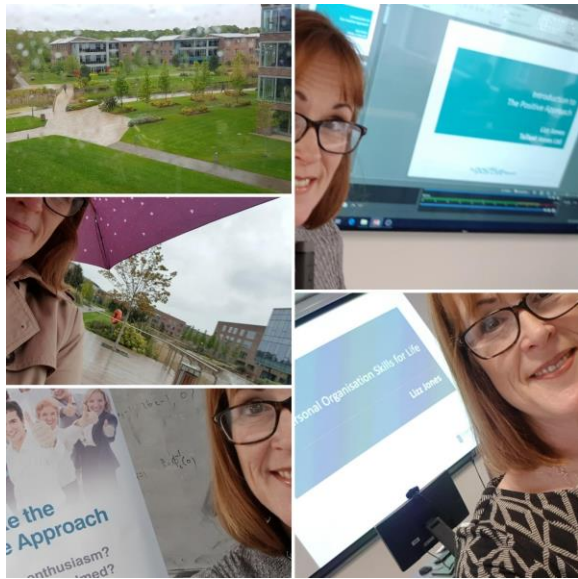


Introduction to The Positive Approach

Lizz Jones
Tallant Jones Ltd

Engaging People





The **positive** Approach



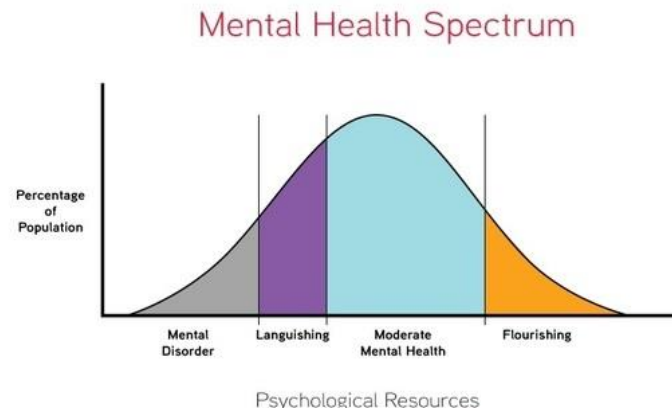


Maslow's Hierarchy of Needs



Positive Psychology from scratch

- Branch of the Psychology which considers how we can live more **fulfilled lives**; and incorporates the study of **strengths** and **virtues** that enable individuals & groups to **thrive**
- Well grounded in academic research and study
- Unlike traditional based psychological interventions and therapies, it aims to help people to ***flourish*** on the mental health spectrum



Our brains *can* change

- Brain research is a rapidly developing field with advances in research & technology
- Misconceptions about brain's ability to develop after puberty
- *Neuroplasticity* – how the brain can change in 3 ways: chemicals; structure; & function
- *Behaviour* and *practice* are the 2 key drivers to facilitate neuroplasticity



Our sub-conscious minds and habits

- Habits are our brain's "energy-saving" function that "free-up" the thinking part of our brain for more critical tasks
- Upto 70% of brain's activities are classed as habits
- Most of our thinking and behaviours relating to "happiness" will be locked into habits
- Habits are cyclical in nature:
 - Cue / trigger
 - Routine / activity / behaviour
 - Reward



Being “positive”

- Are some people simply happier than others?
- Happiness Set Point:
 - genetic propensity towards happiness
 - determines 40-50% of your “happiness”
- First, define: Happy



Two Questions for you...



The Six Steps to Happiness

- Choose Happy

Make it a positive choice & find inspiration to support you

- Be Happy

Know your strengths & values, and stick to them

- Celebrate Happy

Practice Gratitude & reinforce your new happiness habits

- Reflect Happy

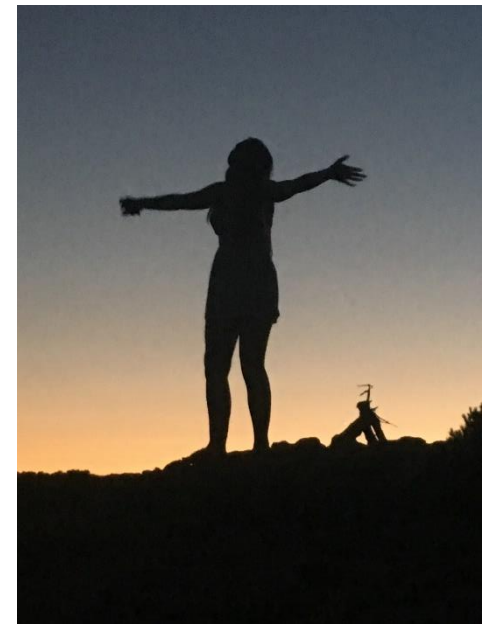
Journaling for beginners and experts alike

