

# Doing Well from the Inside Out™

Increasing engagement and performance through  
resilience and well-being

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ACTION FOR HAPPINESS

# Good for People and Good for Business

## Doing Well from the Inside Out™



- Well-being/resilience associated with a wide range of desired work-related and life outcomes
- Skills to increase psychological resilience and well-being can be learned
- Behaviour and emotions are 'contagious'
- Management style:
  - key enabler of engagement
  - primary causes of workplace stress
- Organisations that focus on building well-being/resilience out-perform those that focus on engagement alone

# Basis of design

## Goals

- Designed to **increase** and **sustain** engagement, performance and well-being of managers and employees.

## How

- **Evidence-based** translates the latest research from psychology, economics and neuroscience into **highly practical** skills
- Builds **management skills and capability**
- **Pro-actively** builds resilience
  - ➔ *both at **work and at home***
  - ➔ *of both participants and their teams*

Shifting the focus:



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# Outline of Two Day Programme

## Before

- Participant pre-work:
- Reflection questions
  - Baseline measures

## Doing Well from the Inside Out™

## After

- Measurement and evaluation
- Suggestions for ongoing activities

### Workshop 1 1 Day

#### Outline

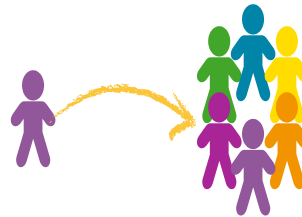
1. The business & personal case for well-being
2. The Basics
3. High quality connections
4. Resilient thinking

*Interludes*

Three to four  
week interval\*

#### Experimenting In-Between

- Trying out skills -at work (on team) and at home.
- Reading – short article
- Getting ready – preparation for Workshop 2



