



International
Wellbeing Insights
People, Culture & Wellbeing



Stress Management Society
from distress to de-stress

The Art & Science of Happiness



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WELCOME

Stress is the driving force that keeps us on our toes and ensures that we push to be the best we can be. However that is only valid up to a certain point. If we have too much stress and endless wear and tear, it can drive us into physical, mental and emotional exhaustion.

Certainly we can't avoid the problem. Situations arise on a day-to-day basis, which make physical, mental and emotional demands on us. There may be decisions that need to be made, deadlines that need to be met, and lessons to be learned.

Unreasonable stress affects one in five of the working population and after acute medical conditions it is the most common cause of long term sickness absence from work (CIPD Absence Management 2019).

Stress undoubtedly makes people ill. It is now known to contribute to heart disease, hypertension and high blood pressure, it affects the immune system, is linked to strokes, IBS (Irritable Bowel Syndrome), ulcers, diabetes, muscle and joint pain, miscarriage, allergies, alopecia and even premature tooth loss.

Therefore it is imperative to strike the right balance. As individuals, we must take stock of all aspects of our life and situations and learn to cope better.

Treat it early, and your prospects are good. Ignore the problem, and there is a risk that 'burnout' may become a permanent state of affairs.



WHAT IS HAPPINESS?

WHAT IS HAPPINESS AND WHY IS IT IMPORTANT?

The Oxford Dictionary's definition of 'Happiness' is a simple one:

THE STATE OF BEING HAPPY

The definition of 'Happy' is:

FEELING OR SHOWING PLEASURE OF CONTENTMENT

So 'Happiness' is:

THE STATE OF FEELING OR SHOWING PLEASURE OR CONTENTMENT

Researchers have found it difficult to agree on the scope of happiness. In the Oxford Dictionary, positive psychology is defined as "a state characterised by contentment and general satisfaction with one's current situation".

- It is a state and not a trait – it isn't a long-lasting and permanent feature or personality trait, it is a changeable state
- It is equated with feeling pleasure or contentment – not to be confused with joy, ecstasy, bliss or other more intense feelings
- It can be either feeling or showing – this means that happiness is not necessarily an internal or external experience – it can be both!

The science of happiness, the psychology behind human happiness, depicts theories of happiness that usually fall into one of two categories:

HEDONIC HAPPINESS	EUDAIMONIC HAPPINESS
Experiencing more pleasure and less pain – composed of an affective component (high positive affect and low negative affect) and a cognitive component (satisfaction with one's life)	The result of the pursuit and attainment of life purpose, meaning, challenge and personal growth; happiness is based on reaching your full potential and operating at full functioning

HAPPINESS EVALUATION EXERCISE

1. WHAT DOES HAPPINESS MEAN TO YOU?

(The state you would like to feel most; it could be content, fulfilled, cheerful, uplifted, joyful etc.)

2. WHAT MAKES YOU HAPPY?

(Is it a person/people, an activity, a song, a film, a book, a thought, a memory, a location?)

3. HOW DO YOU FEEL WHEN YOU ARE HAPPY:

A. Physically?

B. Mentally? (How you think)

C. Emotionally? (How you feel)

4. HOW OFTEN DO YOU FEEL HAPPY?

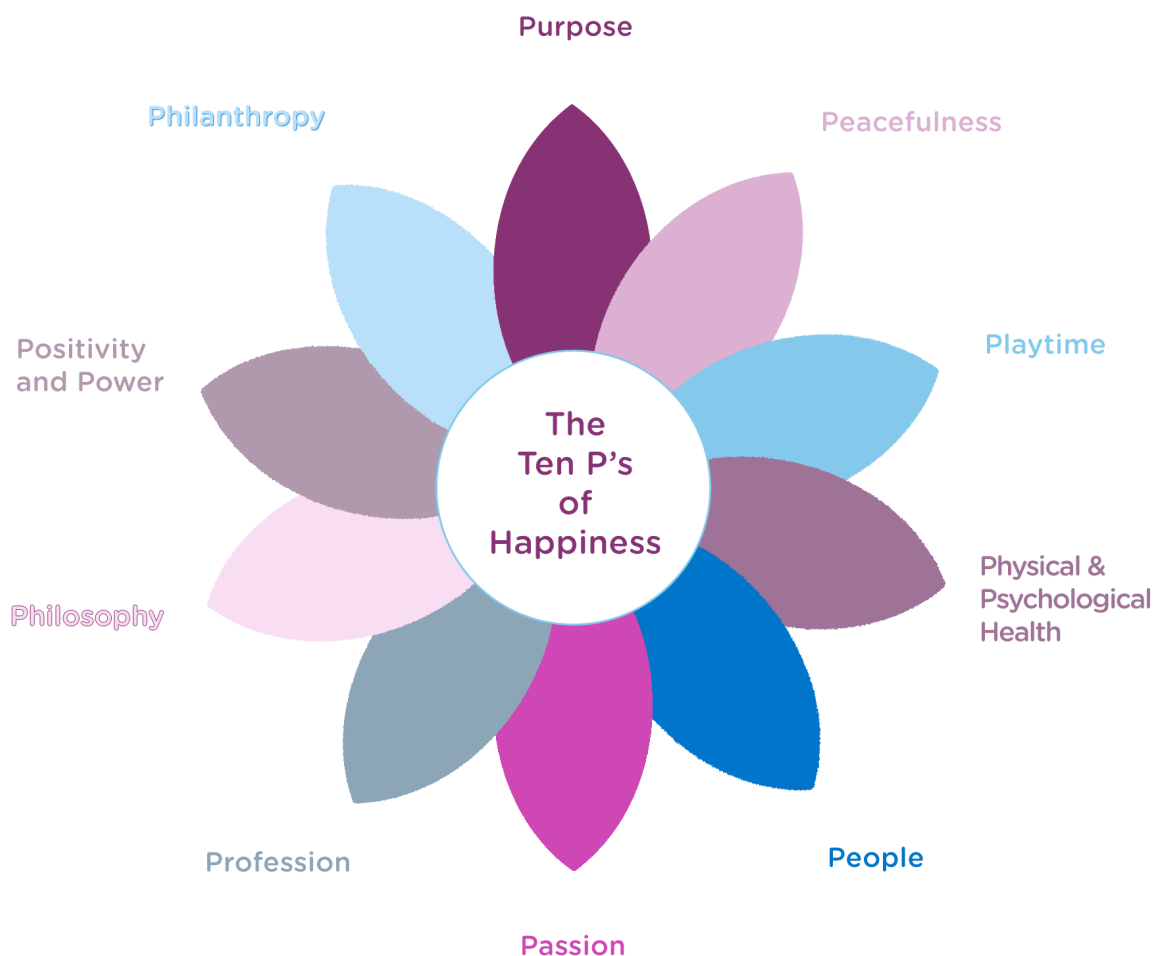
(Every day? Once a week? Are you able to notice when you feel this way?)

