

Supporting  
people through  
periods of  
change and  
uncertainty.


Thanks so much for attending  
my presentation.

These are copies of the slides  
with some additional resources.

If you have any questions then  
please drop me a line  
[rob@tailoredthinking.co.uk](mailto:rob@tailoredthinking.co.uk)

Best of luck experimenting with  
and exploring these ideas.

Rob

tailored.  
thinking

## **Tailored Thinking resources**

[Job crafting guide](#)

[An overview of buoyant wellbeing](#)

[5 Ways to wellbeing](#)

## **PERMA / Models of wellbeing**

[5 minute video of Martin Seligman](#)

[introducing PERMA](#)

[Happiness isn't the absence of negative emotions - Harvard Business Review](#)

[PERMA Workplace Survey](#)

[Guidance on implementation of 5 ways of Wellbeing – New Economics Foundation](#)

[A number of presentations and articles on wellbeing by Dr Aaron Jarden](#)



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## References

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- Dodge, R., Daly, A. P., Huyton, J., & Sanders, L. D. (2012). The challenge of defining wellbeing. *International Journal of Wellbeing*, 2(3).
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- Huppert, F. A., & So, T. T. (2013). Flourishing across Europe: Application of a new conceptual framework for defining well-being. *Social Indicators Research*, 110(3), 837-861.
- Seligman, MEP. *Flourish: A visionary new understanding of happiness and well-being*. New York: Free Press; 2012



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Supporting  
people through  
periods of  
change and  
uncertainty.

Rob Baker @bakerrjm



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# Tailored Thinking

# Make work better

Make better work



**CIPD**  
People Management  
Awards 2020

HR Consultancy of the year 2020

# Winner

# Hello.

Make work better.  
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@bakerrjm

@tailoredthink

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# Our plan.

- a. Positively responding to challenge
- b. What is wellbeing?
- c. Taking control of our work
- d. Boosting your own wellbeing

How are people  
feeling?

How do you  
want people to  
feel?

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# 1) Positively responding to challenge

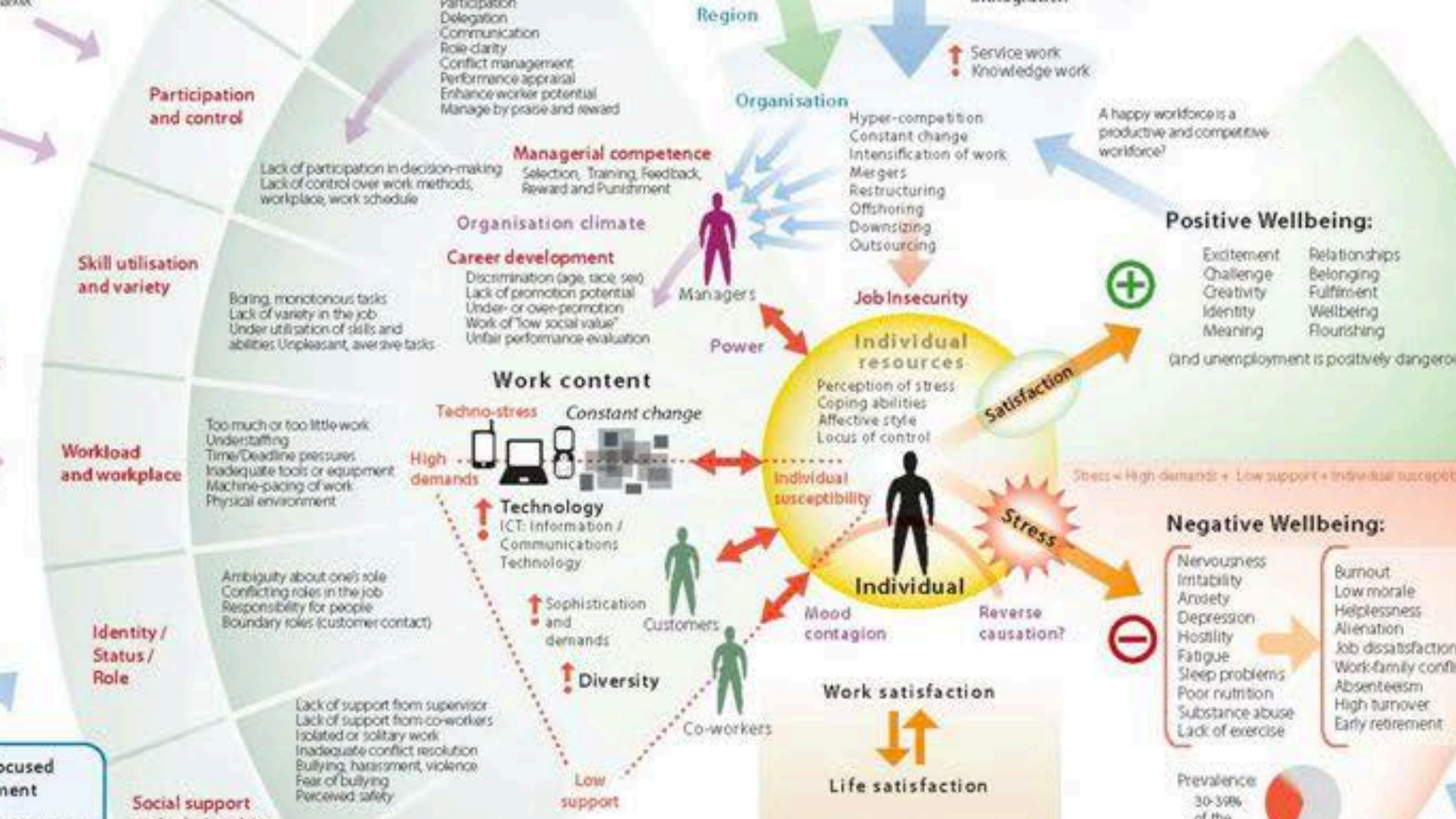
**Make work better.**  
**Make better work.**

