



The science of wellbeing

FACILITATION GUIDE





Game changing for business. Life changing for people

About Genos

We are a global team of change-makers using emotional intelligence to enhance how we connect, communicate and collaborate at work. Transforming these essential people skills at work also makes a difference to peoples' relationships outside of the workplace. People become better parents, partners, siblings and friends. That's why we call our work Game changing for business. Life changing for people.

Genos is a leading, global provider that delivers on our mission with transformational content, great digital technology, exceptional customer service, passionate partners and clients who want to lead their industries.

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The science of enhancing wellbeing

Slide 1



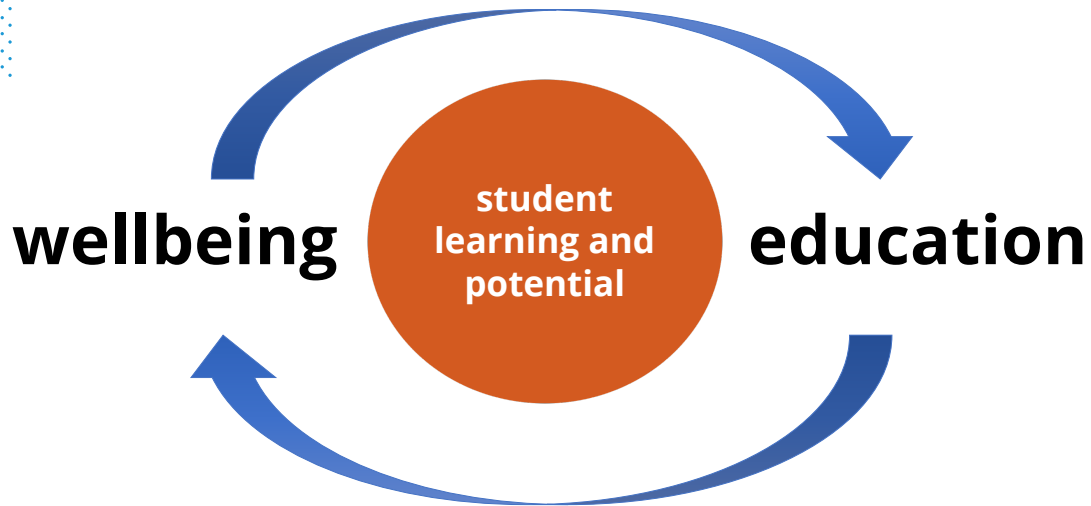
You can run this session with a group as small as 2-4 up to a group as large as 24. While it could be run with a very large group you will need to allow more time for the activities.

Say welcome to this session on the science of enhancing wellbeing.

Notes:

Slide 2

2



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The objective of this slide is to set the scene and motivate people to participate.

Say: "Wellbeing plays an important role in helping students learn and reach their potential. Education plays an important role in helping facilitate student wellbeing. In this way wellbeing and education are highly interrelated.

All people who are a part of a school community play an important role in helping to facilitate student wellbeing and benefit greatly from proactively working on their own wellbeing. Doing so facilitates learning and helps students reach their potential. Thank you for being part of this initiative and working with us to lift the wellbeing of members of our school community."

Notes:



The science of wellbeing



Mental



Physical



Social



Environmental

1. Analyse what an improvement in our wellbeing might mean to us
2. Assess what we are already doing in each of these areas
3. Share with each other some of the techniques we've found useful
4. From the discussion, determine something new we could do to enhance our well-being.

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Pg. 3

The objective of this slide is to overview the session

Invite your participants to turn to page 3 of their workbooks. Note the animations of this slide and use them to help you outline the session.

Say, "If you look into the science of wellbeing, you'll find that well-being is best defined as a diverse and interconnected component of wellness that includes mental, physical, social and environmental wellbeing. The science of well-being has shown us that we all have it and that we can all improve it by doing things in each of these areas that are good for us. So today I'm going to invite you to contemplate your own well-being in each of these areas. We are going to analyse what an improvement in our wellbeing might mean to us;; assess what we are already doing in each of these areas with a quiz; share with each other some of our techniques we are already using; and from that see if we can determine something new we could do to enhance our wellbeing. The goal today is to use the knowledge of different techniques that exist within our group and in doing so help each of us determine something new we could do to enhance our wellbeing.