5. WHAT DO YOU DO TO MAKE YOURSELF HAPPY?

(When you feel sad, down or unhappy; what are the strategies that you use to improve your mood?)

6. WHAT ELSE COULD YOU DO TO INCREASE YOUR HAPPINESS?

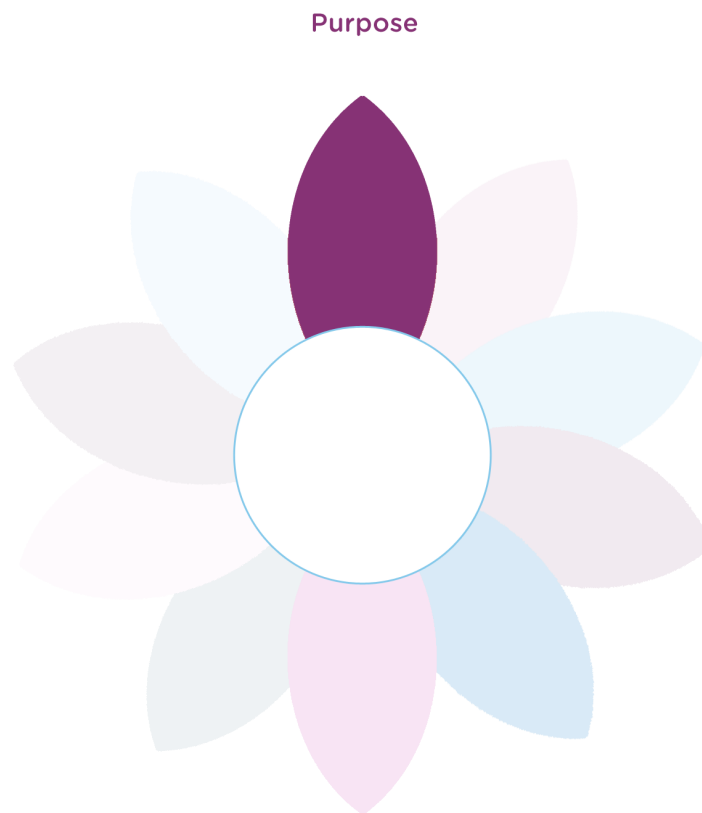
THE TEN P's OF HAPPINESS



1. **PURPOSE: HAVING A MEANING TO YOUR EXISTENCE**
2. **PEACEFULNESS: BEING PRESENT IN THE MOMENT**
3. **PLAYTIME: PLEASURE AND FUN**
4. **PHYSICAL & PSYCHOLOGICAL HEALTH: LOOKING AFTER YOURSELF**
5. **PEOPLE: YOUR SUPPORT NETWORK**
6. **PASSION: HAVING THINGS THAT BRING YOU A SENSE OF FULFILMENT**
7. **PROFESSION: A VOCATION THAT ALSO BRINGS YOU WELLBEING**
8. **PHILOSOPHY: SEEKING TO UNDERSTAND YOUR FUNDAMENTAL TRUTHS, VALUES AND REASONING**
9. **POSITIVITY & POWER: DO YOU SEE THE POTENTIAL IN YOUR LIFE?**
10. **PHILANTHROPY: ARE YOU CONTRIBUTING TO THE WORLD?**

PURPOSE

HAVING A DEEPER REASON AND MEANING TO YOUR EXISTENCE



SELF DISCREPANCY THEORY

A theory developed by Tory Higgins that states that we have many facets to how we see ourselves and there are three main domains of 'self':

- **OUR IDEAL SELF:** the person we want to be/who you aspire to be
- **OUR OUGHT SELF:** our understanding of what others want us to be. What we ought to be and do/what duties and obligations you have
- **OUR ACTUAL SELF:** who you actually are, this is a cognitive structure that contains all of the attributes that a person believes which are self descriptive

Our **IDEAL** and **OUGHT SELVES** are our 'guides' and 'standards' that we use to organise and motivate action.

When our **ACTUAL SELF** does not align with our **IDEAL SELF** we feel disappointed, sad, dissatisfied, depressed.

When our **ACTUAL SELF** does not align with our **OUGHT SELF** we feel agitated, guilt, distressed anxious.

A conflict between our **ACTUAL SELF** and **OUGHT SELF/IDEAL SELF** can lead to serious negative consequences for our happiness

PURPOSE EXERCISE

1. WHAT ARE YOUR BELIEFS AND VALUES IN LIFE?

2. WHAT ACTIONS DO YOU TAKE ON A REGULAR BASIS THAT ALIGN WITH YOUR BELIEFS?

3. IN WHAT WAY DO YOUR ACTIONS OPPOSE YOUR BELIEF SYSTEM?

HOW CAN YOU MAKE SURE THAT YOUR ACTIONS AND BELIEFS ARE CONGRUENT?

Make 3 commitments you are going to do to make you happy and enhance these experiences.

Make sure that the commitments you make are S.M.A.R.T (specific, measurable, achievable, realistic and time bound).

For example, this could be 'as my health is important to me, I am going to go to the gym regularly' or "I care about the environment and so will take my own reusable bags with me when I go shopping".