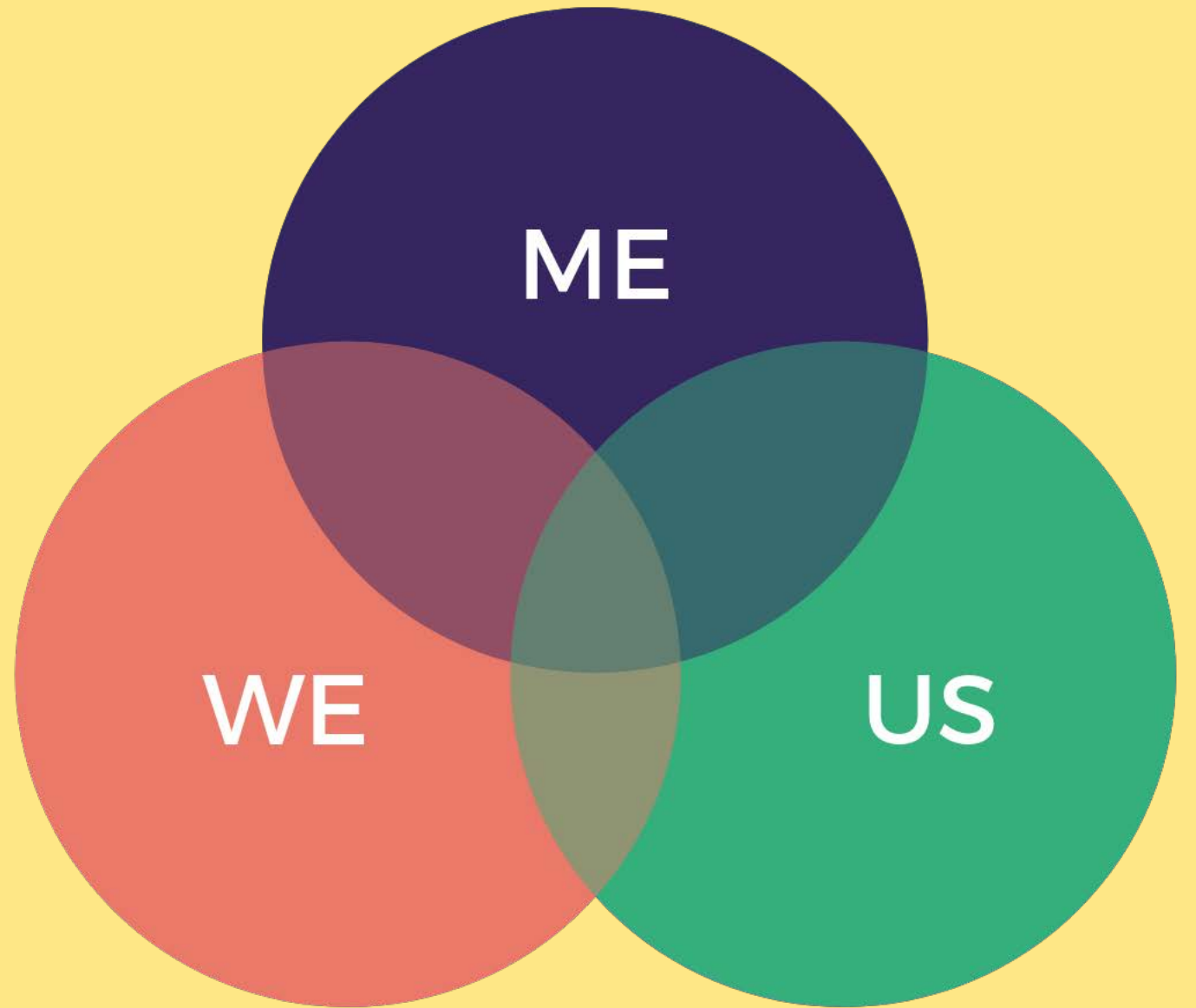
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Positive Psychology is the scientific study of human flourishing and optimal functioning amongst individuals, teams, organisations and communities.