- Mindful Happy

Create a space for calm in your busy life

- Share Happy

Create a happier place & make those around you happy too



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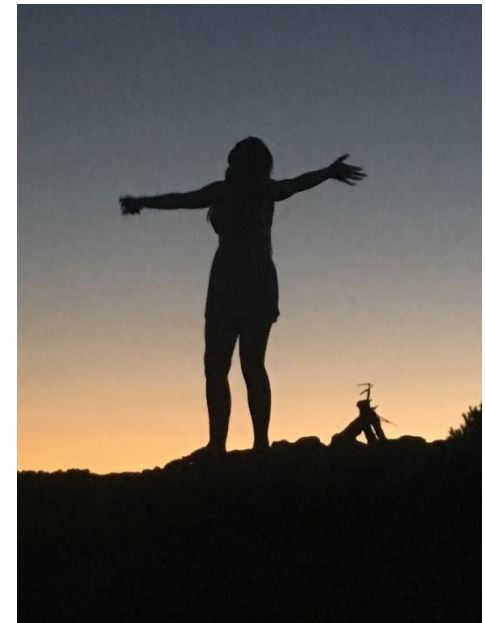
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Exploring “choice”

- Habit loops and subconscious programming hinders us from spotting that “choice” moment
 - Break the cycle
 - Engage pre-frontal cortex
- May not be able to change the trigger or event, but we can alter the way we **CHOOSE** to respond:



Event + **Response** = **Outcome**

- Lean into the discomfort of different choices
 - When we numb out vulnerability, we miss new opportunities

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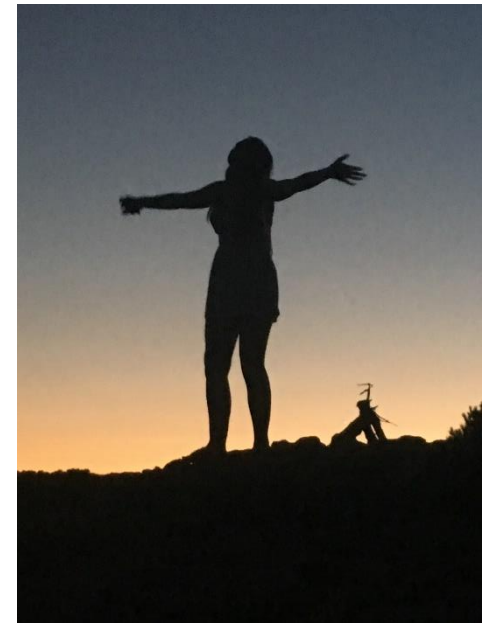
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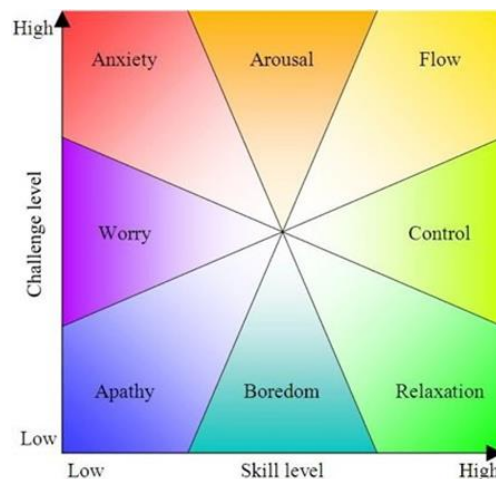
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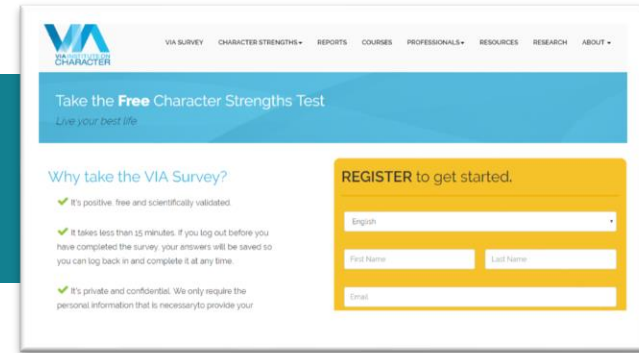


BE Happy

- Be self-aware, and understand what “**being**” means to you
- Recognising what it takes for you to be **in flow**
- Live a life that is congruent with your **values**
- Be authentic, and remain **true** to your identity