COMMITMENT 1

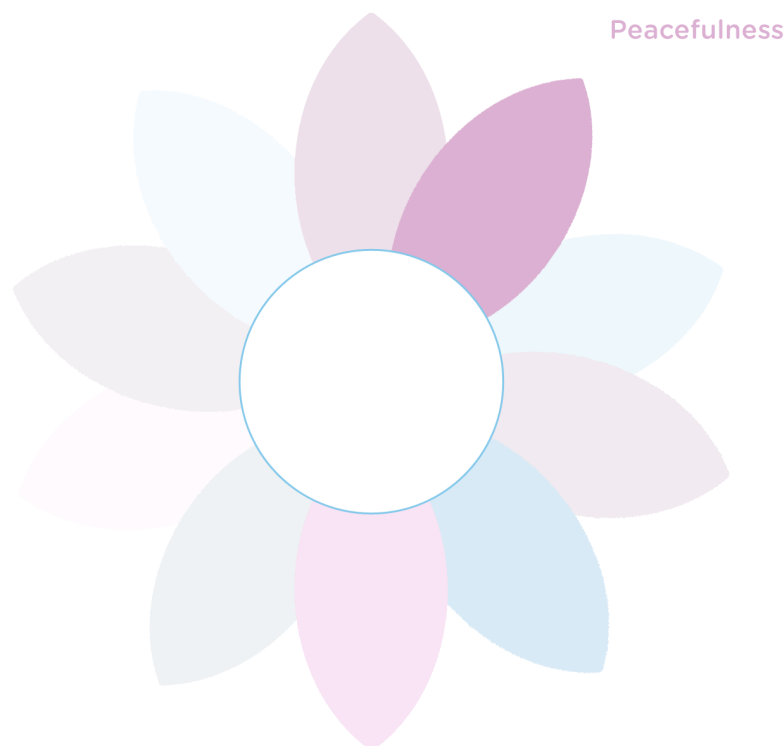
COMMITMENT 2

COMMITMENT 3



PEACEFULNESS

PEACEFULNESS REFERS TO FINDING THE STILLNESS WITHIN, MINDFULNESS AND BEING PRESENT IN THE MOMENT



INNER PEACE

In general, peace of mind or inner peace refers to a deliberate state of either psychological or spiritual calmness despite the potential presence of stressors. It is a psychological state which results in the optimal functioning of the mind.

Among other things it means that there is no overthinking or too much analysis of situations. Not wasting time, energy and attention on unimportant or meaningless thoughts.

Inner peace makes you more conscious, alive and happy; it helps you live life to the full.

BEING PRESENT IN THE MOMENT AND BEING GRATEFUL

You can embrace inner peace by always taking a moment to be present in your life. Being grateful for all that you have in life is another way to achieve inner peace and happiness.

JON KABAT-ZINN – MINDFULNESS

“Mindfulness means paying attention in a particular way; on purpose, in the present moment, and non-judgmentally”

It is a mental state achieved by focusing on ones awareness on the present moment - being aware in every possible moment, while keeping a non-judgement outlook and observing your own bodily and emotional responses. Mindfulness is about taking a holistic approach to the self: Mind, Body and Spirit.

PEACEFULNESS EXERCISE

1. WHAT DOES INNER PEACE MEAN TO YOU?

2. WHAT ACTIVITIES DO YOU ENGAGE IN THAT BRING ABOUT A SENSE OF PEACEFULNESS?

3. WHAT ACTIVITIES COULD YOU DO TO ENHANCE YOUR PEACEFULNESS?

THERE ARE SEVERAL WAYS OF ENHANCING YOUR INNER PEACE AND HAPPINESS

Think of 3 commitments you can do to improve this, making sure they are specific, measurable, achievable, realistic and time bound.

For example, this could be “I am going to keep a daily gratitude journal”.

Commitment 1

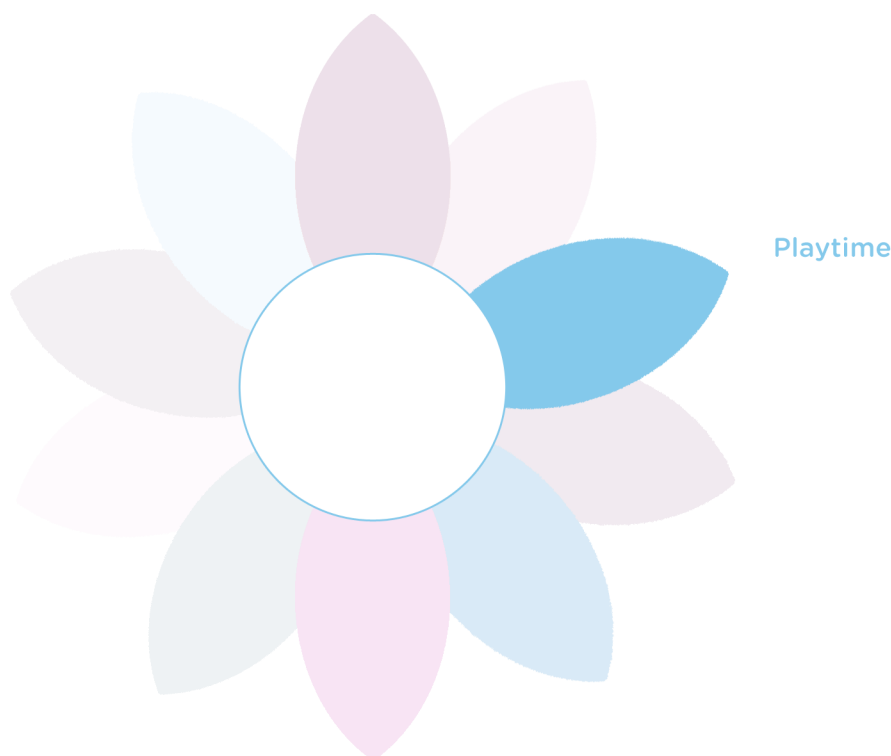
Commitment 2

Commitment 3



PLAYTIME

PLEASURE AND FUN: TAKING TIME OUT FOR HOBBIES, PASTIMES, LEISURE AND SOCIAL ACTIVITIES



THE IMPORTANCE OF PLAY

We often underestimate the importance of having distractions and activities that are just for us - they bring us joy and can trigger the release of endorphins. Endorphins are the body's natural feel-good chemicals that promote an overall sense of wellbeing.

