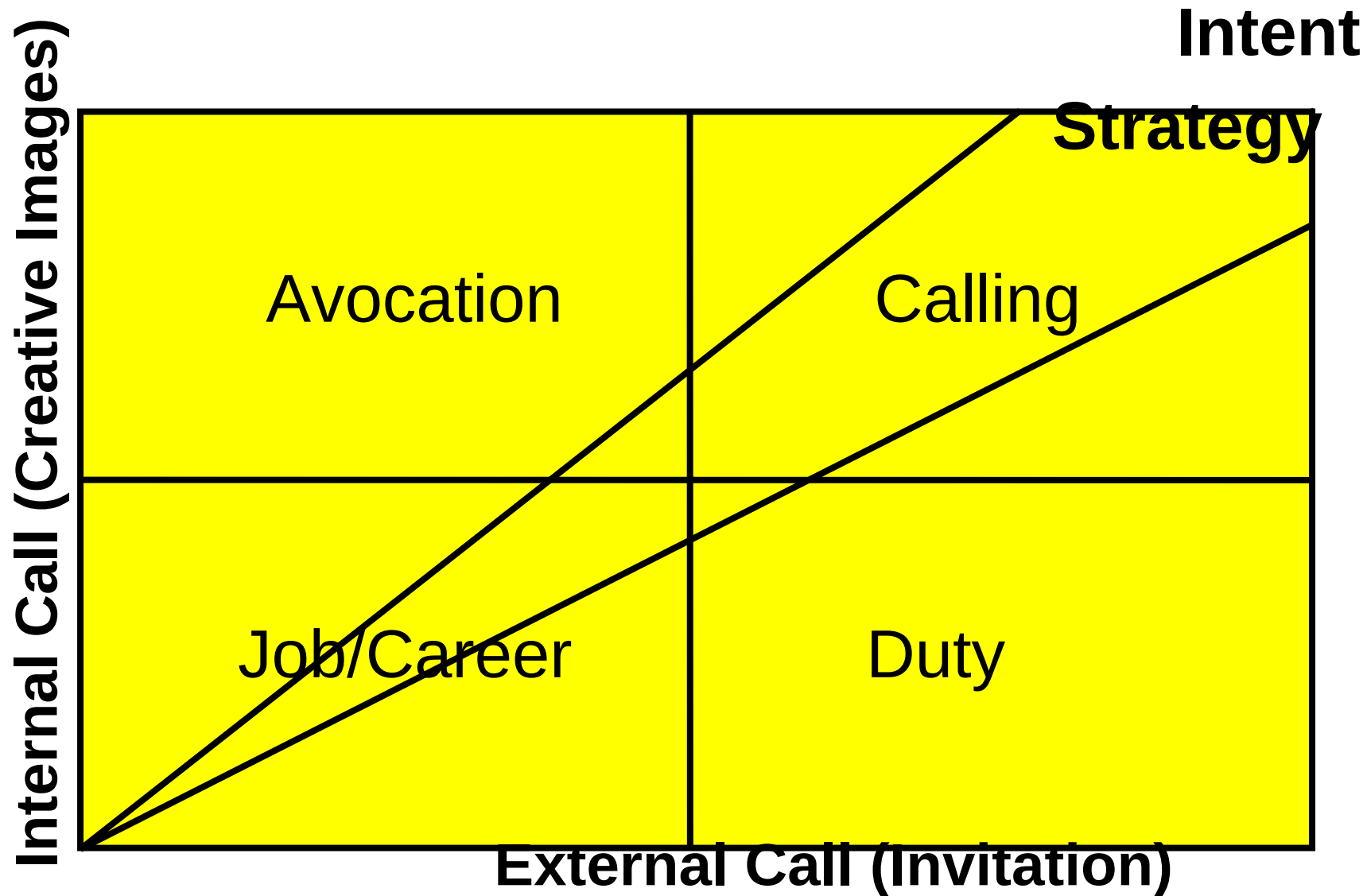
- “Happiness and fulfilment can be found by using our signature strengths more often in our life in a meaningful way”
Seligman



Model of Flow Leading to Complexity



Model of Calling



3 Meaningful Life Calling



‘Human existence always points, and is directed, toward something other than oneself or, rather, toward something or someone other than oneself ... and only to the extent to which a human being lives out his self-transcendence is he really becoming human and actualizing himself’, p. 294 (Frankl, 1963).