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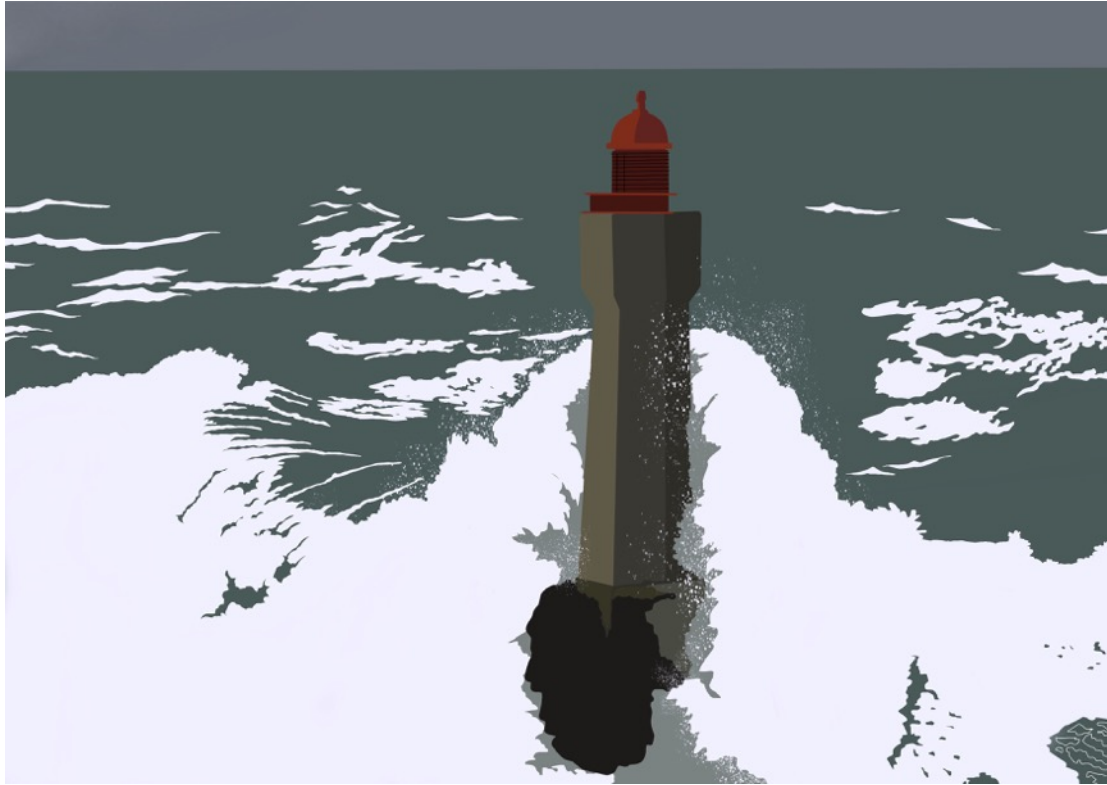