Playtime can fall under any of the following:

LEISURE

Also known as 'free time', when you are not working and are not occupied with anything

HOBBIES AND PASTIMES

Any activity that is carried out regularly in your leisure that brings pleasure

CHALLENGES

You might enjoy carrying out tasks or being in situations that test your abilities

INTERESTS

This could be anything such as, an activity or subject that you enjoy doing or studying

PLAYTIME & FUN EXERCISE

1. WHAT ARE YOUR HOBBIES AND INTERESTS? WHAT IS IT THAT YOU ENJOY DOING JUST FOR FUN?

2. WHAT ARE THE BARRIERS PREVENTING YOU FROM DOING THE THINGS THAT YOU ENJOY AND FIND FUN?

WHAT COULD YOU DO TO HAVE MORE FUN AND LEISURE IN YOUR LIFE?

Think of 3 actions that you are committing to that will allow you to have more fun. When making your commitments, make sure they are S.M.A.R.T (specific, measurable, achievable, realistic and time bound).

For example, this could be “I am going to play a game of pool every lunch time with my colleagues”, “I am going to learn how to play the guitar” or “I am going to go surfing 3 times a year”.

Commitment 1

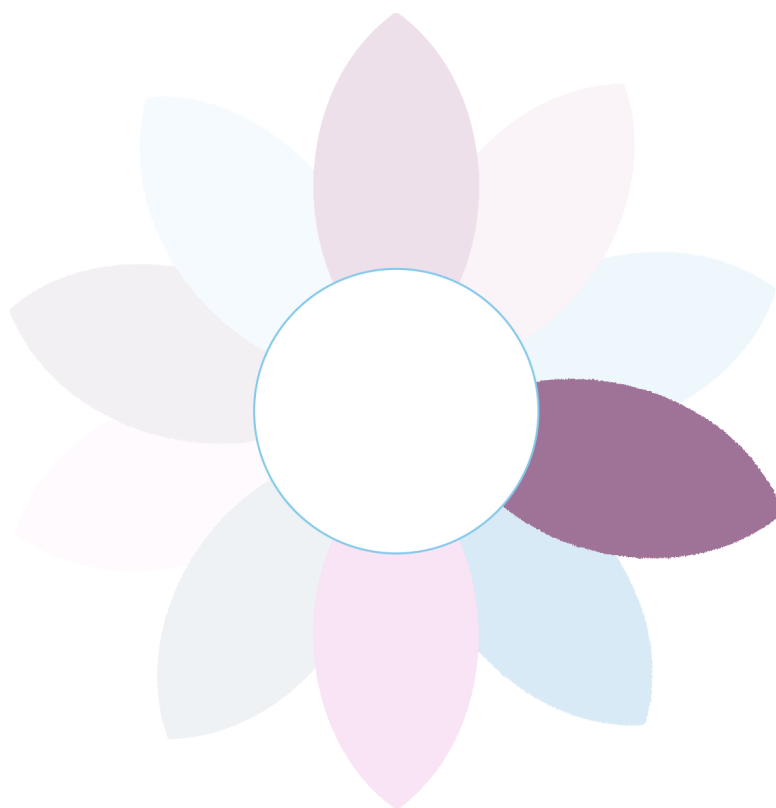
Commitment 2

Commitment 3



PHYSICAL AND PSYCHOLOGICAL HEALTH

FINDING THE BALANCE: LOOKING AFTER YOURSELF MENTALLY, PHYSICALLY AND EMOTIONALLY.



Physical &
Psychological
Health

THE MIND-BODY CONNECTION

Our thoughts, feelings, beliefs and attitudes can positively or negatively affect our biological functioning.

Our minds can affect how healthy our bodies are. On the other hand, what we do with our physical body (what we eat, how much we exercise) can impact our mental state - this results in a complex interrelationship between our minds and bodies.

Research in the field of mind-body medicine is finding that emotions and thought patterns can contribute to imbalances within the body, and therapies like hypnosis, visual imagery, meditation and yoga are being used to re-establish balance and promote health.

PHYSICAL AND PSYCHOLOGICAL HEALTH EXERCISE

1. WHAT DOES HEALTH LOOK AND FEEL LIKE TO YOU:

A. Mentally?

B. Physically?

C. Emotionally?

2. WHAT ARE YOU CURRENTLY DOING FOR YOUR PHYSICAL AND PSYCHOLOGICAL HEALTH?

IN WHAT WAYS ARE YOU WILLING TO COMMIT TO IMPROVING YOUR PHYSICAL AND PSYCHOLOGICAL HEALTH? TRY TO INCORPORATE THIS INTO DIFFERENT ASPECTS OF YOUR LIFE.

Set yourself 3 commitments to achieve this, making sure they are specific, measurable, achievable, realistic and time bound.

For example, this could be “I am going to eat five portions of fruit and vegetables a day” or “I am going to meditate for 15 minutes every day”.