VIA Classification of Values



- Wisdom
 - Creativity
 - Curiosity
 - Judgement
 - Love of Learning
 - Perspective
- Courage
 - Bravery
 - Perseverance
 - Honesty
 - Zest
- Humanity
 - 3** • Love
 - Kindness
 - 1** • Social Intelligence

- Justice
 - Teamwork
 - Fairness
 - 2** • Leadership
- Temperance
 - Forgiveness
 - Humility
 - Prudence
 - Self-regulation
- Transcendence
 - 5** • Appreciation of Beauty & Excellence
 - Gratitude
 - Hope
 - 4** • Humour
 - Spirituality



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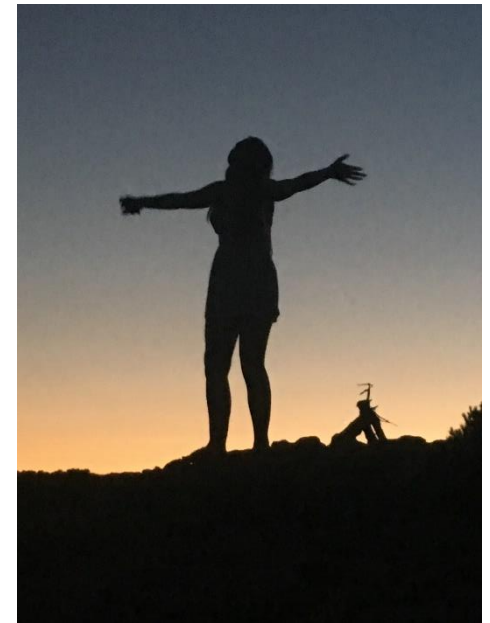
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CELEBRATE Happy

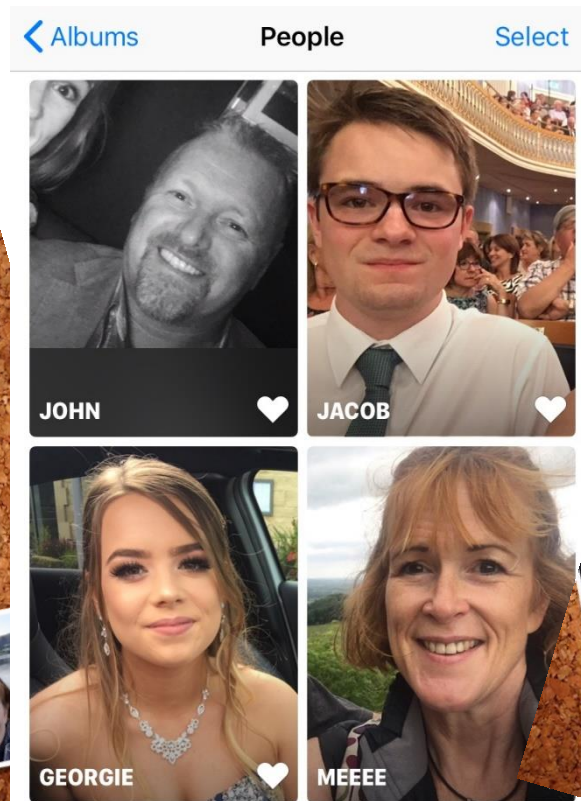
To **celebrate** is to recognise and rejoice – marking an occasion; a special event; or a moment in our lives

Celebrate Happy is about being grateful and demonstrating gratitude *consciously*

Happiness will not make us Grateful – but being Grateful will make us Happy

Possibly the most important of our Happiness Habits – like all mind training, takes discipline; practice and time

Use technology



Gratitude Groups or Circles



Daily Check List



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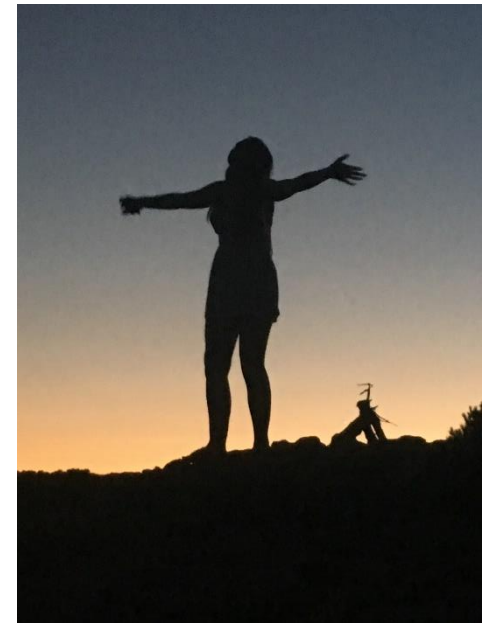
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REFLECT Happy

- The reasons why journaling works
 - Like talking – we can only write about one thing at a time, so it adds **clarity** to our thoughts
 - Writing **slows** everything down & gives us the chance to **consider** our thoughts
 - It provides us with the chance to actually **process** our thoughts and start to bring **closure** in many instances
 - The act of writing provides **structure** to our feelings
 - Putting our words down on paper makes us **consciously** aware of our mental and emotional **wellbeing**



What are the benefits?

