

# PERMA+R Sessions

## Overview and FAQs

### What to expect from a PERMA+R workshop?

- An interactive 60-mins workshop to enable flourishing and thriving in work and beyond
- An opportunity to develop skills and knowledge to support each of the PERMA+R pillars (Seligman, 2002)
- Learn hints and tips to help embed positive wellbeing in our day-to-day and feel empowered to take action
- Breakout room discussions in groups of 6-8 followed by sharing takeaway actions in the chat
- Pre-reading and follow up resources to enhance and develop learning

### FAQs

#### How many people can attend a PERMA+R session?

These workshops are available for up to 500 people

#### Can one of the modules be taken as a standalone workshop?

These workshops can be purchased to stand alone or pick and mixed based on priorities and needs. However, we recommend they are run as a series for optimum learning impact.

#### What platform does the session use?

The standard session uses Zoom, but we can also use MS Teams or other platforms as preferred.

#### How do you create psychological safety?

We use positive framing, ground rules and energiser activities to create an atmosphere that encourages people to be open to having these conversations. Breakout group conversations have a clear question set to guide discussions and people have the option to observe if they prefer not to join the breakouts.

### When is a session useful?

- When a safe platform is needed to **develop skills and knowledge** around supporting our own and others' wellbeing
- When it would be beneficial to **equip people with action ideas** that can be directly applied to having a positive impact on individual, team and department wellbeing culture
- When there is the need to **boost positive energy and meaningful connections** across the department

### What is the evidence behind this session?

All workshops are underpinned by Positive Psychology. This is the scientific study of the strengths that enable individuals, teams and organisations to thrive.

### For more information and to book:



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# Overview of the sessions

## Cultivating Positive Emotions

- We explore the benefits of experiencing more positive emotions and identifying practical ways to harness these benefits for ourselves, our team and organisation. Looking at positive emotions beyond the idea of 'happiness'
- We discuss how experiencing Positive Emotions can open up our field of vision, helping us to be more creative and productive at work
- We identify practical ways we can harness the positive benefits of some emotions and manage the negative impact of others

## Increasing Engagement

- We focus on discovering some of our 'strengths' – things we excel at and are energised by
- We explore the concept of 'flow' and how it relates to strengths and engagement. Throughout the workshop, we identify and share actions we can take to help ourselves and others play to strengths more often and use our time and energy effectively
- We work through practical tools, such as the 'time-energy grid', to develop skills in increasing the amount of engagement we experience in work and beyond

## Developing Relationships

- We equip people with the knowledge and skills to be able to build High Quality Connections with colleagues to enhance wellbeing, resilience, performance and collaboration
- We focus on the challenges and opportunities inherent in the journey of returning to work
- We use practical activities to develop skills around ways to build trust, demonstrate respectful engagement and task enable, which people can translate into direct action with teams, colleagues and wider systems working

# Overview of the sessions

## Creating Meaning

- We reflect on the importance of meaning in our lives and work and identifying ways we can create more purpose for ourselves and others
- We explore how individuals can have different types of meaning at work and its benefits
- We discuss practical ways to cultivate meaning at work for ourselves and others by using research on Job Crafting and the different orientations people have towards work (job orientation, career orientation and calling orientation)

## Boosting Accomplishment

- We explore the benefits of a growth mindset, and how this can be developed to increase our sense of achievement and success
- We further uncover the beliefs and mindsets that we can have around accomplishment and look at practical ways to achieve our goals more effectively
- We practice reframing our thoughts using the ABCDE model (Ellis, 1950) and use Rick Snyder's theory of 'waypower' to find tangible and easy routes to reaching our goals and fulfill our potential

## Building Resilience

- We help people develop a deeper understanding of resilience and how it connects to mental and physical wellbeing
- We explore how fostering different elements of Positive Wellbeing can help us be naturally more resilient at work and develop a bank of tips that can be shared within the organisation
- We look at how we can minimise our negative emotions and behaviours in difficult situations, by reflecting on typical triggers and choosing effective responses

# Feedback

"This was a fantastic session, I don't know where the time went. Loved the interaction. Lots of food for thought to transfer messages to wider team."

"Thank you, another very useful session - you empower 'I can do' mindset, something much needed at the moment."

"I can honestly say that this was one of the best workshops I've ever done."

"Extremely helpful to give time for self-reflection in among everything."

"The sessions are not just to do with work but everyday life and how we can apply a lot of the learning to outside of our work, in all walks of life."

"Definitely feeling more able to cope with difficult situations thanks."

"If there was ever a time these sessions were needed, it is right now. I feel very lucky to have the opportunity to partake in all the sessions."

"Really enjoyed this session - it has been great to share thoughts and feelings with others in the break out rooms and feel relieved that they too go through the same roller coasters!"

"Thank you for an interesting session and thoughts as to how I might improve personal and team environment!"

## Testimonials

"I have joined all 5 workshops so far and found these so helpful for my development and they have inspired for a Mental Health and Wellbeing project for my team. Your workshop made me realise I wanted more meaning to my job role and in the current pandemic want to help others more. It was a light switch moment for me in how I can improve my wellbeing at work. They really have been such a help."

"Thank you so much for this opportunity which is greater than ever. Amalgamating the wider spectrum of people who provide different aspects to the same situation gives you a better and a deeper understanding of the circumstance."