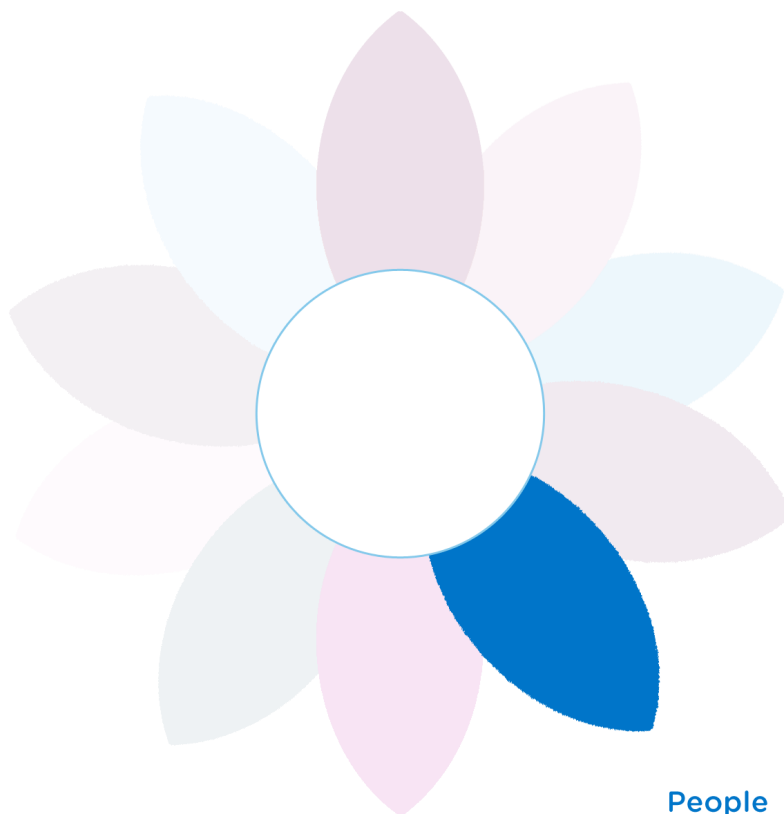
A. Commitment 1

B. Commitment 2

C. Commitment 3

PEOPLE

YOUR SUPPORT NETWORK: FRIENDS, PEERS, FAMILY & SOCIAL CONNECTIONS



RELATIONSHIPS AND HAPPINESS

With the frantic pace of life, its easy to forget the importance of being connected to other people. Relationships massively contribute to our physical, emotional and mental health and wellbeing.

People with strong and broad social relationships tend to be happier, healthier and live longer.

- People who are more socially connected to family, friends or their community are happier, physically healthier and live longer than people who are less well connected (Mental Health Foundation, 2016)
- Good relationships are the key factors that matter most for long-lasting happiness (Harvard University, 2017)

PEOPLE: YOUR SUPPORT NETWORK

What kind of support network do you have? This can be anyone from your best friend, a family member, or a counsellor. There may be a whole group of people that support you, or just one.

Write down the name of the person who you can turn to:

FOR FUN

FOR EMOTIONAL SUPPORT

IN AN EMERGENCY

FOR A CONFIDENCE BOOST

FOR A REALITY CHECK

FOR A DISTRACTION

IN WHAT WAYS ARE YOU WILLING TO COMMIT TO IMPROVING YOUR SUPPORT NETWORK?

Set yourself 3 commitments to achieve this, making sure they are specific, measurable, achievable, realistic and time bound.

For example, this could be “I am going to eat lunch with a different person this week” or “I am going to reconnect with an old friend”.

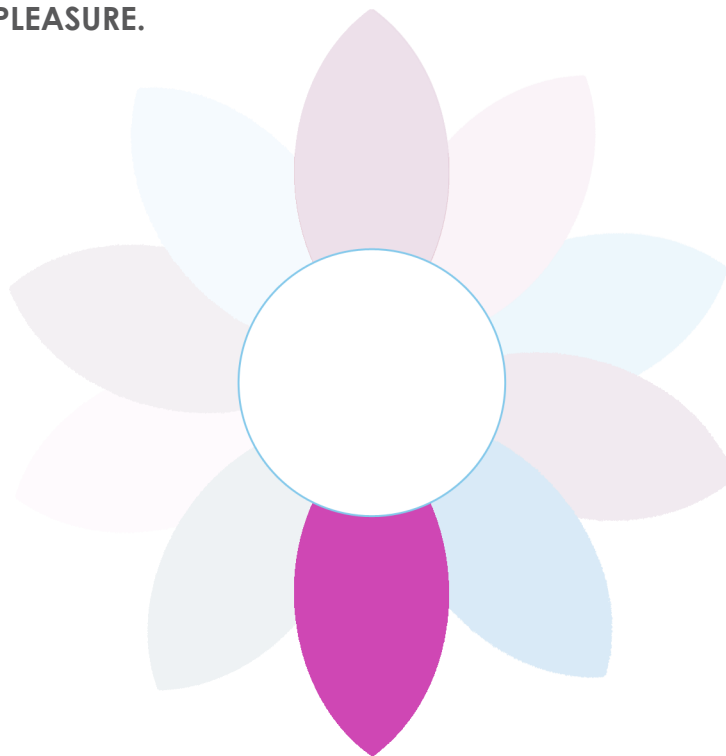
A. Commitment 1

B. Commitment 2

C. Commitment 3

PASSION

HAVING THINGS THAT YOU CARE DEEPLY ABOUT, INSPIRE YOU AND BRING ABOUT A SENSE OF FULFILMENT AND PLEASURE.



Passion

PASSION AND PURPOSE: ARE THEY THE SAME?

Passion is an intense desire or enthusiasm for something that people find important and invest time and energy into. This is your fuel for your purpose.

Whether you are looking to cultivate a hobby as a professional steppingstone, or just to feel more fulfilled, extracurricular activities carry measurable benefits.

Try to live life according to your values and beliefs and think about the positive impact you want to create.

Research has suggests that there are two types of passion:

OBSESSIVE PASSION	HARMONIOUS PASSION
<p>This refers to a controlled internalisation of an activity that creates an internal pressure and comes to control the person. This type of passion may facilitate negative affect, conflict with other life activities and psychological ill-being.</p>	<p>This refers to an autonomous internalisation of the activity into your identity. It contributes to sustained psychological wellbeing and promotes healthy adaptation as individuals choose to engage in the activity that they like</p>

Through the experience of positive emotions during activity engagement, it is said that harmonious passion contribute to sustained psychological wellbeing whilst preventing psychological conflict.

PASSION EXERCISE

1. THINKING BACK TO THINGS YOU ENJOYED DOING AS A CHILD; OF THOSE ACTIVITIES, WHICH OF THESE WOULD YOU ENJOY DOING RIGHT NOW?

2. IF YOU HAD A MAGIC WAND, WHAT ARE THE THREE THINGS YOU WOULD CHANGE ABOUT YOUR LIFE IF YOU COULD? ASK YOURSELF WHAT YOUR HEART DEEPLY DESIRES AND YEARNs TO EXPRESS:

a. _____

b. _____

c. _____

WHAT COULD YOU DO TO FOCUS MORE ON YOUR PASSIONS?

Set yourself 3 commitments to achieve this, making sure they are S.M.A.R.T (specific, measurable, achievable, realistic and time bound).