- Reduces stress levels
- Higher sense of calmness reported
- Part of our celebration of accomplishments – feel more successful
- Something to read back on – positive reinforcement or understanding
- Improved sleep especially if you journal at night
- Increased self-awareness and emotional well-being



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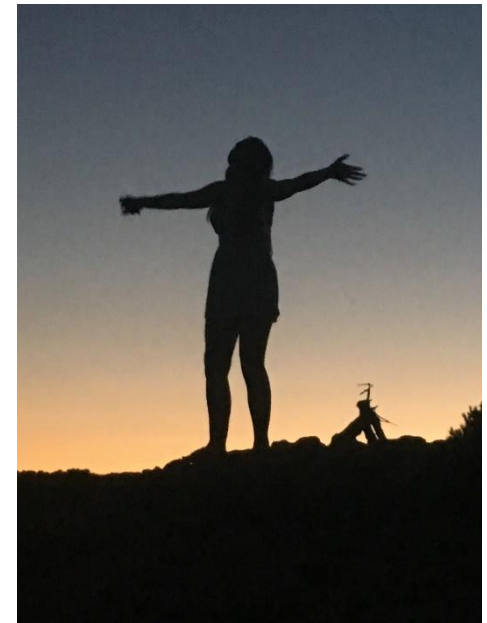
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MINDFUL Happy

- Definitions of Mindfulness

- Wikipedia: “**Mindfulness** is the psychological process of bringing one's attention to experiences occurring in the present moment which can be developed through the practice of meditation and other training.”

- Being present

- Modern life promotes a future focus
- Society has “learned” to multi-task
- Conditioned to work towards goals and targets
- Relentless pursuit & impact on mental health



...don't let the future steal your present

Mindfulness practices you can try

At your desk or workspace

- Centering and grounding ourselves
 - Sit up
 - Feet on floor, hands on lap (preferably palms up)
 - Eyes closed
 - Deep breaths exercise
 - Count 6 rounds of breathing in and out
 - Start to become more aware of surroundings
 - Gentle movements, and open eyes
 - Notice the change in state, and acknowledge with gratitude to reinforce



Mindfulness practices you can try

Dealing with those “crisis” moments:

- Time out technique:
 - What 5 things can you see?
 - What 4 things can you hear?
 - What 3 things can you feel?
 - What 2 things can you smell?
 - What one thing can you taste?



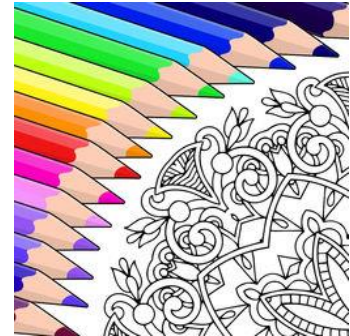
Meditation

- Meditation is a practice that allows us to enter a calm, focused and truly clear state of being
- Like all habits – takes time & practice, and there are many different techniques to try
- Start simply, and practice it regularly – it may take a little time but persevere – there's no right or wrong way of doing it
- Like journaling in the mind – gives us a chance to consider our thoughts without judgement



Further resources or suggestions

- Mindful activities eg
 - Colouring for adults craze
 - Pursue hobbies and crafts
 - Sports or other forms of exercise
- “In-flow” activities
- For further information on mindfulness and guided meditations: Headspace app
- Further examples of mindful practices and exercises: positivepsychologyprogram.com
- Go outdoors and enjoy the open space



HEADSPACE®
TREAT YOUR HEAD RIGHT



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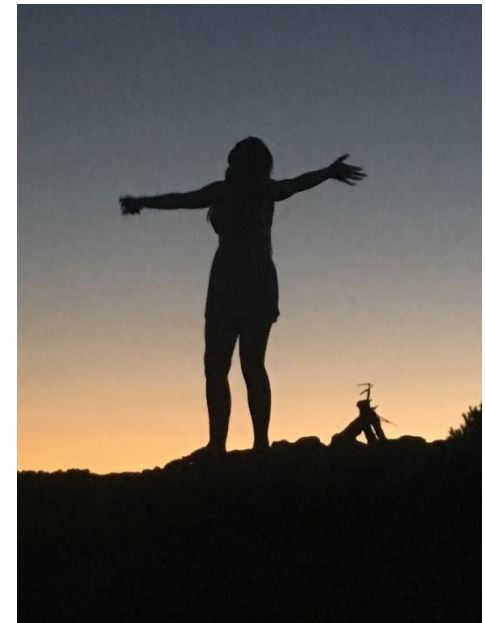
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SHARE Happy