If running the follow-up sessions say - following this session we are going to do a deeper dive on each area where we explore in more depth various wellbeing techniques we can adopt in each to enhance wellbeing.

Slide 4



- **Think about at time when you have taken deliberate steps to improve your wellbeing**
- **What did you do?**
- **What happened as a result?**
- **How did it feel?**
- **Did it have any impact on other areas of your life (i.e., quality of your relationships or overall mood, emotional regulation)?**
- **What might it mean to you to improve your well-being by 2, 3 or 4%?**

Pg. 4

The objective of this slide is to get people thinking about and sharing, the benefits of working on well-being.

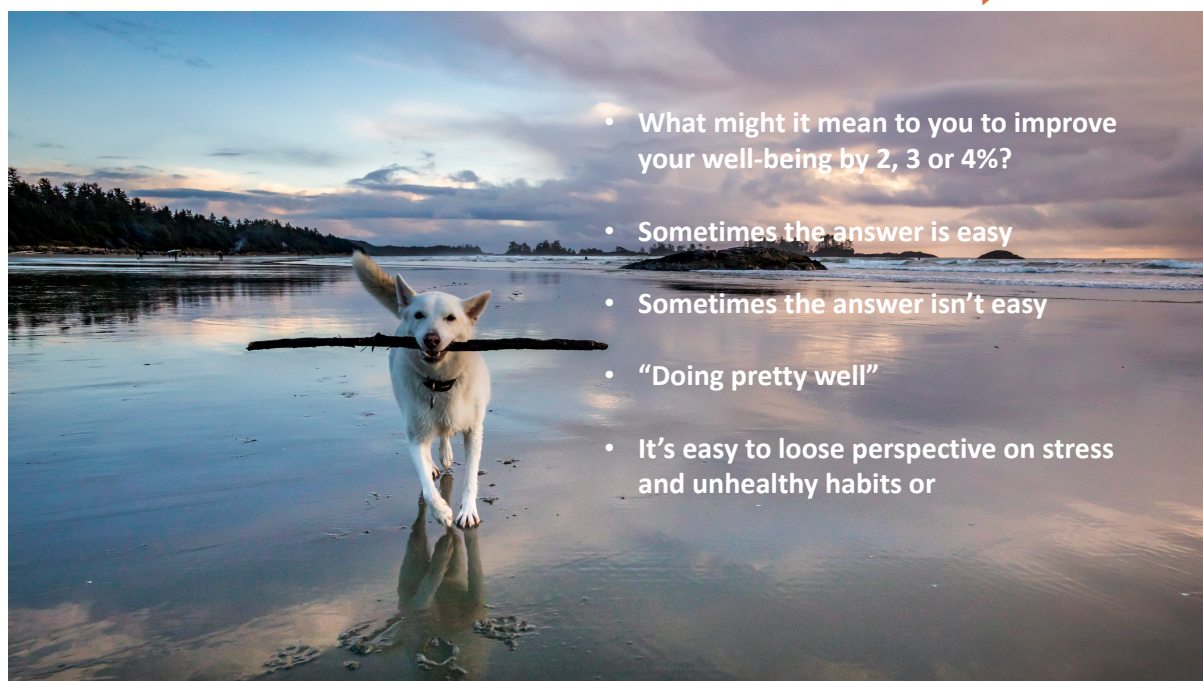
Invite participants to turn to page 4 of their workbooks

Show the first dot point on the slide. Then ask each of the questions in succession without stopping. Then give members of your audience 3 minutes to contemplate answers to these questions in their workbooks on page 4. Play the music whilst they are completing the activity. Once finished call on some people in your group to share some their answers to the questions.

Note if you have a large group over 12 people, you can ask people to turn to the people around them first and foremost to discuss in small groups (3-4 people in each) and then debrief the questions by asking for responses from the audience.

Note there are no write or wrong answers to the questions.

Slide 5



- What might it mean to you to improve your well-being by 2, 3 or 4%?
- Sometimes the answer is easy
- Sometimes the answer isn't easy
- "Doing pretty well"
- It's easy to lose perspective on stress and unhealthy habits or

The objective of this slide is to help people identify with their personal position and situation in relation to the question "what might it mean to improve your wellbeing?". It may help your audience think about the fact that regardless of your starting point working on your wellbeing is beneficial.

Say "I'd like to pick up on that last question, what might it mean to you and those around you to improve your well-being by say 2, 3 or 4%? Sometimes the answer to this question is easy (often because we are in or facing a difficult context), and in other times it's not easy to answer. Some of us like to think of ourselves as "doing pretty well" from a well-being perspective. It's also pretty easy to lose perspective on stress and some of our unhealthy habits. Finally, sometimes we simply don't have perspective on what a 2, 3 or 4% improvement might actually feel like – so it's a big question and not one we should dismiss quickly today. What we'd like to inspire within you today is to make an effort towards this 2-3% improve regardless of your starting point.



The science of enhancing wellbeing



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The objective of this slide is to have your participants begin to think above and beyond what they may already be doing around their wellbeing. If we want to improve it NEW things need to happen. The second objective is to position the quiz in the next activity.

Say” What we do know from the research is that if you want to improve your own wellbeing then you are going to need to do something new, something above and beyond what you are already doing; or interestingly, stop something you are currently doing that’s not good for your wellbeing. So to this end, lets start with a quiz designed to get us thinking about what we are already doing and to help us identify areas of wellbeing that we might be able to improve in. What might result – improvements in well-being can **increase life by 4 to 10 years compared with low levels of subjective wellbeing, and impact your happiness, life satisfaction, success at work, and the quality of your relationships generally as we explored earlier.**

Well-being quiz, pg. 5



- Read the instructions and complete the quiz
- Score it according to the instructions over the page
- Capture responses to the reflective questions

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Invite participants to turn to page 5 in their workbooks.

Say “In a moment I’m going to invite you to complete the quiz, score it and capture responses to the reflective questions. Before you start let me take you through a couple of examples. Turn to the next slide to show the examples

Slide 8

T	F	#	QUESTION
		1	When dealing with stressful situations I tend to stop, reflect and think through the causes of the stress to help me feel differently.
		2	I exercise regularly (at least 20 minutes most days).
		3	I have someone at work who I catch up with regularly to reflect on how things are going.
		4	I work eight hours or less a couple of days per week.
		5	I engage in meditation a few times a week.
		6	I am careful about my diet (e.g., eating regularly, moderately and with good nutrition in mind).
		7	When someone bothers or frustrates me, I engage that person in discussion about it as quickly as I can.
		8	I take 45 minutes or more for lunch with someone once or twice a week.
		9	Once or twice a year I set myself achievable goals to help improve myself.
		10	Most days of the week I get the amount of sleep I need (e.g., eight hours).
		11	I regularly seek feedback from colleagues on how I interact with them.
		12	I work in different environments to help me manage my mood or stress.
		13	I set boundaries for myself at work (like how much time I spend on email) and stick to them.
		14	I mix up my activities at work so that I am sitting, standing and walking around regularly.
		15	I regularly attend events with peers in my industry (e.g., webinars, conferences, learning events).
		16	I could withstand a change in my financial circumstances.



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MENTAL		PHYSICAL		SOCIAL		ENVIRONMENTAL	
<input type="radio"/>	1 (T)	<input type="radio"/>	2 (T)	<input type="radio"/>	3 (T)	<input type="radio"/>	4 (T)
<input type="radio"/>	5 (T)	<input type="radio"/>	6 (T)	<input type="radio"/>	7 (T)	<input type="radio"/>	8 (T)
<input type="radio"/>	9 (T)	<input type="radio"/>	10 (T)	<input type="radio"/>	11 (T)	<input type="radio"/>	12 (T)
<input type="radio"/>	13 (T)	<input type="radio"/>	14 (T)	<input type="radio"/>	15 (T)	<input type="radio"/>	16 (T)

What strategies are you using the most? **pg. 5**

Which well-being area might you be best placed to try some new well-being strategies within (Mental, Physical, Social, Environmental)?

What might be the benefits for you?

Outline how to complete and score the quiz,

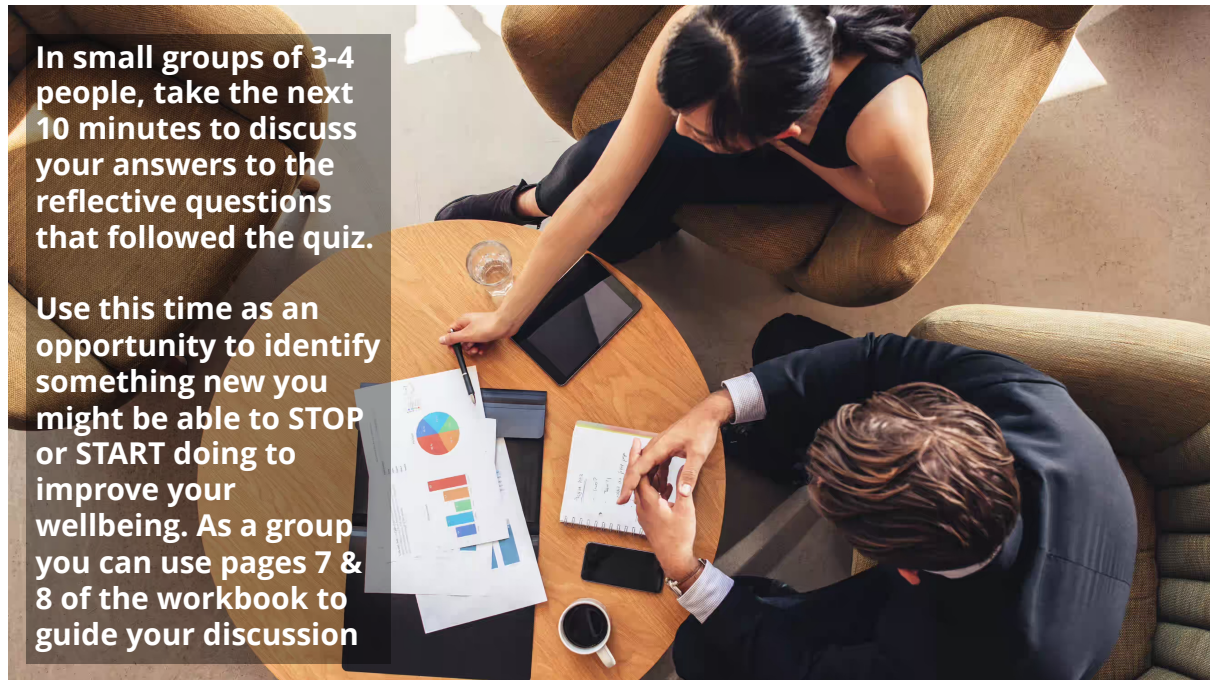
Then give people 5 minutes to complete the quiz, score it and capture answers to the reflective questions.

Select a nice song (instrumental pieces work best), to play while people complete the task. You can use the one provided here.

Finish by saying that you will ask people to share some of their responses with others in the group once everyone has finished.

Then start the 5 min timer. If you see people need extra time allow it, if people finish earlier then move to the next activity

Slide 9



Use the slide to position the activity.

After 10 minutes invite people to share with the larger group and/or ask any questions they might have.

Use the next four slides to help with the debrief of it.