For example, this could be "I am going to volunteer at the local animal shelter once a week"

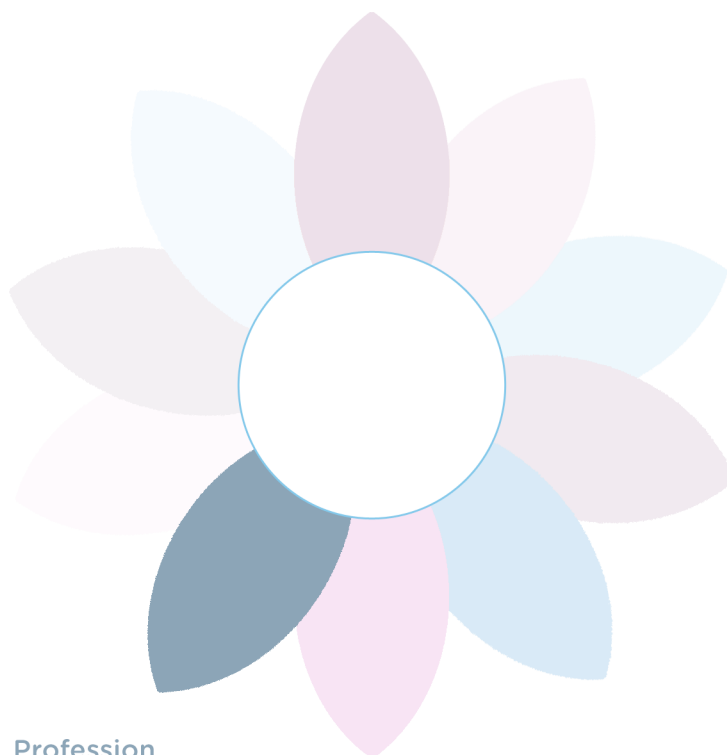
A. Commitment 1

B. Commitment 2

C. Commitment 3

PROFESSION

IS YOUR CAREER SOMETHING YOU WOULD DO FOR FREE IF MONEY WAS NO OBJECT?



WORKING IN THE 21ST CENTURY

According to the 'State of the Global Workplace' Gallup Poll:

- 13% of us like our work, are engaged and get energy from it
- 63% are on autopilot: sleepwalking through the working day
- 24% actively hate their jobs...Nearly twice the amount of those who are actively engaged

DOES YOUR PROFESSION BRING YOU FULFILMENT AND JOY? IS IT A SOURCE OF HAPPINESS?

You don't need your dream job to be happy - in fact, if you make a difference at your job, you'll be happier in life.

Its intrinsically human to want to feel that you're adding value wherever you work. Therefore, the opposite is also true... if you are in a job where you do not feel valued and appreciated, this can impact your happiness.

- **DO WHAT YOU LOVE**
- **DO WHAT YOU CAN BE REWARDED FOR**
- **DO WHAT THE WORLD NEEDS**
- **DO WHAT YOU ARE GOOD AT**

PROFESSION EXERCISE

1. HOW DO YOU FEEL WHEN YOU GO TO WORK? REFLECT ON WHETHER YOU FEEL THAT THE WORK YOU DO IS MEANINGFUL TO YOU.

2. WHAT IS YOUR IKIGAI?

A. What is it that you love doing?

B. What do feel you are good at? What skills, talent or passion could you offer the world?

C. What rewards do you want to receive?

D. In your opinion, what do you think the world needs?

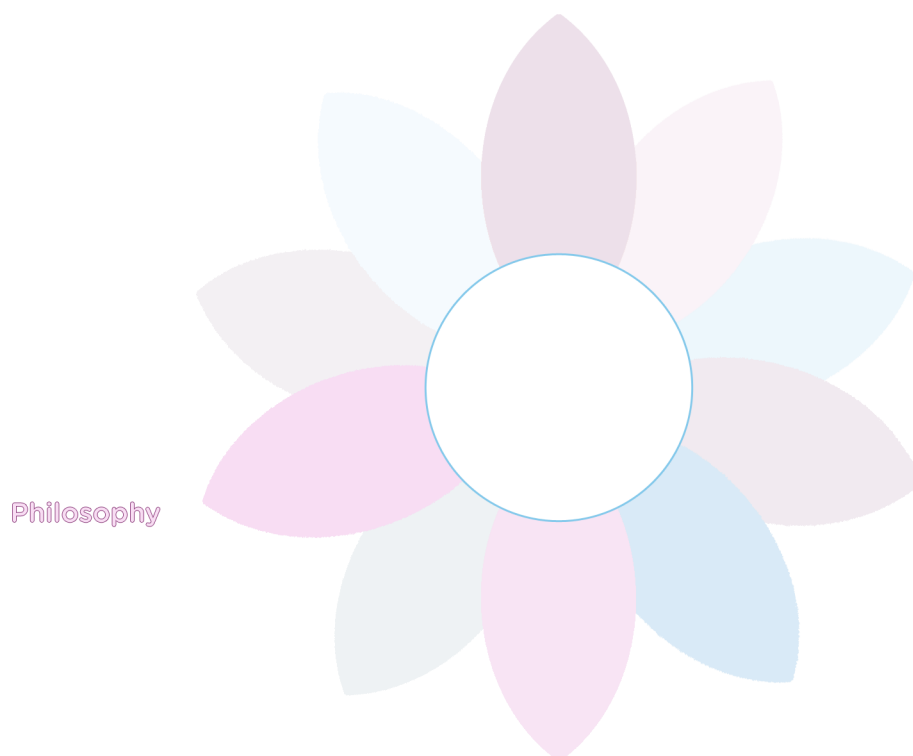
3. WHAT ARE THE BARRIERS PREVENTING YOU FROM FINDING OR CHOOSING YOUR IKIGAI?



4. WHAT COULD YOU DO TO OVERCOME OR NAVIGATE THESE BARRIERS?

PHILOSOPHY

SEEKING KNOWLEDGE TO UNDERSTAND FUNDAMENTAL TRUTHS, VALUES AND REASONING



REASONING TO HAPPINESS?

The basic role of philosophy is to ask questions, and think about the nature of human thought and the universe.

It is an activity we undertake to understand fundamental truths about ourselves, the world in which we live, and our relationships to the world and each other.

