



The Science of Well-Being:

Using Positive Psychology

for Perseverance

Training Workbook

About RAFT

RAFT supports organizations and advocates to cultivate human-centered workspaces through foundational wellness practices, resources, and training to build resilience and promote a healthier gender-based violence advocacy ecosystem.

Objectives

In this workshop, you will learn how to apply the PERMA model of positive psychology to your daily work for greater balance, fulfillment, and well-being. Explore ways to reframe everyday activities and build a workplace culture that fosters lasting resilience.

Key Takeaways:

- Understand how the five elements of the PERMA model apply to your life, both personally and professionally
- Reframe daily work tasks to strengthen resilience and overall well-being.
- Explore how PERMA can be integrated at the individual and organizational level.

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What is PERMA?

PERMA as Defined by Martin Seligman

PERMA is a model that includes five components developed by Martin Seligman. These five categories are intrinsically motivating and, when pursued, can contribute to well-being and a state of flourishing.

Flourishing is to find fulfillment in our lives, accomplish meaningful and worthwhile tasks, and connect with others at a deeper level. In essence, living the “good life” – Martin Seligman



Positive Emotions

What we feel. Those feelings that make you feel the best. Feelings that lack negativity and discomfort. Examples: pleasure, warmth, comfort, gratitude, joy, amusement, etc.



Engagement

Refers to the state of being in “flow”, or the state of being so engaged with something that you lose track of time and things going on around you. The loss of self-consciousness during an absorbing activity. Examples: reading a book for a few minutes, then realizing 2 hours has gone by.



Relationships

The relationships that we develop with other people that contribute to our well-being. The people that matter in our lives. Examples: your partner, children, co-workers, friends, parents, etc.



Meaning

Belonging to and serving something that you believe is bigger than the self. Being part of something larger than yourself. Examples: your family, your job, religion, volunteering, living green, etc.



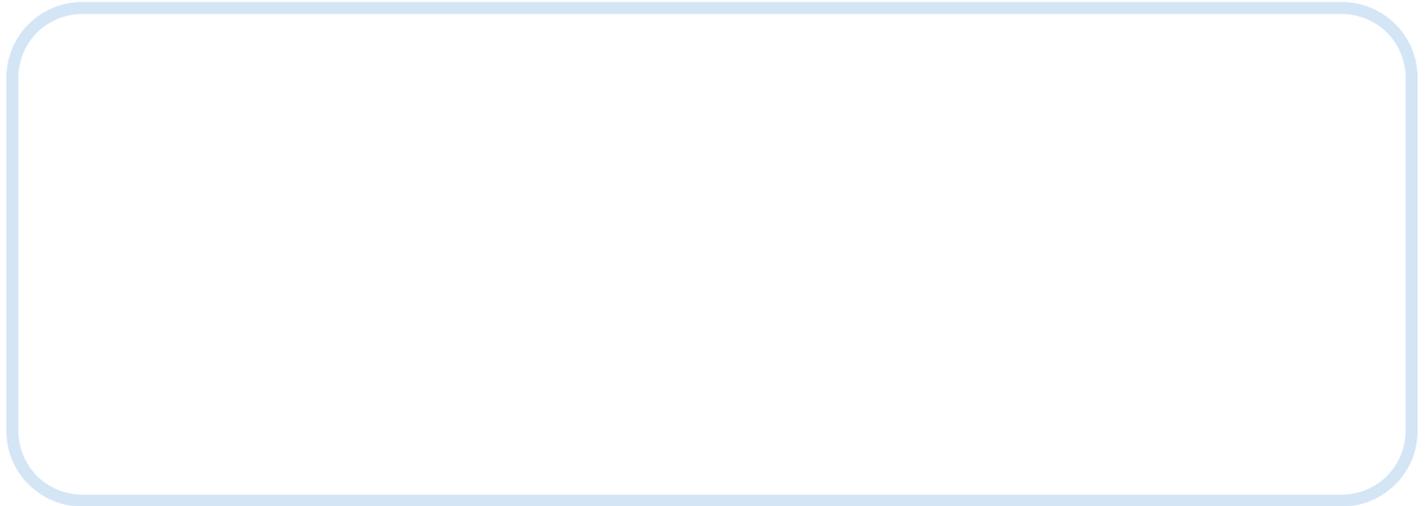
Accomplishment

Those things that we pursue because they seem worthy of our stretch. Accomplishment can be recognized both internally and by others. Examples: doing your job well, writing a short story, climbing stairs, receiving an award, losing weight, etc.