MENTAL



Pg. 7

Did anyone identify this area of wellbeing as an area to work on?

Did anyone identify something new they could START doing, or something they could STOP doing, to enhance this area of wellbeing?

- Creating boundaries
- Improving your emotional agility
- Diarising thinking and reflection time
- Perspective taking
- Learning new things

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Invite participants to turn to page 7 of their workbooks.

Use the slide to generate large group discussion mental wellbeing

Ask the two questions on the slide.

If running the Thinking Strategies session, SAY "In our Thinking Strategies session we will deep dive on strategies like Creating Boundaries improving emotional agility and engaging in Perspective taking to take us further in this area.

If you aren't running the Thinking Strategies session then do a more high level overview of the Thinking strategies as discussed and listed in the participants workbook and on this slide. In preparation you may wish to think of you own examples or search google within which there is a host of information on the benefits of each. Use the dot points as search terms.

PHYSICAL



Pg. 7

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Did anyone identify this area of wellbeing as an area to work on?

Did anyone identify something new they could START doing, or something they could STOP doing, to enhance this area of wellbeing?

- Sleeping better
- Drinking less alcohol and caffeine
- Eating more nutritious whole foods
- Exercise – most days
- Breathing and mindfulness meditation

Use the slide to generate large group discussion.

Ask the two questions on the slide.

Then, if running the Physical and Environmental Strategies session, say “In our Physical and Environmental Strategies session we will deep dive on strategies like Sleeping Better and Mindfulness Meditation to take us further in this area. Our physiology can have an impact on the way we feel and manage stress. Improving our physical health with exercise, diet, sleep and other activities can help us manage emotions more effectively and build our wellbeing.

If you aren't running the Physical and Environmental Strategies session, then do a more high level overview of the Physical strategies as discussed and listed in the participants workbook and on the slide. In preparation you may wish to think of you own examples or search google within which there is a host of information on the benefits of each. Use the dot points as search terms.

SOCIAL



Did anyone identify this area of wellbeing as an area to work on?

Did anyone identify something new they could START doing, or something they could STOP doing, to enhance this area of wellbeing?

- Relationship improvement (goal setting & actions)
- Leaning into conflict/difficult conversations
- Planning and being more intentional
- Being more emotionally mindful of self/others
- Demonstrating mindful listening

Pg. 8

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Invite participants to turn to page 8 in their workbooks.

Use the slide to generate large group discussion

Ask the two questions on the slide.

Then, if running the Social Strategies session, say “ in our Social Strategies session we will deep dive on strategies like leaning into conflict and facilitating difficult conversations, and how to plan and be more intentional in your interactions with others to create better connections.

If you aren't running the Social Strategies session then do a more high level overview of the social strategies as discussed and listed in the participants workbook and on the slide. In preparation you may wish to think of you own examples or search google within which there is a host of information on the benefits of each. Use the dot points as search terms.

ENVIRONMENTAL



Pg. 8

Did anyone identify this area of wellbeing as an area to work on?

Did anyone identify something new they could START doing, or something they could STOP doing, to enhance this area of wellbeing?

- Routines & rituals
- Engaging more with things you love doing
- Engaging in things that move you emotionally
- Burn essential oils or use scents
- Playing music

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Use the slide to generate large group discussion.

Ask the two questions on the slide.

Then, if running the Physical and Environmental Strategies session, say “ in our environmental strategies session we will deep dive on strategies like engaging in routines and rituals, and doing more of the things you love doing.

If you aren't running the Physical and Environmental Strategies session then do a more high level overview of the Environmental strategies as listed in the participants workbook and on the slide. In preparation you may wish to think of you own examples or search google within which there is a host of information on the benefits of each. Use the dot points as search terms.



Enhancing your psychological well-being



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The objective of this slide is to help wrap up the session and position the action plan

Say "thanks for participating today everyone and for sharing the techniques you use to maintain your wellbeing. The objective of this session was to use the knowledge of different techniques that exist within our group and in doing so help each of us determine something we could either stop going (that's not healthy), or start doing something new that is, enhance our wellbeing.