### Workshop 2 1 Day

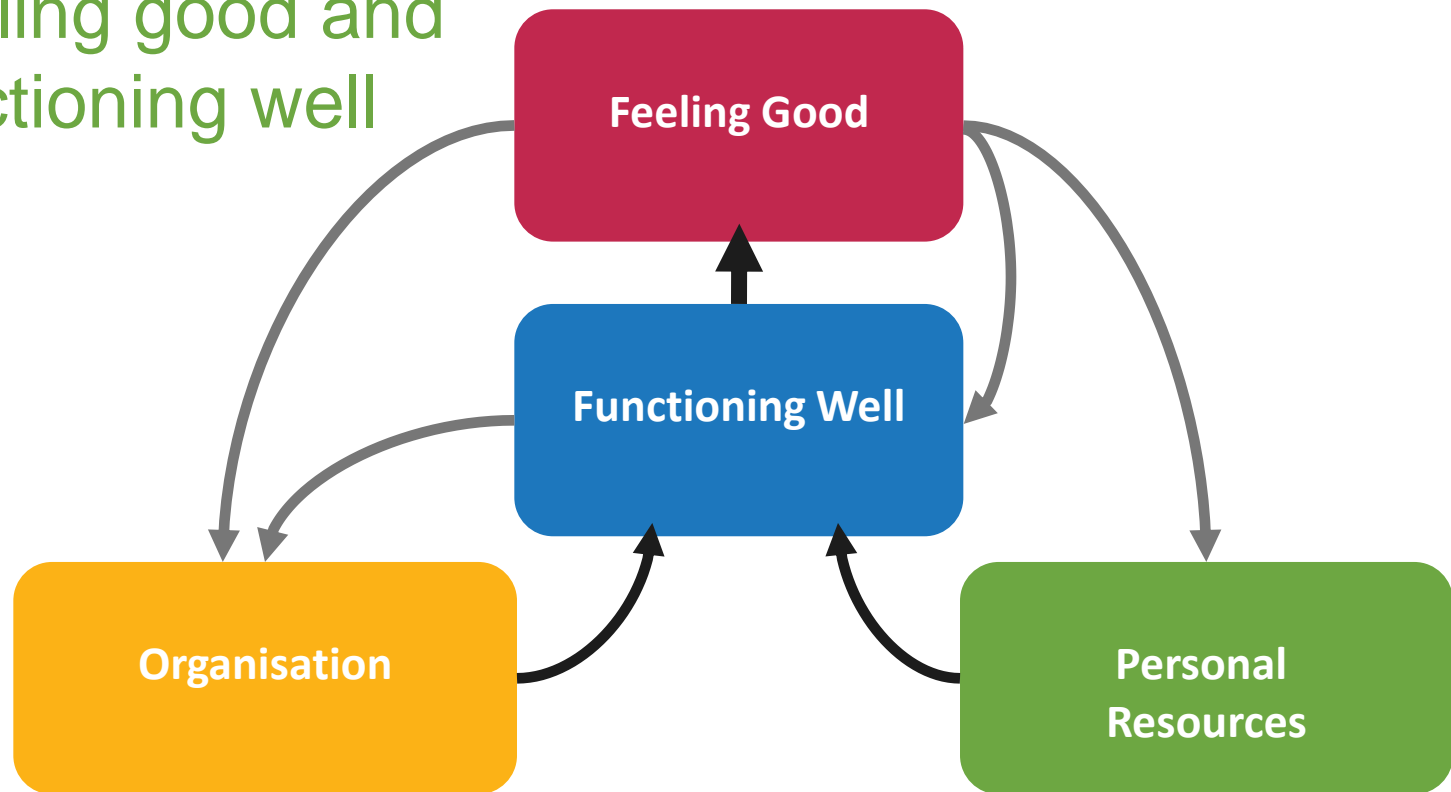
#### Outline

1. Strengths focus
2. Understanding motivation
3. Meaning matters - inside and outside work
4. Planning and moving forward

*Interludes*

# Starting conversations and action in organisations

Feeling good and functioning well

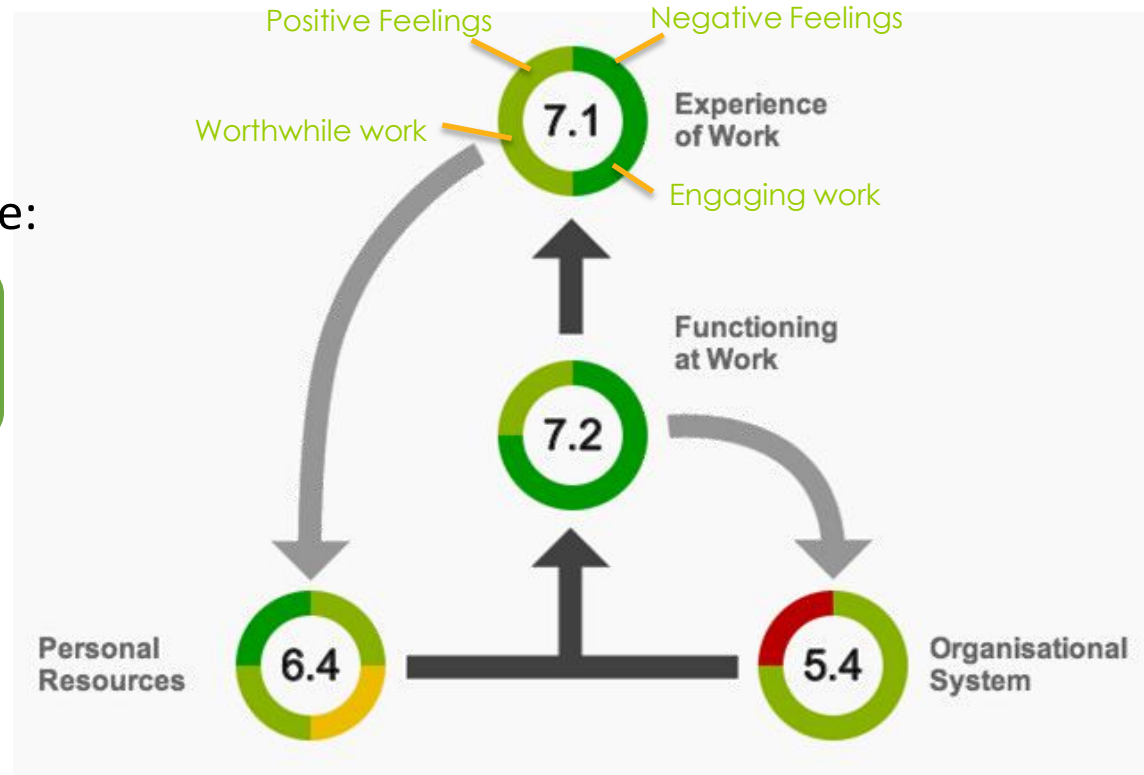


Source: nef (2012), based on evidence from UK Foresight Project on Mental Capital (2009)

# Organisation, team and individual measures

Overall score:

6.3



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# Evidence-based 10 Keys



## GIVING

Do things for others



## RELATING

Connect with people



## EXERCISING

Take care of your body



## APPRECIATING

Notice the world around



## TRYING OUT

Keep learning new things



## DIRECTION

Have goals to look forward to



## RESILIENCE

Find ways to bounce back



## EMOTION

Take a positive approach



## ACCEPTANCE

Be comfortable with who you are



## MEANING

Be part of something bigger