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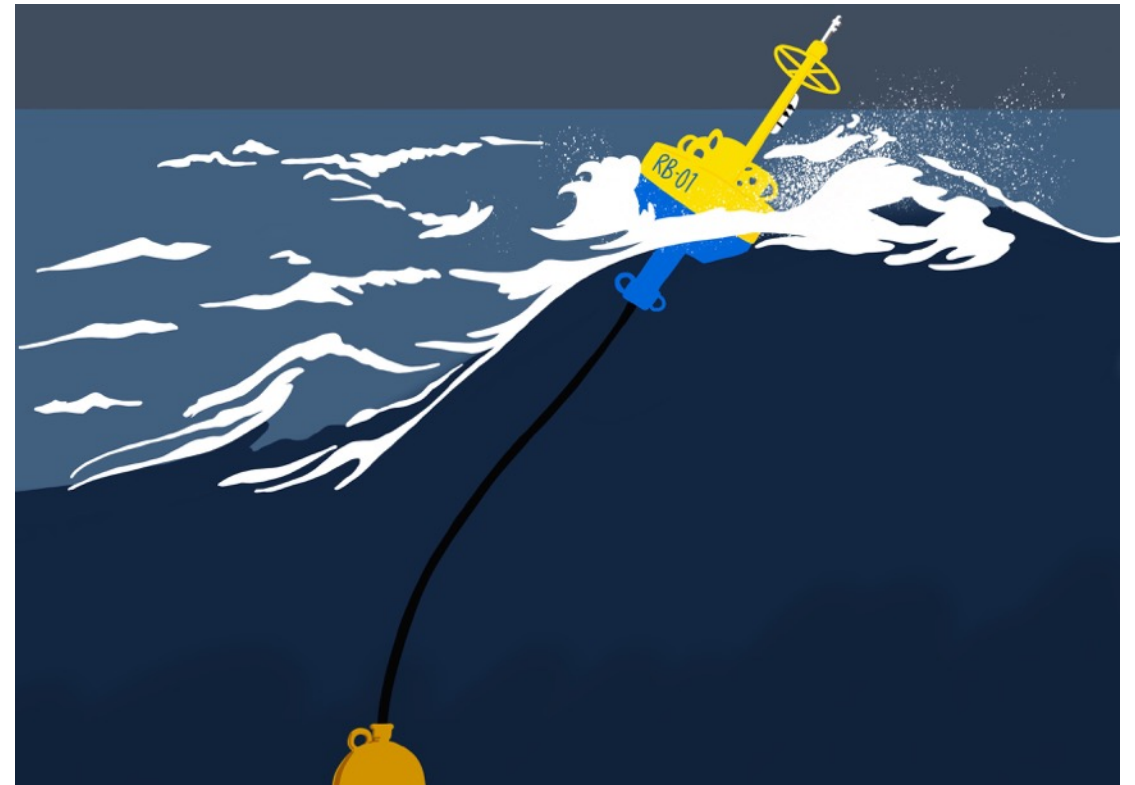
Jarden, A., & Jarden, R. (2016)

