



**Frankston
Business —
Collective**
With business For business

Our Three Pillars

Advocacy | Connection | Education



frankstonbusinesscollective.com.au



Wellbeing = Feeling Good + Functioning Effectively

P

Positive Emotions

Feeling good broadens our minds, and builds our mental, physical and social resilience.

E

Engagement

Developing our strengths can improve our levels of energy, confidence and performance.

R

Relationships

Feeling safe with others boosts trust, creativity, learning, and connection. It also lowers stress.

M

Meaning

Positively impacting others, elevates our motivation, commitment and satisfaction.

A

Accomplishment

Believing we can improve our abilities, moves us beyond our limitations to realize our potential.

H

Health

How we eat, move, recover and rest shapes our mental, physical, and social energy.

Tiny is mighty when it comes to caring for wellbeing

The Six
Wellbeing
Factors

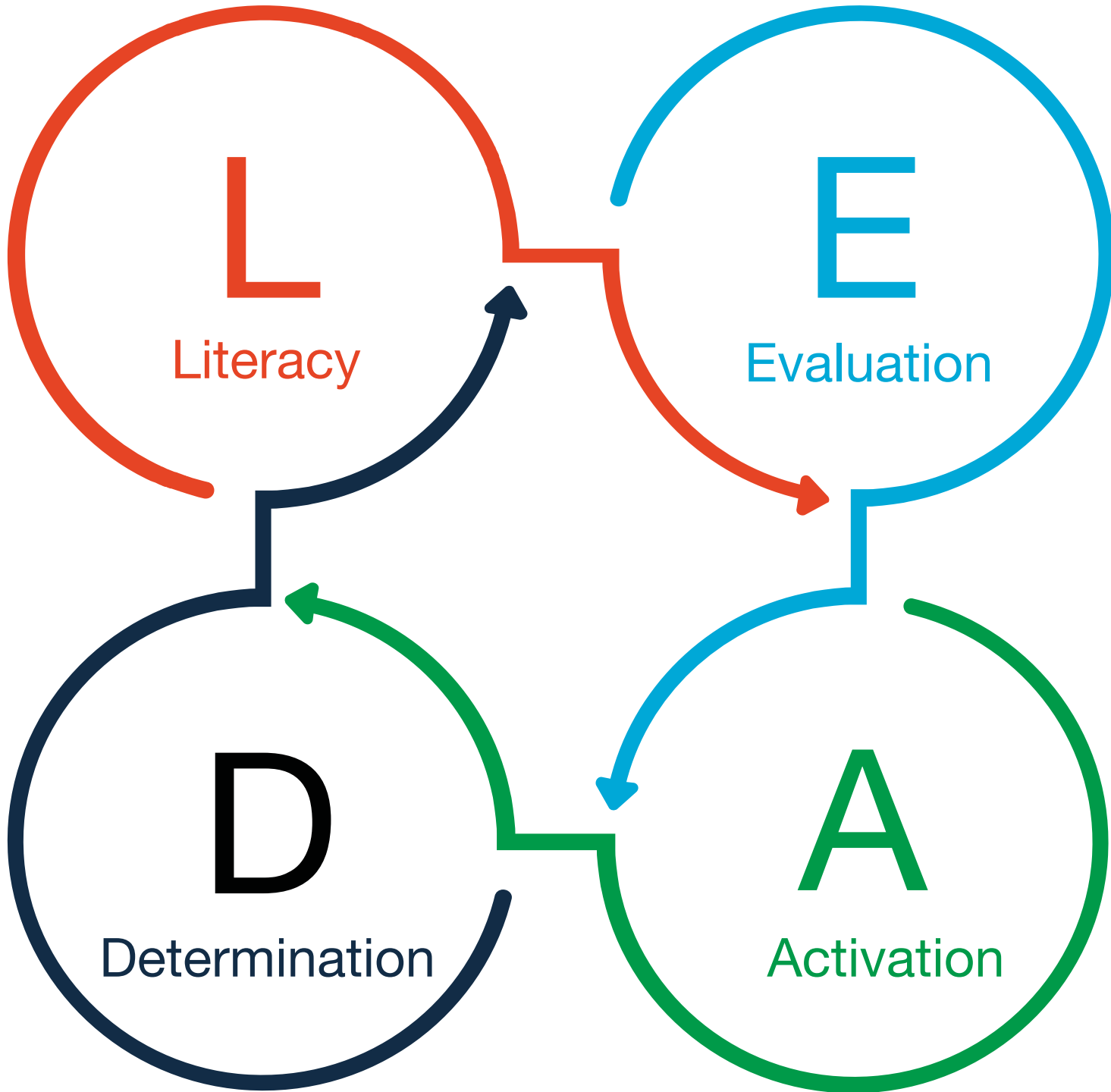


THEWELLBEINGLAB
CERTIFICATE IN *creating* WELLBEING

www.thewellbeinglab.com



