



THE
PERMAH
WELLBEING
SURVEY
FOR WORKPLACES

MY WELLBEING PLAN

NAME

DATE

THEWELLBEINGLAB

A MICHELLEMCQUAID PROGRAM

FROM ADJUSTMENT TO ACTION

Remember when you first looked at your PERMAH Wellbeing Survey results, we explained that everything you've ever learned in your life was by:



ACTING

Experimenting with new behaviors that matter to you.



ASSESSING

Reflecting on what's working well, noting where you are struggling, and using what you've learned to guide your next actions.



ADJUSTING

Curiously applying what you've learned to try again, choose an alternative approach, or seek help.

Now that you've had a chance to assess your **Wellbeing Results** and you've assessed how you're doing, you're ready to step towards adjusting and then back into action.

(P.S. If you haven't checked your **Wellbeing Results** yet, then go back and start there – we promise this is one measure you can't fail!)

WHICH WELLBEING ADJUSTMENTS HAVE YOU CHOSEN?

Based on your reflections when you completed The PERMAH Wellbeing Survey for your Workplace, you've selected the following wellbeing aspirations to care for your own wellbeing:

PERMAH FACTOR 1:



POSITIVE EMOTION

PERMAH FACTOR 2



ENGAGEMENT

The following pages of your plan contain small, specific, evidence-based experiments and behaviors to help make your wellbeing aspirations a reality.

Remember, research shows us time and time again that wellbeing is contagious across an organization and the wider community, so caring for your wellbeing is one of the kindest acts you can invest in when it comes to caring for others.



POSITIVE EMOTION

Every emotion has its purpose; the trick is in understanding how they impact your growth, performance and wellbeing. For example, researchers have discovered that the kind of heart-felt positivity that comes from experiencing emotions like joy, gratitude, serenity, interest, hope, pride, amusement, awe and love helps us to feel more optimistic, resilient, open-minded, accepting and driven by purpose. How? Well, positive emotions don't just trade bad thoughts for good thoughts, instead studies have found they broaden the way your brain is functioning (you see more, think more quickly and creatively and are more attuned to others) and build your resources intellectually, physically, socially and psychologically. For more on the research [click here](#). Here are some tested, practical ways you can cultivate more heartfelt positivity:

1. NAVIGATING NEGATIVITY LAND MINES

Many life circumstances recur time and again. Some of these recurring circumstances are land mines that trigger habitual negative thoughts and, in turn, habitual negative emotions. Of course some negativity is necessary and helps you to face facts and move you forward — for example an issue at work may make you angry causing you to speak up and ask valuable questions. But some negativity is gratuitous due to acts of thoughtlessness or selfishness and as a result has little usefulness.

Reference: Fredrickson, B. (2009). Positivity: Groundbreaking research reveals how to embrace the hidden strength of positive emotions, overcome negativity, and thrive. New York: Crown Publishers.

SUGGESTED HABIT

Reflect on your typical daily routine at work and ask yourself which circumstances create the most negativity. Is it your commute? Particular meetings? Interactions with certain colleagues or clients? Once you've rounded up the usual suspects ask yourself, is this negativity necessary? Is it gratuitous? Is it both?

When you spot gratuitous negativity, ask yourself if it's likely to recur? If so, consider whether you need to repeat it. Could be avoidable? Could you modify the situation? Could you prepare for the situation better? Can you change its meaning (could this be an unexpected learning opportunity)? Play with these approaches each time your negativity land mine approaches until you are feeling calmer and confident about navigating these moments.



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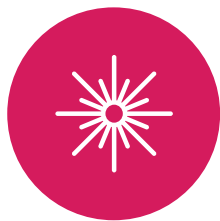
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ARE YOU READY TO ACT?

Now that you have a toolbox full of evidence-based behaviors that can help you turn your wellbeing aspirations into reality, you're ready to reach for your growth mindset and begin **playfully** experimenting and taking action – playfully being the keyword!

But where should you start? When it comes to turning your aspirations into reality, it helps to understand the principle that Professor B.J. Fogg's research has discovered:



(Source: BJ Fogg, 2019)

To choose the wellbeing behaviors that will best support your wellbeing and that you're most likely to joyfully stick with, please take a moment to consider:



MOTIVATION

- ☐ Which wellbeing behaviors do I really want to do?

Caring for your wellbeing will work best if you choose the activities you want to do, instead of the activities that you have to do, should do, or are expected to do. So, with this in mind, which of the wellbeing behaviors in your report would you most like to try first? Go back and circle these.



ABILITY

- ☐ Which wellbeing behaviors will be easiest for me to do?

Often when we try to change our behaviors, we go too big and too hard, and we expect results too fast. The reality is that when it comes to changing your behaviors, tiny is mighty. As you consider the wellbeing behaviors you want to do, ask yourself: Which of these would be the easiest to do? Don't worry, you can scale up over time – but by starting tiny and locking in some easy wellbeing wins, your levels of confidence and thriving will begin to rise, helping you to tackle bigger and bigger wellbeing changes.



PROMPT

- ☐ How can you anchor your chosen wellbeing behavior to a reliable prompt?

Every successful behavior has a clear “prompt” that triggers your desired action. The good news is, whether you're aware of it or not, you've already got lots of prompts that work for you. For example, chances are every day something – be it an alarm clock, the dog whining, or the children shouting – prompts you to get out bed and get moving. Start by asking yourself: What existing prompts do I have that work well? How could use one of these prompts to anchor my new wellbeing behavior into my life? P.S. If you're not sure where to start, check out our Prompts Cheat Sheet on the next page for ideas.

PROMPTS CHEAT SHEET

Part of the learning loop process is discovering what works best for you – and this may not be a tiny habit. So here are a few extra evidence-informed tips to support you in caring for your wellbeing:



TINY HABITS

Your wellbeing toolbox is already packed with tiny habit examples. You'll note that each one starts by suggesting an **anchor behavior** that already occurs consistently in your daily routine (e.g. getting out of bed), then provides a **tiny wellbeing behavior** (e.g. putting on your running shoes to go for a jog), before triggering your brain's reward chemicals by taking a moment to **immediately and authentically celebrate** the progress you've made on your tiny habit (e.g. saying 'well done' or patting yourself on the back).



ENVIRONMENTAL NUDGES

Look around your environment for ways you can make it easier to fall into your desired wellbeing behaviors. For example, researchers have found that one of the best ways to lose weight is to eat from smaller plates. If you want to move more at work, replace your chair with a balance ball or standing desk. A good environmental nudge prompts you to start performing the wellbeing behavior with minimal effort.



MINDFUL SIGNPOSTS

Create reminders to cue your desired wellbeing behaviors. For example, set a daily alarm on your smartphone to take a positive pause, use a wearable device to remind you to stand up and move regularly, or place a Post-it note on your keys to remind you to show some gratitude before you leave the office. A good mindful signpost makes it easy to remember the wellbeing behaviors you want to prioritize.



BUDDYING UP

Researchers have found that having the social support of people who are also caring for their wellbeing makes it far more likely you will achieve your desired results. Whether it's face-to-face or virtual, buddying up with someone at work or home, or with a group of likeminded strangers, will make it far more likely that you will prioritize your desired wellbeing behaviors.



LEVELING UP

By gaining new wellbeing skills, you increase the knowledge, tools, and support you have to care for your wellbeing. You can level up when it comes to your wellbeing by reading a book, attending a conference, taking a course, finding a coach, or joining a class. Leveling up is a one-time action that makes caring for your wellbeing in the future easier to do.

Got another burning question about The PERMAH Wellbeing Survey and how to care for your wellbeing? [Click here to download our Wellbeing Results FAQs.](#)

WHAT NEXT?

Just remember that as you playfully experiment with new behaviors to care for your wellbeing, beating yourself up about what you should be doing, aren't doing, or are failing at doing is unlikely to help you thrive. Like most of the things you value in your life, caring for your wellbeing is going to take some practice and consistent effort.

As you start experimenting with ways to care for your wellbeing, remember to keep travelling the Learning Loop and re-take The PERMAH Wellbeing Survey whenever you're ready to assess your progress and then adjust accordingly.

You can step back on the scales at any time; just keep being honest with yourself about how you're really feeling. And don't forget that your struggles are not a sign that you're broken or failing, but simply an invitation to continue playfully experimenting as you figure out what works best for you and the outcomes you want.

Finally, caring for your wellbeing is never a solo adventure, so try to find a wellbeing buddy to share the journey. It may be someone at home, someone at work, someone in your community, someone online, someone in a group, or even someone you pay to support you. Share what you're experimenting with, reflect on what's working well and where you're struggling, and learn together about the best ways to care for wellbeing in your workplace.

We wish you well.