If a lot of philosophy is about finding out what humans essentially are and how we can function in an excellent way. That effort itself is an exercise of an essential human capacity, the capacity for self-knowledge.

TO BE HAPPY, YOU NEED TO UNDERSTAND AND KNOW YOURSELF

Philosophy can also help to give you clarity: a clear, well-defined philosophy gives you the guidelines and boundaries that keep you on track.

Your philosophy is your life long commitment to aspire to move beyond simple self improvement. It helps you to identify what you really care about aids you in pursuing your ultimate goal

PHILOSOPHY EXERCISE

1. WHAT DO YOU WANT TO GET OUT OF YOUR LIFE? WHAT IS YOUR HIGHEST GOAL IN LIFE?

2. IS WHAT YOU ARE DOING NOW, HELPFUL IN MAKING THIS A REALITY? IF NOT, WHAT ARE THE BARRIERS?

3. WHAT CAN YOU DO TO OVERCOME THESE BARRIERS?

THERE IS A POSSIBILITY THAT YOU MIGHT REQUIRE MANY LOWER LEVEL AND MID LEVEL GOALS TO ACHIEVE YOUR HIGHEST GOAL. WHAT ARE YOU GOING TO DO TO FOSTER AND DEVELOP A MORE PHILOSOPHICAL APPROACH TO LIFE?

Set yourself 3 commitments to achieve this, making sure they are S.M.A.R.T (specific, measurable, achievable, realistic and time bound).

For example, if your highest level goal is to be a good leader, a low level goal could be 'I am going to leave the house at 8.00am every day' so that you can achieve your mid level goal of 'I will arrive at work on time every day'.

Ask yourself why you care about these goals, in this instance it may be because you want to be punctual as this shows respect for those you work with.

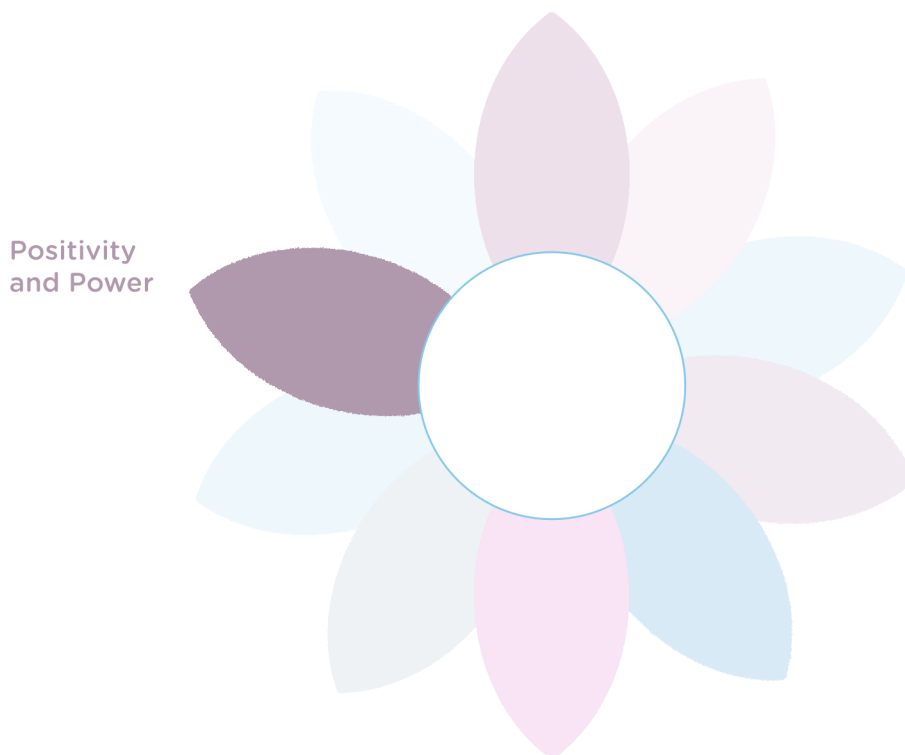
A. Commitment 1

B. Commitment 2

C. Commitment 3

POSITIVITY & POWER

THE ABILITY TO DO, ACT, DIRECT OR INFLUENCE



OPPORTUNITIES AND THE POTENTIAL IN ALL ASPECTS OF YOUR LIFE

Is your glass half full?

Research by Barbara Frederickson et al suggests that personality traits like optimism and pessimism can affect how well and even how long we live. When people open their hearts to positive emotions, they seed their own growth in ways that transform them for the better over the long term.

DO YOU FEEL YOU HAVE THE CAPACITY TO CREATE THE LIFE YOU WOULD LIKE TO LIVE?

Positive thinking also physically changes your brain and the way it works. Constant, regular, and repeated positive thinking and doing positive things daily can not only re-wire your brain, it can make it stronger and stimulate parts that allow you to enjoy greater success.

If you do the work, the brain can be altered and in the process your life will change to give you power

POSITIVITY & POWER EXERCISE

1. HOW IS SEEING THE POSITIVES RATHER THAN THE NEGATIVES GOING TO INCREASE YOUR HAPPINESS?

2. HOW IS POWER (THE ABILITY TO DO OR ACT) GOING TO SUPPORT YOU IN FULFILLING YOUR DESIRES?

3. ARE YOU UTILISING YOUR SOVEREIGNTY AND POSITIVITY ON A REGULAR BASIS?

4. WHERE ARE YOU GIVING YOUR POWER AND POSITIVITY AWAY?

HOW CAN YOU RECLAIM YOUR POWER AND POSITIVITY?

Set yourself 3 commitments to achieve this, making sure they are specific, measurable, achievable, realistic and time bound.