The science of wellbeing



Mental



Physical



Social



Environmental

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Use this slide to summarise the session

Say, "To achieve this objective we have analysed what an improvement in our wellbeing might mean to us; Assessed what we are already doing in each of these areas; shared with each other some of the techniques we've found useful and hopefully from that you've been able to identify something new you could do to enhance wellbeing. To finish I'd like to invite you to pull all these together into an action plan.



Pg. 9, 3 mins

Stretch action plan

1. What things could you stop or do less of to boost your well-being?
2. Looking back over your list of NEW things you could start doing what will you do to boost your well-being?
3. In the spirit of continuous improvement, when do you plan to revisit well-being and renew your approach?

Invite participants to turn to page 9 of their workbooks.

Use the slide to position the activity. Give people 3 mins to complete their answers to the questions on page 9. Play the music, note you can select your own if you wish.

When finished randomly call on a couple of people who are willing to share a summary of their action plan.

Thank everyone for coming and close – unless you are running other parts of the series then use the next slide

Slide 17 - Optional



Improving Wellbeing with Thinking Strategies
insert date, place and time here



Improving Wellbeing with Physical and Environmental Strategies
insert date, place and time here

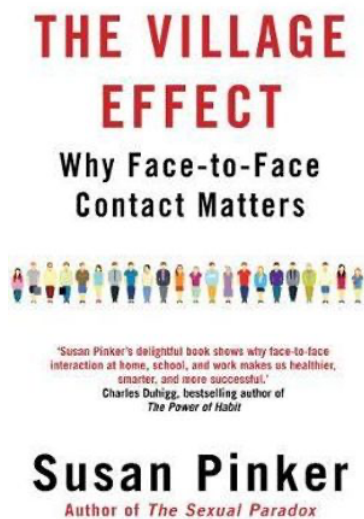
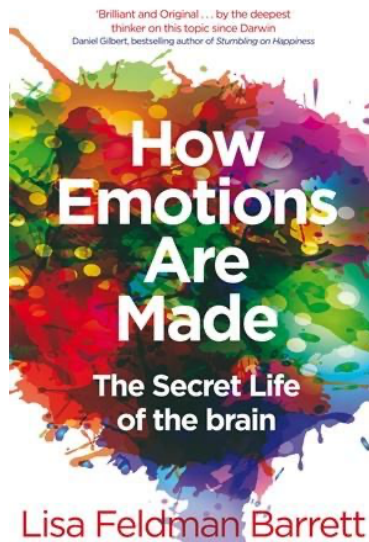
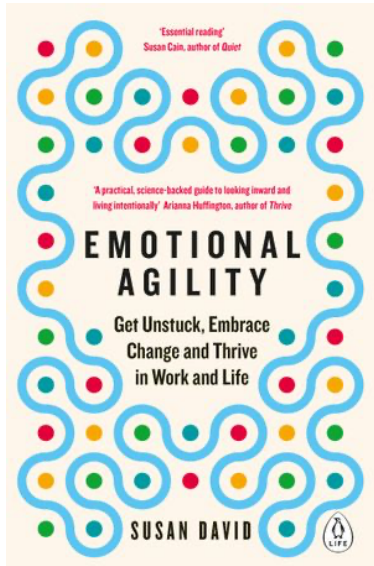


Improving Wellbeing with Social Strategies
insert date, place and time here



Use this slide to position the other sessions you are running.

Recommended Reading



Recommended short videos

Susan David on emotional agility

https://www.youtube.com/watch?time_continue=1&v=0_6hu6JLH98&feature=emb_logo

Joshua Freedman on the difference between emotions, feelings and moods

https://www.youtube.com/watch?v=_pbdqgXWxBQ&t=1196s

BBC short video on intellectual humility

<https://www.bbc.co.uk/ideas/videos/the-importance-of-knowing-you-might-be-wrong/p08d53s8>