thewellbeinglab



Tiny Is Mighty Need For Psychological Safety

Flexibility **Sustaining Motivation** Complex

Wellbeing Is Mutli-Dimensional

Me, We & Us

Productivity Impact

Set Boundaries

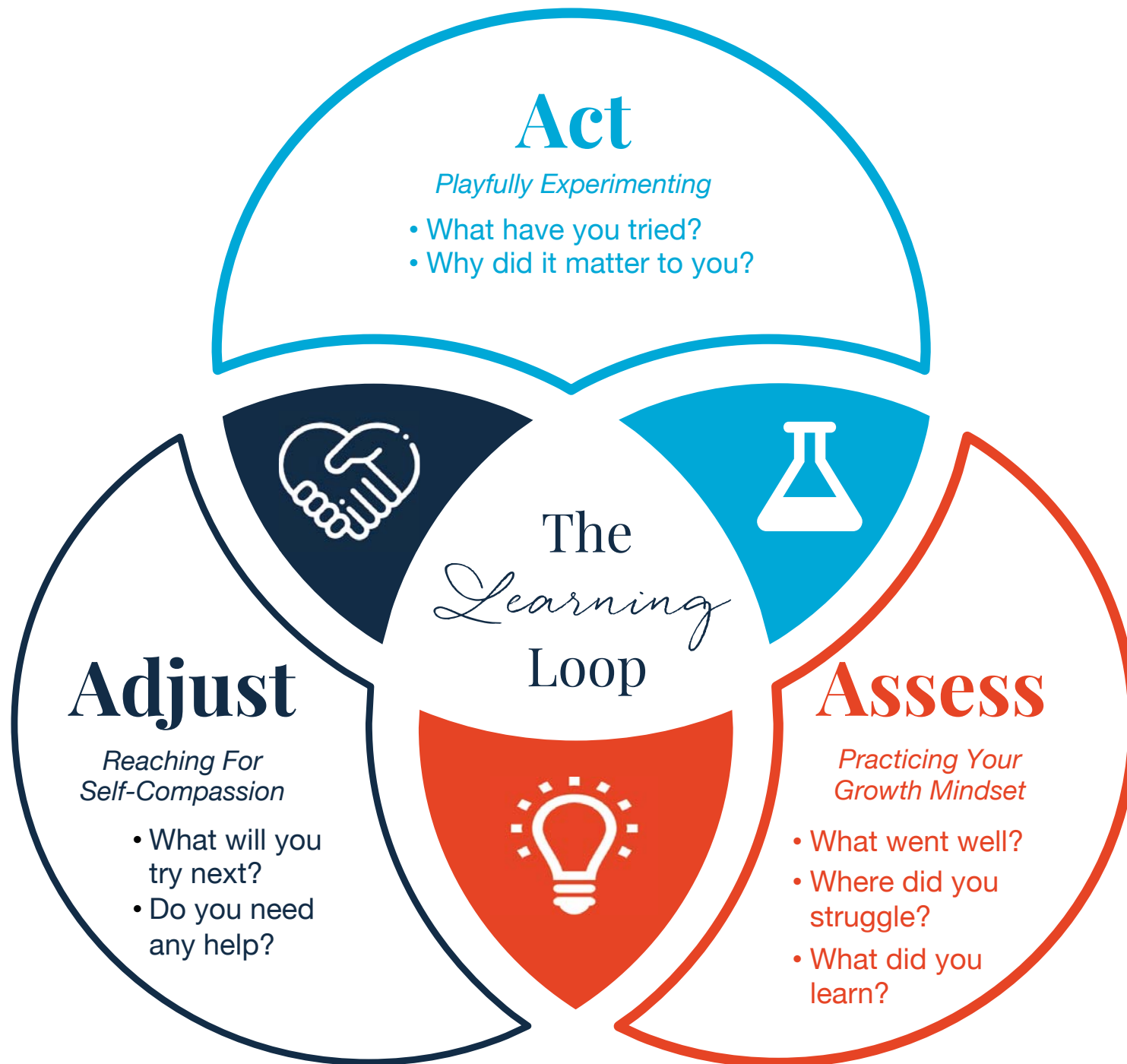
Ask For Support

Give Time/Make Time

Thriving \neq Struggle Free Compassion

Goal = Intelligence

Never Won & Done



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Activating
Wellbeing

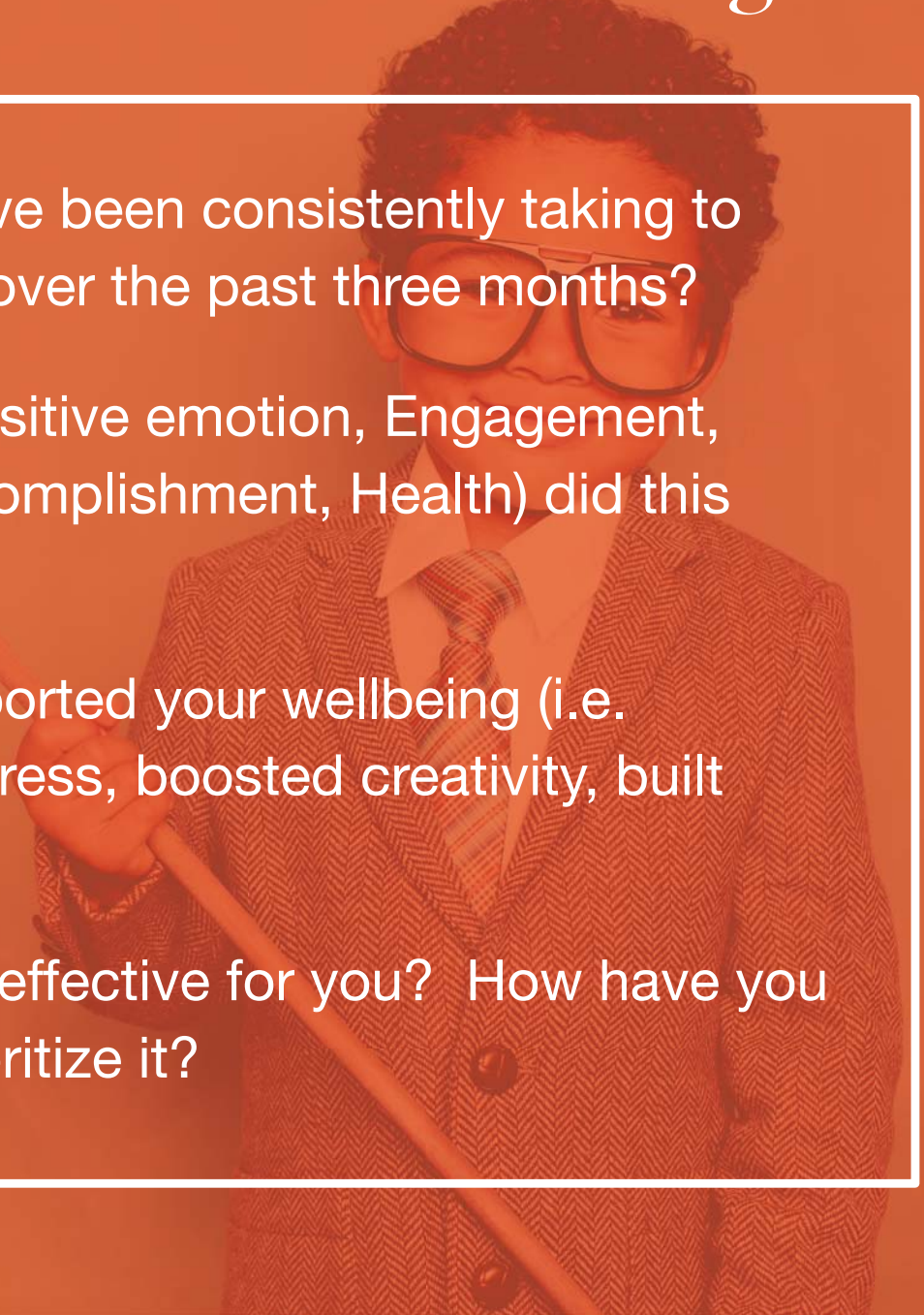
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3