A. Commitment 1

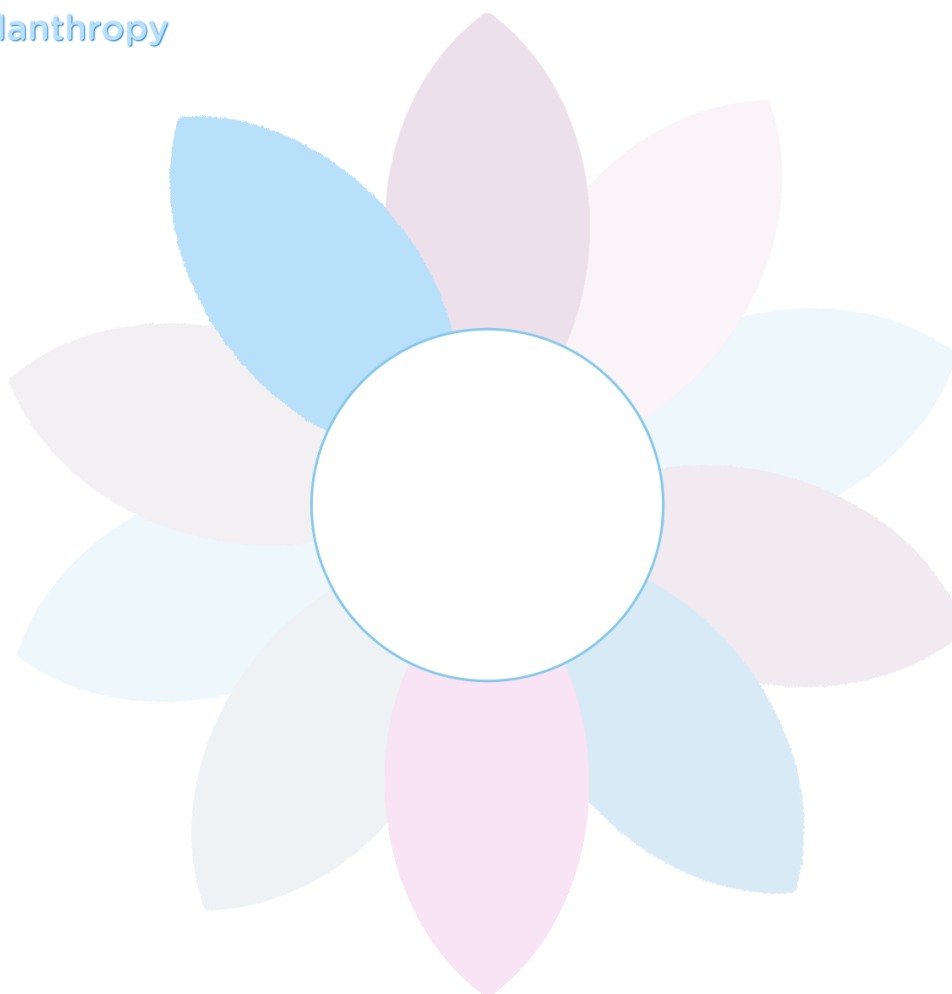
B. Commitment 2

C. Commitment 3

PHILANTHROPY

ARE YOU CONTRIBUTING TO MAKING THE WORLD A BETTER PLACE?

Philanthropy



GIVING BACK AND PAYING FORWARD

Philanthropy is the desire to promote the welfare of others. This is often expressed by giving your time and the generous donation of money to good causes.

Research from Harvard Business School and the University of British Columbia has provided evidence to Ghandi's quote that 'The best way to find yourself is to lose yourself in the service of others'.

The studies showed that individuals who donated small sums of their time, attention or money to others:

- **FELT SIGNIFICANTLY HAPPIER THAN THEIR COUNTERPARTS**
- **HAD GREATER ACTIVITY IN THE REWARD CENTRE OF THE BRAIN**
- **HAD IMMEDIATE SATISFACTION**

Evidently, part of the key to happiness lies within the action of giving itself, not with how much you give - making the decision to make a change.

PHILANTHROPY EXERCISE

1. WHAT DOES PHILANTHROPY MEAN TO YOU?

2. IN WHAT WAY ARE YOU CONTRIBUTING TO MAKE THE WORLD A BETTER PLACE?

3. WHAT ELSE COULD YOU DO TO CONTRIBUTE TO MAKING THE WORLD A BETTER PLACE?

HOW CAN YOU DO TO CONTRIBUTE TO A BETTER WORLD?

Set yourself 3 commitments to achieve this, making sure they are S.M.A.R.T (specific, measurable, achievable, realistic and time bound).

For example: “I am going to go to see my elderly neighbour for an hour a week”, “I am going to volunteer at my park run” or “I will mentor a younger member of the team”

A. Commitment 1

B. Commitment 2

C. Commitment 3

MY HAPPINESS ACTION PLAN — 30 DAY CHALLENGE

KNOWLEDGE IS POWER... ONLY IF YOU APPLY IT OR TAKE ACTION

Write down a plan with a point of action for each P in your Flower of Happiness.

This is about lifestyle balance – what do you aim to achieve over the next 30 days as a result of this workshop?

PURPOSE

PEACEFULNESS

PLAYTIME

PHYSICAL & PSYCHOLOGICAL HEALTH

PEOPLE

PASSION

PROFESSION

PHILOSOPHY

POSITIVITY & POWER

PHILANTHROPY

Who will you make yourself accountable to over the next 30 days?

How and how often will you stay in touch?

ABOUT INTERNATIONAL WELLBEING INSIGHTS

Stress is a much used (and abused) term these days. You frequently hear people say “I’m stressed” or “I’m depressed”, yet there is still much confusion about what these terms actually mean and how best to tackle them. This is where we can help. We are the UK’s leading authority on stress management issues, which is why you will regularly hear us talking about this topic in the media.

International Wellbeing Insights is dedicated to leading effective universal change by maximising your resilience, happiness, productivity and success with our passionate approach to reducing stress and promoting wellbeing.

Our extensive knowledge of stress and wellbeing and our cutting edge interventions have made us the primary organisation dealing with work-related stress reduction and wellbeing promotion in the UK since 2003.

For years, we’ve been empowering individuals to take charge of their wellbeing through our workshops, guides and regular updates. We also act as a trusted advisor for many companies such as British Airways, Allianz and Shell, guiding them through the mental wellbeing solution maze.

For more information or to book a workshop or a coaching session see


www.stress.org.uk, call

+44 203 142 8650 or email

info@stress.org.uk



NOTES





We provide a range of services across the UK and internationally. We are always happy to discuss how we can support you.

We look forward to supporting your wellbeing journey.

Find Us Here:

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www.wellbeing.work

We have supported many organisations, including:

