Lunch ‘N’ Learn Series
Flourishing at Work and in Life

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Senior Career Consultant
• What makes people flourish?
• The PERMA Model & PERMAH Survey
• Developing effective habits for work and life
• American psychologist, educator, and author of self-help books
• Avid promoter within the scientific community for the field of positive psychology
• Professor of Psychology in the U Penn’s Dept. of Psychology
Simply stated, wellbeing is your ability to feel good and function effectively.
Provides resources to navigate the highs and lows we all experience in work and life.
Giving you space to intellectually, emotionally, socially and physically ‘flourish’.
5 INGREDIENTS TO A Flourishing Life

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A

Positive Emotions
-experience happiness, joy, hope, love, gratitude, etc.

Engagement
-use your strengths to meet challenges; be in the moment.

Relationships
-connect with others; love and be loved.

Meaning
-connect to meaning; find your purpose.

Accomplishment
-pursue and accomplish goals; strive for greatness.
MIND MAPPING

Engagement
- The engaged life
- rice of life
- 'FLOW'
- We think, feel nothing when fully engaged

Relationships
- Authentic, meaningful, life-enhancing connections
- The related life

Well-being
- A Goal: to increase FLOURISHING
- Martin Seligman

Positive emotion
- Feeling good
- Happiness
- Satisfaction
- Optimism
- Resilience
- Pleasure
- Rapture
- Comfort
- Warmth

Vitality
- Wellness
- Physical health
- Not part of theory

Achievement
- The accomplished life
- Goals
- Success
- Mastery
- Inspired action

Meaning
- Purpose
- Passion
- Fulfillment
- Contribution
- Belonging
- Motivations

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PERMAH SURVEY

THE PERMAH WORKPLACE SURVEY

YOUR TESTED, PRACTICAL GUIDE TO FEELING GOOD + FUNCTIONING EFFECTIVELY AT WORK

CREATE MY PERSONAL WELLBEING PLAN

MEASURING YOUR CURRENT WELLBEING

SETTING REALISTIC WELLBEING GOALS

CREATING YOUR WELLBEING PLAN

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POSITIVE EMOTION
the right balance of heartfelt positivity to boost our resilience

ENGAGEMENT
the regular development of our strengths – those things we’re good at and enjoy doing

RELATIONSHIPS
the creation of authentic, energizing connections

MEANING
a sense of connection to something bigger than ourselves

ACCOMPLISH...
the belief and ability to do the things that matter most to us

HEALTH
eating well, moving regularly, sleeping deeply

http://permahsurvey.com/
Time Frame: 8 Weeks

WELLBEING HOPE 1:
YOUR WELLBEING PILLAR: Relationships
YOUR COMMITMENT LEVEL: 10 minutes or less

WELLBEING HOPE 2:
YOUR WELLBEING PILLAR: Positive Emotion
YOUR COMMITMENT LEVEL: 10 minutes or less

Remember, researchers have found that small targets lead to small victories and small victories fuels the confidence, enthusiasm and energy that triggers an upward spiral of positive behaviors that lead to more consistent wellbeing.
According to a Harvard Grant Study, social connections don’t just predict overall happiness but also eventual career achievement, occupational success, and your income. Yes, it may sound mushy, but evolution has hard-wired you for love. Your biological need for social support means that each time you joyfully connect with another person, your brain is flooded with the feel-good hormone, oxytocin, immediately reducing anxiety and improving concentration. In fact, it turns out each social connection also bolsters your cardiovascular, neuroendocrine, and immune systems, so the more connections you make over time, the better you function.

1. Generating Shared Moments of Positivity

Research suggests that couples in successful long-term relationships enjoy a ratio of approximately five-to-one positive versus negative events. For example, for every one expression of anger or criticism, there are five acts of kindness or displays of affection. Relationships that don’t contain significantly more positivity than negativity are unhealthy. However, some anger and conflict can be productive through ensuring that issues are being discussed - provided disgust or contempt are not expressed during such encounters. Your relationships will be the most enjoyable when you get the balance between positivity and negativity just right.


SUGGESTED HABIT

Select one relationship in your life that you want to focus on. Make a list of 60 second 'pleasure points' that can be used to generate shared moments of positivity. These might include a hug, a thoughtful text message, a funny email, a note in an unexpected place, a small treat, an offer to help with a loathed chore, or a heartfelt compliment. Each day, try to perform at least three of these pleasure points to accentuate the positive in your relationship.
2. Dealing With Negative People

Do you have someone who creates unnecessary negativity in your life? Maybe it’s the colleague sitting next to you who complains all day, a boss prone to angry outbursts or a friend who is really good at raining on your parade. Although it may be possible to limit your time with this person, researchers recommend that you try to use this opportunity to practice: modifying the social situation, attending to it differently or changing its meaning. Think of these techniques as ways to neutralize negativity by extending compassion, love and openness to those who may be suffering and lashing out.


SUGGESTED HABIT

Think about someone you interact with regularly and find particularly challenging. Try to be as honest with yourself as you can and ask: Is there any way I inadvertently feed this person’s negativity? Might I somehow bait them with my own reactions and words? What assumptions do I make about this person? How does this impact my behavior towards them (i.e. does it make you less open, curious, warm)?

Based on your answers experiment with ways you can interact better with them by: modifying the situation (can you find things that inspire both of you or inject more compassion, hope or humor into your relationship); attending differently (can you look for their strengths and start valuing and appreciating them); or changing the meaning you give (could this be an unexpected gift that offers you a chance to learn and grow).
7 HABITS TO MASTER

- Focus on Strengths ([viacharacter.org](http://viacharacter.org) OR [StrengthsFinder](http://StrengthsFinder))
- Express gratitude
- Be kind and generous ([Give and Take](http://Give and Take))
- Forgive yourself and others
- Reframe thinking toward optimism
- Set regular goals
- Connect with others
Thank you!

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http://career.stonybrook.edu/alumni_new