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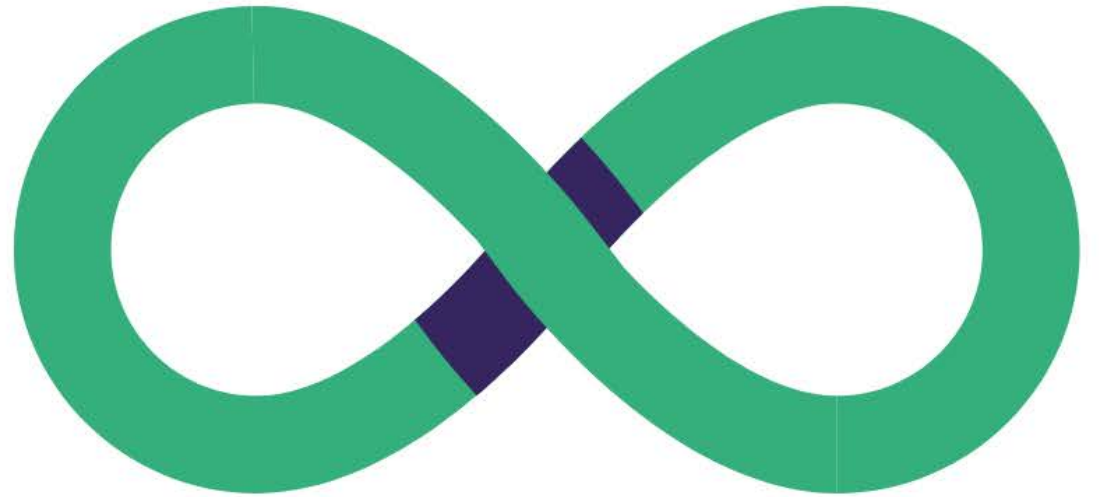
## Lighthouse Thinking

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## Buoyant Wellbeing

E



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# Wellbeing and our brains

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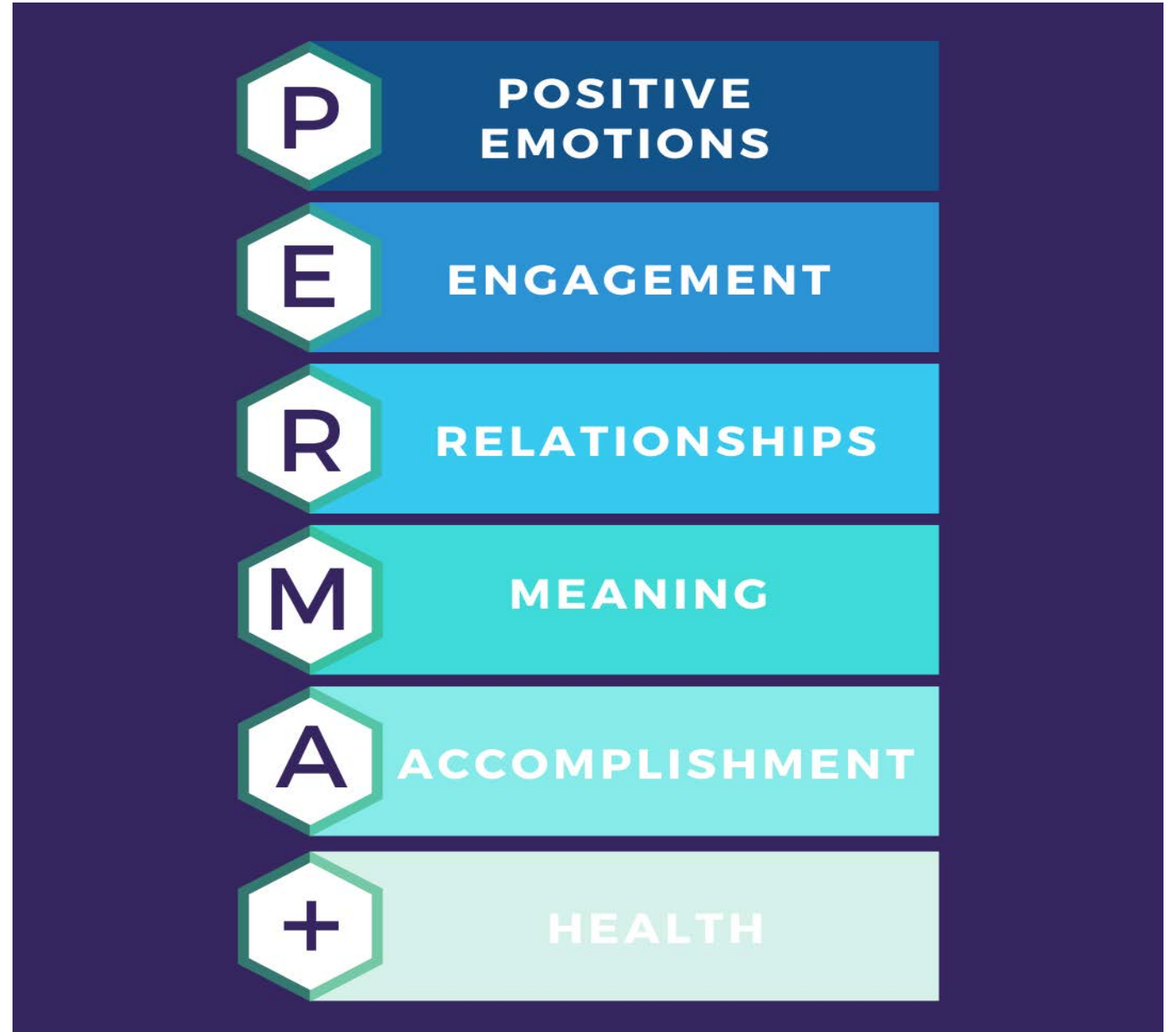
# 2) What is wellbeing?