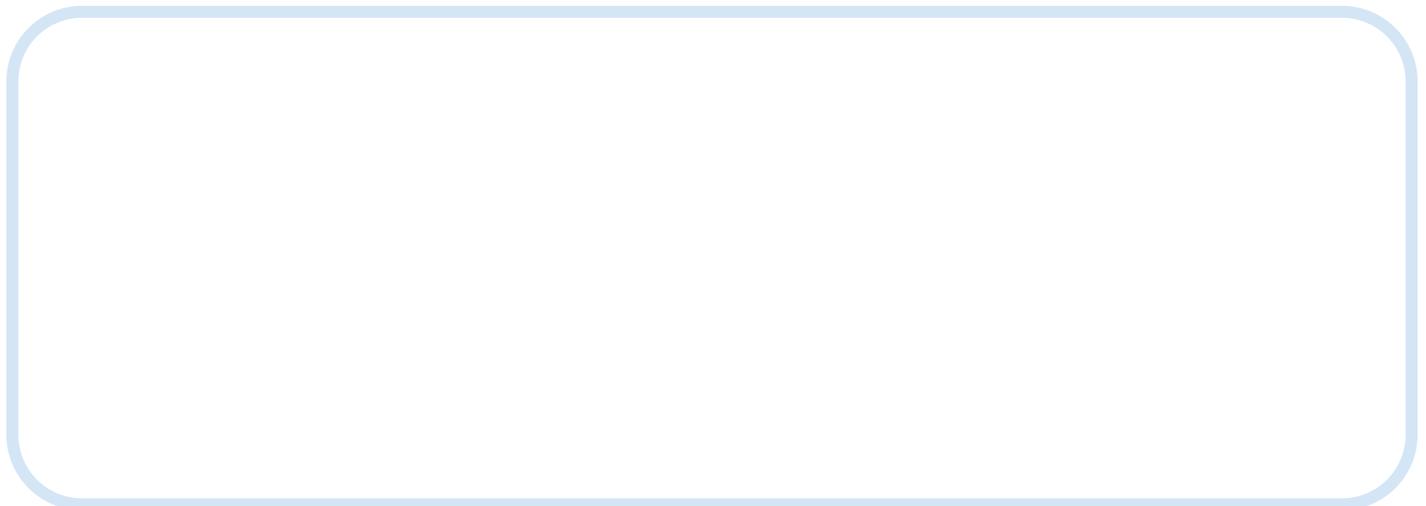
What is PERMA?

Journal

Which PERMA categories feel the most important to you and your well-being?



Why do these categories feel important to you?



Return to page 3 to review your list of self-care activities. For each activity mark which PERMA categories you are fulfilling with that activity. NOTE: Each activity may fill more than one PERMA category.



Reframing Activities that Don't Fit in Your PERMA Categories

Adding, not Subtracting

Every job has certain tasks that you do not enjoy and don't fit with any of your PERMA categories. One way to support yourself while doing these tasks is to “stack” activities that do meet your PERMA categories with these activities.

For example, if you don't enjoy:

- Answering emails, but get positive emotions from drinking coffee, you could make sure you are always drinking coffee while answering emails
- Filling out monthly grant reports, but have positive relationships with a coworker, you could set up a co-working time to fill out your reports
- The driving time to travel to court, but are engaged by books written by a certain author, and listen to one of those books while driving.
- A particularly difficult client, but you have passion for your work, and know that you are supporting your family: tap into that sense of meaning while working with that client.

List your work activities that do not fulfill any PERMA categories. To the right, write something you could add to that activity to give it: Positive emotions, Engagement, Relationships, Meaning or Accomplishment.

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Task

Add

PERMA at the Organizational Level

Future Snapshot Visualization

Support at the individual level is not enough to improve your resiliency and well-being; you also need support from your organization (and your community). Leadership in your organization can provide support for PERMA in several ways. Here are some to get you thinking:

- Learn and discuss your team members' PERMA tasks as part of your group and one-on-one ongoing meetings (not just once a year during a performance review)
- Look for ways to reorganize tasks in a job to mix up PERMA and non-PERMA activities during the day
- Look at job descriptions and expectations, and see if some jobs are over-focused on stressful tasks, and find ways to make changes
- Create jobs that are more tailored to the people who work for the organization and match an individual's PERMA tasks (yes, this one feels scary and possibly impossible)
- Make space in the organization for relationships via co-working spaces, employee resource groups, community activities, etc.
- Share your PERMA tasks with your team as part of the conversation
- Discuss activities that are not on someone's (including your) PERMA list and look for ways to empower others to take on some of those tasks if they are a better fit for them

Whether you are an official leader in your organization or not, what are some ways you can think of to integrate PERMA into your organization's culture?

Stay Connected with RAFT

Thank you for joining RAFT for this workshop.

Your participation and shared experiences are truly appreciated.

You can download all the workbooks and check out

RAFT's other resources at: <https://www.raftcares.org/advocate-resources-2/>

We encourage you to stay in touch and keep the conversation going:

Sign up for our newsletter and follow our social media at: <https://linktr.ee/raftcaresorg>

Join the RAFT community for our support calls:

Advocate Support Call – 1st Wednesday & 4th Friday of every month.

Hot Topics Support Call -- 1st Friday of every month.

Survivor-Advocate Support Calls -- 3rd Wednesday of each month

Leadership Support Calls – 2nd Tuesday & 4th Wednesday of each month

Sign up to join and be reminded of support calls at:

<https://www.raftcares.org/support-calls-2/>

Interested in our Leadership resources?

Sign up here:

<https://www.raftcares.org/subscribe-leaders/>

IF THE LINKS ABOVE DON'T WORK:

Try copying and pasting the URL
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