Meaning- Benefits

- Increased immune system functioning,
- Increased liver functioning,
- Increased academic performance
- Having meaning predicted positive functioning,
- Increased happiness
- Increased life satisfaction
- Loss of happiness can be compensated by adding meaning,
 - having more children and the unhappy terrorist
- Finding or having meaning during negative events minimises levels of suffering
 - HIV suffers and their caregivers, who engaged in meaning making, had more CD4 T lymphocyte cells (indicator of HIV progress) and improved grief recovery

Meaninglessness

- Meaninglessness is associated with;
 - Psychological distress
 - Pathology
 - Depression
 - Disengagement
- ‘Depression and other pathology often results when individuals are unable to identify and pursue a worthy meaning’, Victor Frankl.

Changes in Meaningfulness

- 1968: 41% to make a lot of money
83% to develop a meaningful philosophy of life
- 1997: 75% to make a lot of money
41% to develop a meaningful philosophy of life

Paths to Meaning

- **Born Into-** by family, culture and/or history.
- **Pushed-** 'Formulated' because of a response to a problem, crisis and a new meaning is forced to be taken.
- **Pulled-** Discovering meaning, unlike when a person is pushed or enculturated, but drawn onward by enjoyable interaction that incrementally deepen meaning.



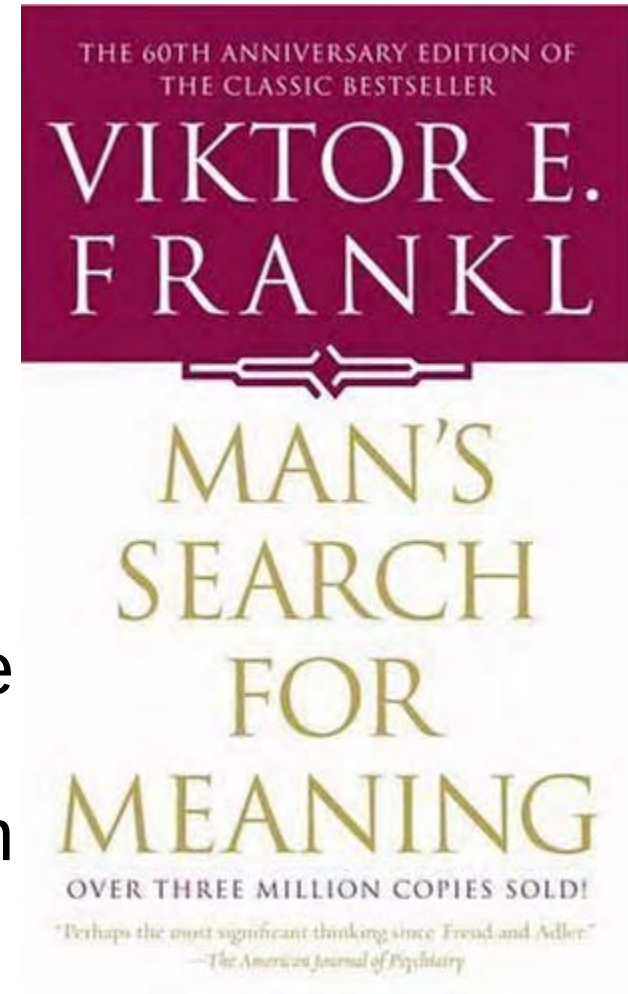
Frankl

"Again and again I therefore admonish my students in Europe and America: Don't aim at success - the more you aim and make it a target, the going to miss it. For happiness, cannot be

pursued; it must ensue, and it only does so as the unintended side effect of one's personal dedication to a cause greater than oneself or as the by-product of one's surrender to a person other than oneself. Happiness must happen, and the same holds for success: you have to let it happen by not caring about it. **I want you to listen to what your conscience commands you to do and go on to carry it out to the best of your knowledge. Then you will live to see that in the long-run - in the long-run, I say! - success will follow you precisely because you had forgotten to think about it."**



- ‘Meaning already exists in all circumstances, even if at first it appears hidden’.
- ‘Being able to detect meaning in their circumstance and to pursue that meaning, their focus shifts from their current problems towards the fulfilment of that meaning; as a result, problems are removed from the perceptual spotlight of the individual and often lessen or even disappear’



Wild Geese

By Mary Oliver



*You do not have to be good.
You do not have to walk on your knees
for a hundred miles through the desert, repenting.
You only have to let the soft animal of your body
love what it loves.
Tell me about despair, yours, and I will tell you mine.
Meanwhile the world goes on.
Meanwhile the sun and the clear pebbles of the rain
are moving across the landscapes,
over the prairies and the deep trees,
the mountain and the rivers.
Meanwhile, the wild geese, high in the clean blue air,
are heading home again.
Whoever you are, no matter how lonely,
the world offers itself to your imagination,
calls to you like the wild geese, harsh and exciting-
Over and over, announcing your place
in the family of things.*



Excerpted from *New and Selected Poems* by Mary Oliver,
Beacon Press, Boston, Mass., 1992.