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# PERMA+

Maker better work.  
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# BOOSTING RELATIONSHIPS

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**Active  
Destructive**

Quash event  
Belittle it  
Dismiss it

**Active  
Constructive**

Enthusiastic  
Ask for details  
Warmth

**Passive  
Destructive**

Ignore  
Change focus to  
something else

**Passive  
Constructive**

Quiet interest  
Low energy  
support



GIVE  
THANKS

GRATITUDE

Count  
your

Blessings





20

G #1  
up with friends on Skype  
G #2  
the wood I ran through  
G #3  
to how I built this podca...



15/4/2020

NAME

Rob Baker

GOOD THING #1

Evening run with Fin

GOOD THING #2

Lunch in the sunshine

GOOD THING #3

Some lovely calls with people



10/4/2020

NAME

Gary Butterfield

GOOD THING #1

The sun is shining

GOOD THING #2

My loved ones and I are safe and ...

GOOD THING #3

I have a bike ❤️



13/4/2020

NAME

Gary Butterfield

GOOD THING #1

My daily allowance to get outside

GOOD THING #2

I was able to catch up with family ...

GOOD THING #3

All my family are well



14/4/2020

NAME

Gary Butterfield

GOOD THING #1

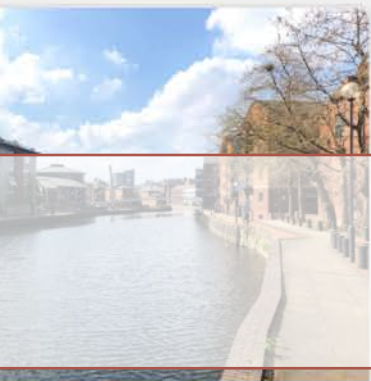
Saw a graceful Red Kite fly over

GOOD THING #2

Managed to bag some sunny

GOOD THING #3

Spotify is keeping me going o



Threegoodthings.io

# Three good things...

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# 3. Taking control of your day

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- 1) Plan your day
- 2) Schedule important but non urgent tasks
- 3) Engage in short bursts of concentrated activity
- 4) Reward success with micro-breaks
- 5) Turn off notifications & avoid distractions
- 6) Collect to-do items

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<https://www.womeninresearch.org.au/time-management> **tailoredthinking.co.uk**



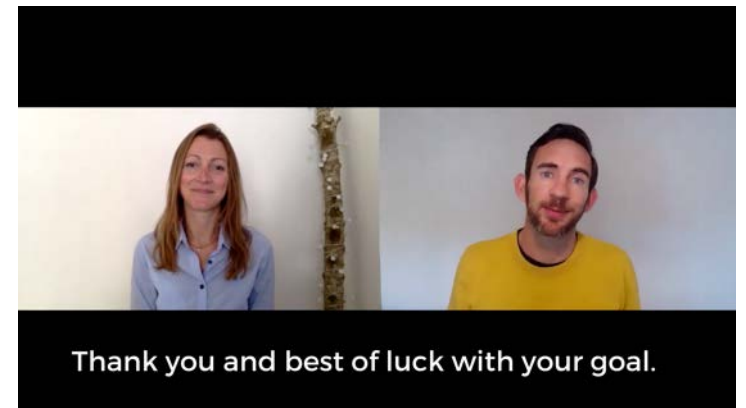


# 4) Experimenting with your work & wellbeing

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# tailoredthinking.co.uk/digital



## Buoyant Wellbeing

An interactive digital learning exercise

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### Ask yourself this

There are a number of questions we can use to prompt ourselves to take action to improve our wellbeing.