How Do You Care For Your Wellbeing?

What's the best tiny action you've been consistently taking to care for your wellbeing at work over the past three months?

- Which PERMAH factor(s) (Positive emotion, Engagement, Relationships, Meaning, Accomplishment, Health) did this action support?
- How has this behaviour supported your wellbeing (i.e. reduced anxiety, managed stress, boosted creativity, built connection, etc)?
- Why has this action been so effective for you? How have you managed to consistently prioritize it?



Your
Wellbeing
Nudge

There are three common derailers when it comes to caring for our wellbeing: I don't want to, I don't know how to, I don't think I can.

Professor James Prochaska

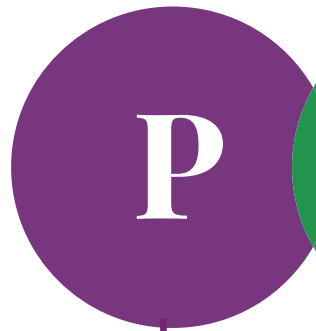


Activating
Wellbeing

Tools For
Wellbeing

3

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Can You Name Your Positive Emotions?

When you're energized and thriving, what are some of the emotions you're feeling?





Positive emotions open our hearts and our minds, making us more receptive, creative and connected.

Professor Barbara Fredrickson

What the func?

SAVOR THE GOOD

Look for what's working well to spark feelings of joy, pride, hope, inspiration, awe, gratitude, and love.



STRESS LESS

Acknowledge feelings of stress as your body's way of letting you know something important needs your attention.



SPARK JOY

Make time for the things that put a smile on your face to boost your energy.



ACTION ANXIETY

Control the controllables by identifying the actions you can take and accepting those outside of your influence.



ENJOY NATURE

Get outside, take a walk, or sit under a tree. Being closer to nature helps to lift our heartfelt positivity.



EMBRACE DISCOMFORT

Find safe spaces where you can talk about the struggles you're encountering.



All emotions are positive, in that they provide vital, valuable information about our desires and needs in the moment.

Catherine Tardella

Are You Engaged At Work?

- What is one of your top strengths (i.e. curiosity, creativity, perseverance, bravery, kindness, love of learning, honesty, teamwork, humility, hope, humour)?
- How have you recently used this strengths at work.



Strengths are things which you perform well at,
find energizing and do frequently.

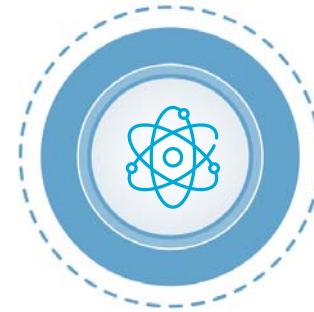
Dr. Alex Linley

Can You Create Opportunities For Engagement?



BE MINDFUL

What new idea or approach have you discovered? How are you reaching for curiosity instead of judgment about preconceived ideas?



BE PLAYFUL

What's sparking your interest? What are you creatively experimenting with? What new discoveries are you sharing?



SPOT STRENGTHS

What lit you up last week?
What are you looking forward to this week?
How are you putting your strengths to work?



DEVELOP STRENGTHS

Do you need to dial up your strengths to boost your confidence? Do you need to dial down your strengths to avoid burning yourself out?



GIVE FEEDBACK

What strengths have you seen someone using? What positive impact did their strengths have? How can they keep building on these?

Your
Wellbeing
Nudge

Unrealized strengths represent deep wells
of potential that lie within you.

Dr. Alex Linley

Are Your Beliefs Sharing Your Relationships?

- Think about one of the most challenging people in your work at the moment, on a scale of 0 (not at all) to 10 (absolutely) how intent do you think they were on coming to work and being as difficult, disruptive and disappointing recently?
- Thinking about yourself, on a scale of 0 (not at all) to 10 (absolutely) how intent have you been on coming to work and being as difficult, disruptive and disappointing recently?
- What *has been* your intention when you've come to work recently?



What if people are doing the best they can
with what they have right now?

Professor Brene Brown

Can You Create Safe Spaces?

JUDGEMENT



Rushing To Mind-Read

Assuming the worst, leaping to conclusions, and failing to check our understanding.



Biting Your Tongue

Assuming learning is embarrassing, we avoid conversations and fix it ourselves.



Groaning & Moaning

Assuming others are incapable, we resort to complaining and rob others of growth.



Pointing The Finger

Assuming others are to blame, we overly focus on mistakes and shame people.

Slowing Down & Asking

Assuming the best, taking a breath and asking questions to better understand.



Offering Support

Assuming learning is helpful, we speak up and offer our support to assist.



Daring & Sharing

Assuming everyone is capable, we spark a clear and kind conversation to enable growth.



Sitting In Responsibility

Assuming we share responsibility, we create a safe space for each of us to be accountable.



CURIOSITY

Your
Wellbeing
Nudge

The deepest principle in human nature is
the craving to be appreciated.

William James



Activating
Wellbeing

Tools For
Wellbeing

Amplifying
Wellbeing



A Library Of Done-For-You Tools You Can Steal-With-Pride

How Might You Activate Wellbeing?

How might your Mental Wellbeing Project help people in workplaces to:

- Create more moments of positive emotions?
- Mindfully engage and develop their strengths as they go about their work?
- Build trust and psychological safety in their relationships?



Your
Wellbeing
Nudge

There is no one magic strategy that will
help every person become well.

Professor Sonja Lyubomirsky

With *heartfelt* thanks



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www.thewellbeinglab.com    [thewellbeinglab](https://www.linkedin.com/company/thewellbeinglab)

Tiny Ways To Care For Your Wellbeing



Create Jolts Of Joy
On the way to work reach for a favorite song, a funny video, or anything or anyone that makes you smile.

Connect With Nature
At lunch get out in nature and drink in the wonder and timelessness of the world around you.

Savor The Good Things
On your way home share a story of something good that's happened with someone you care about.



Align Your Strengths
Each morning pick one task on your to-do list and write a strength you can draw on next to it.

Take A Strengths Pause
Between meetings, pause, take a deep breath and ask: Which strength will I use next?

Strengths Reflection
At the end of each day reflect on what you've learned about when you've overplayed or underplayed your strengths.



Make Time To Connect
Invest in small moments of positivity by making time each day to reach out to others.

Do A Five Minute Favor
After lunch take 5 minutes to help someone with a quick favor.

Create Playful Breaks
Create a short play break each afternoon for a chat, share a funny meme or just playfully connect.



Adopt A Service Mindset
When you plan your day add one thing you could do to make a positive difference for others.

Re-Frame The Mundane
Write down a task you're dreading today. Ask: What is its purpose? Who does it help?

Schedule Real Breaks
We all need time to rest and recover. Take a lunch break. Step away from your computer. Nourish your body and rest.



Invest In Small Learning Wins
If there was one small step you could take to learn something new today what would it be?

Reflect On Your Learning Loop
At the end of each day ask: What went well today? Where did I struggle? What did I learn today?

Sit With Your Struggles
See your feelings of fear and anxiety. Sit and surrender as you breathe through the discomfort they bring. Then take the next small step forward.



Get Up Regularly
Every 60-90 minutes set an alarm to remind you to get up and move for at least two minutes.

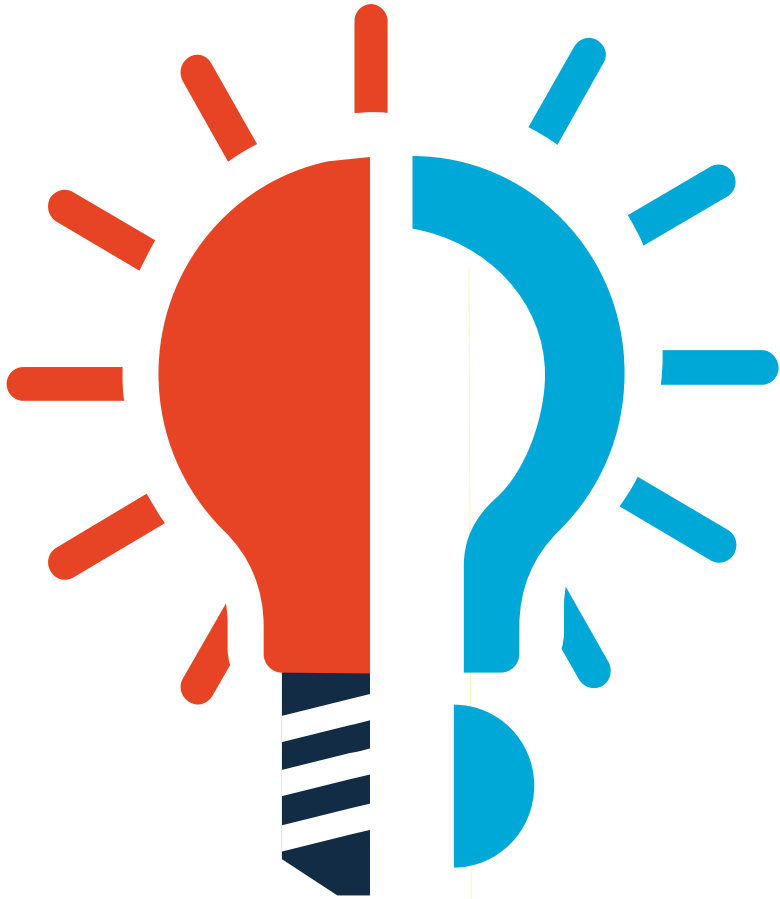
Breathe Deeply
After you go to the bathroom take 5 deep slow breaths breathing in to the count of 4, hold to the count of 7 and breath out to the count of 8.

Create A Bedtime Routine
Give yourself 30-45 minutes to wind down before bed each night with a regular routine to help your body and brain relax.

Tiny Wellbeing Habit Check-In

PERMAH FACTOR	NAME	MON	TUES	WEDS	THURS	FRI	SAT	SUN

When it comes to caring for your wellbeing today



1

What went well?

Start here to build your wellbeing confidence. Just asking this question is a sign you're on the right track.

2

Where did I struggle?

Remember, there is no shame in struggle. Struggles are resilience building opportunities for learning and growth.

3

What did I learn?

Your wellbeing is meant to ebb and flow. Your goal is to keep learning how to intelligently care for your wellbeing.

4

What will I try tomorrow?

Immediately apply what you've learned. Choose the one tiny wellbeing nudge you most want to try tomorrow.

Your Stress Less Toolbox

Dialling Up Positivity



Jolts Of Joy

Reach for a favorite song, a funny video, or anything or anyone that makes you smile.

Savoring The Good



What Went Well

On your way home, reflect on what went well today and what made this possible.

Dialing Down Stress



Healthy Distractions

Create a list of healthy distractions you can reach for to short-circuit negativity.

Lean Into Uneasiness



Harness Adversity

What have you learned from stressful situations in the past? How can you use this now?



Connect With Nature

Get out regularly in nature and drink in the wonder and timelessness of the world.



Re-live Peak Moments

Write about a treasured memory for 5-15 minutes and really re-live the feelings.



Disrupt Rumination

Each day, write down a negative thought and prove why this is not 100% true.



Control Controllables

Make a list of what's in your control and focus attention, energy, and action here.



Hunt & Gather

Create a portfolio of meaningful letters, photos, quotes, or songs to savor positivity.



Immerse Yourself

Try to engage all your senses in a pleasurable experience as it unfolds.



Limit Media

Tune into how media or social media leaves you feeling. Adjust your diet as needed.



Name Your Emotions

When you feel uncomfortable, name the emotions you're feeling and breathe slowly.