

(Adapted from Maureen Gaffney's "Flourishing", CoachWise and other sources)

What is Flourishing?

- Art & Science of being at your personal best so that others can be at their best.
- Feeling good, doing good & doing well.

2 Principles of Flourishing

1. Learn to constantly and actively build positivity in yourself and others in the organisation. Cycle through, and increase frequency of positive emotions.
2. Learn to constantly and actively delineate and manage (intensity) the negative emotions in yourself and others.

Negativity is:

- HIGHLY contagious.
- Take 9 bits of positive information to reverse. If you have positive first impression takes only 4 bits of negativity to reverse.
- Stronger and longer lasting effects of negativity

Why Bother?

People who are happy are more likely to:

- Be successful in life
- Live 7.5 years longer
- Have better mental health
- Have long lasting, fulfilling marriages
- Have better relationships with friends and colleagues
- Help others – volunteer etc.

Happiness more important for health than cigarettes, BMI .

Situation Analysis

Think about a current real life challenge or situation that you have in life or in work.

List below all that is positive about the situation:

List below all that is negative about the situation:

When are you at your Personal Best....

Look back over your life and recall **specific** examples when you were at your personal best. Select one and recall (share with your partner).

What were the circumstances?

How were you thinking, feeling and reacting?

What strengths did you discover in yourself?

How did you manage your usual vulnerabilities or weaknesses?

What did you learn about yourself from the experience?

What did you learn about other people generally?

Now capture...

What are my most important strengths?

Where do my strengths come from?

What kind of people and what kind of situations bring out the best in me?

Am I happiest around people who are supportive and low key, or intense and competitive?

Do I thrive in a highly structured or more free-wheeling environment?

Do I enjoy working closely with others or independently?

What contributes to happiness?

50% genetic

40% personal projects – chose to do, take on

10% life circumstances – being fab, beautiful doesn't matter a whit.

3 projects delivers 40% of happiness (and we typically only spend 10% of our time)

1. Work
2. Personal
3. Random – marathon, garden, politics, golf.

Recipe for Happiness

Chose **3 life projects** that matter to you. Have a range of projects

- a. that relate to work
- b. that relate to your family or friends e.g getting to know your adult children
- c. and one that relates to a personal interest e.g. marathon, garden, politics

For each project check that they meet the criteria for happiness:

Project	Challenge	Connectivity	Automomy	Using your valued competencies

What your peers suggest (from our workshops)

How to increase the POSITIVES+

- Talk to like minded/ positive people.
- Use positive language
- Picture positive outcomes.
- Listening; taking positives from what you've heard.
- Time out/ switching off/ me time!
- Reflect on past positive achievements.
- Focus on solutions, not problems!
- Exercise; healthy living.
- Celebrate/ mark success even in a small way.

How to decrease the NEGATIVES -

- Outcome focused.
- Changing perspective.
- Praise.
- Seeing the other point of view.
- Gratefulness.
- Seeing the bigger picture.
- Removing the emotion.