Neil's Story



Joseph Cambells *Hero*

Follow you bliss. Find where it is , and don't be afraid to follow it... We are having experiences all the time which may on occasion render some sense of this, a little intuition of where your bliss is... those moments when you feel most happy, when you really are happy- not just excited, not just thrilled, but deeply happy... Grab it ...stay with it, no matter what people tell you. This is what I call 'following your bliss'... *then* you come to bliss. (J. Campbell)

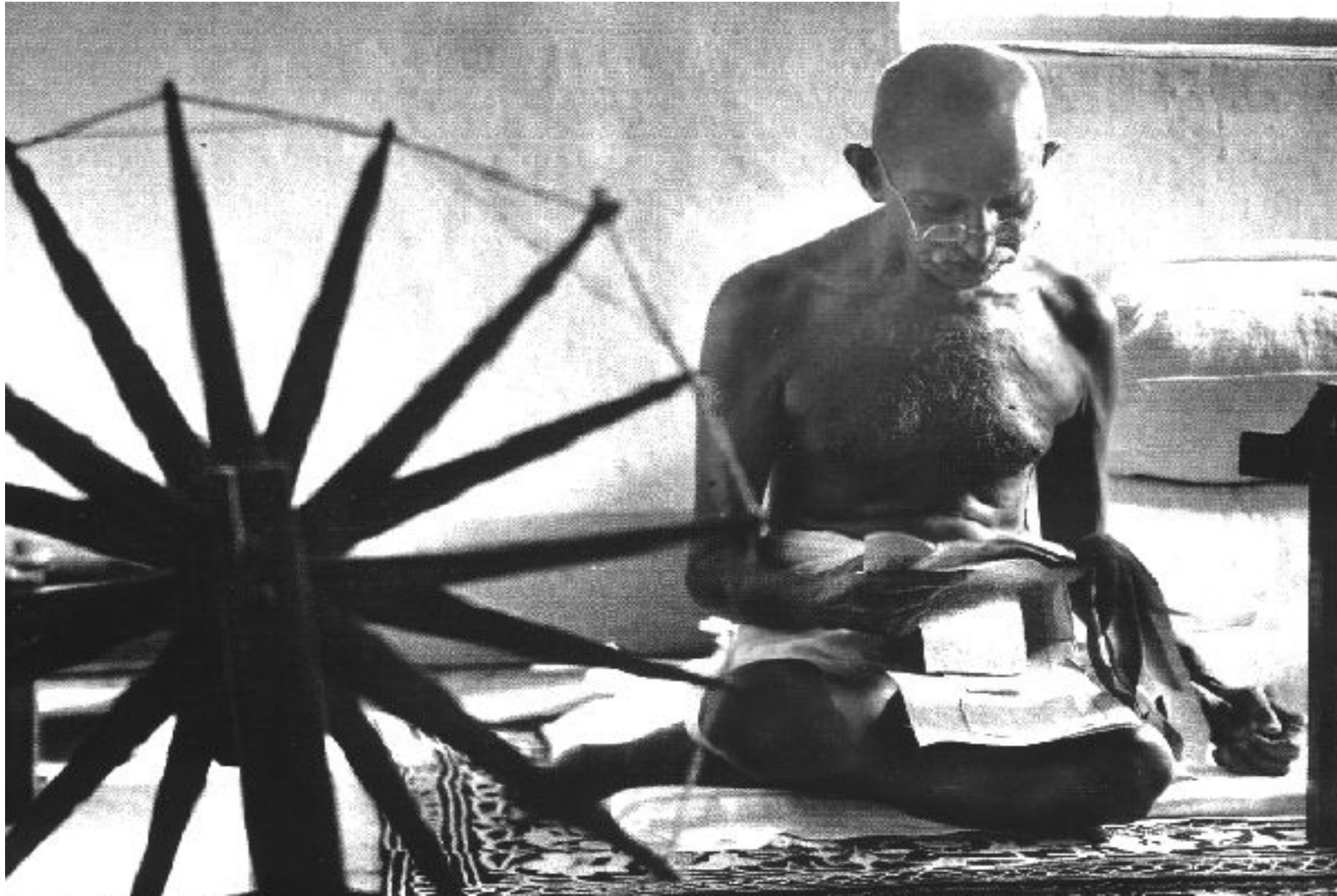


Franz Kafka

“You need not do anything. Remain sitting at your table and wait. You need not even speak. You need not even move. You need not even listen. Just learn to become quiet and still and solitary and the world will freely offer itself to you to be unmasked. It has no choice. It will roll in ecstasy at your feet.”

Meaningful Life Meaning Life

- Learn to sit and wait
- Be open to to own internal images and callings
- Be willing step into fear, scarifice, and hold
- Read mans Serach for Meaning



change you want to see in the world.”

Gandhi