Click or tap on each hexagon to find out more.

back continue

### The PERMA+ Model

Click or tap each of the areas to find out more about this element of the model and how it can impact our personal wellbeing.

- P POSITIVE EMOTIONS
- E ENGAGEMENT
- R RELATIONSHIPS
- M MEANING
- A ACCOMPLISHMENT
- + HEALTH

back continue

### Welcome to your Buoyant Wellbeing digital experience

This module will explore what wellbeing means and help you set a positive and personal wellbeing goal.

What's your name?

What kind of session are you in today?

I'm exploring on my own I'm at a Wellbeing Workshop

### Well done, you've finished!

You've completed your Buoyant Wellbeing digital experience. Good luck with your wellbeing adventures.

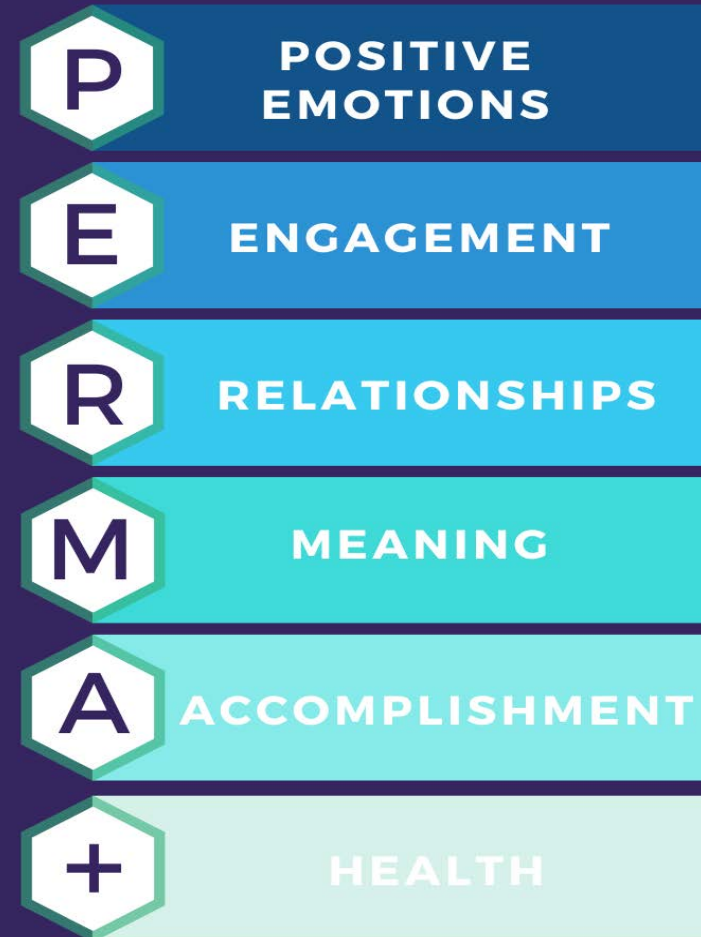
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Click or tap here to get your PDF with your wellbeing goal and answers

back have another go finish

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# What do you want to explore today?



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Positive Emotions	Engagement	Relationships	Meaning	Accomplishment	+ Health
Energy	Absorbtion	Trust	Pride	Achievement	Sleep
Fun	Challenge	Connection	Significance	Satisfaction	Nutrition
Laughter	Growth	Belonging	Value	Feedback	Rest
Joy	Control	Friendship	Purpose	Fulfilment	Space
Gratitude	Mindfulness	Kindness	Impact	Stimulation	Exercise
Creativity	Flow	Belief	Identity	Clarity	Finances
Play	Balance	Empathy	Support	Direction	Recovery

# Questions to ask?

1. How much of this do you have? (scale 1 – 10)
2. How much of this do you want? (scale 1 – 10)
3. What would this look and feel like?

With a budget of 10  
mins a day or an hour a  
week..

What are you going to  
experiment with, when  
and why?



**Make work better.**  
**Make better work.**



How are you going to  
boost your wellbeing?

What conversations about  
wellbeing are you going to  
have?

**Thank you**

**better work  
work better**

Make work better.  
Maker better work.

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