- Q: How many people does it take to shift or influence culture?
- A: Two – and here's why...
- Social tendency to drop to lowest denominator
 - Takes a brave person to buck the trend
- Choosing Happy for your relationships
 - Sowing the seeds of Happiness
 - Share Happiness within your (social) groups
 - Be an ambassador or an advocate for Happiness



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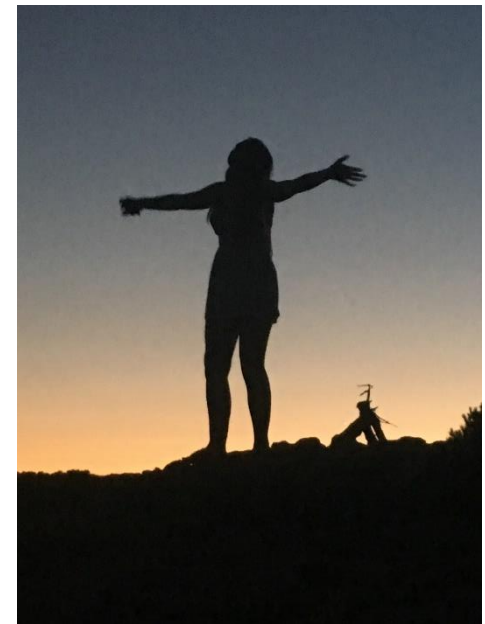
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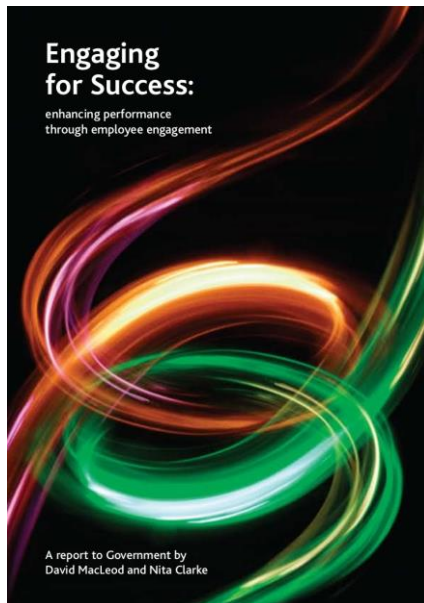
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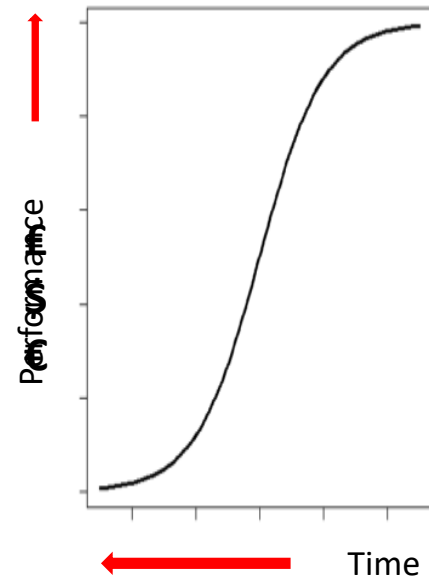
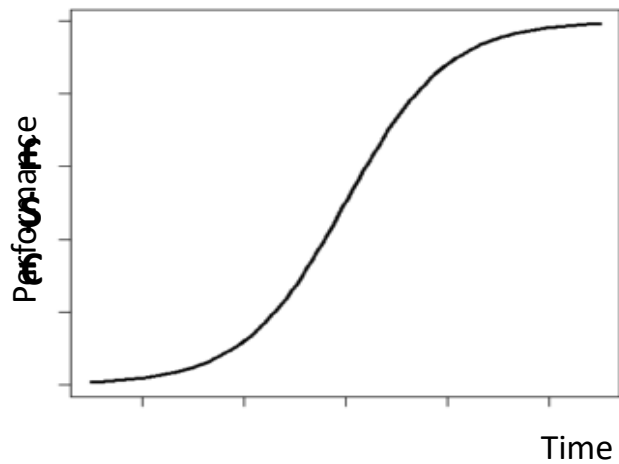




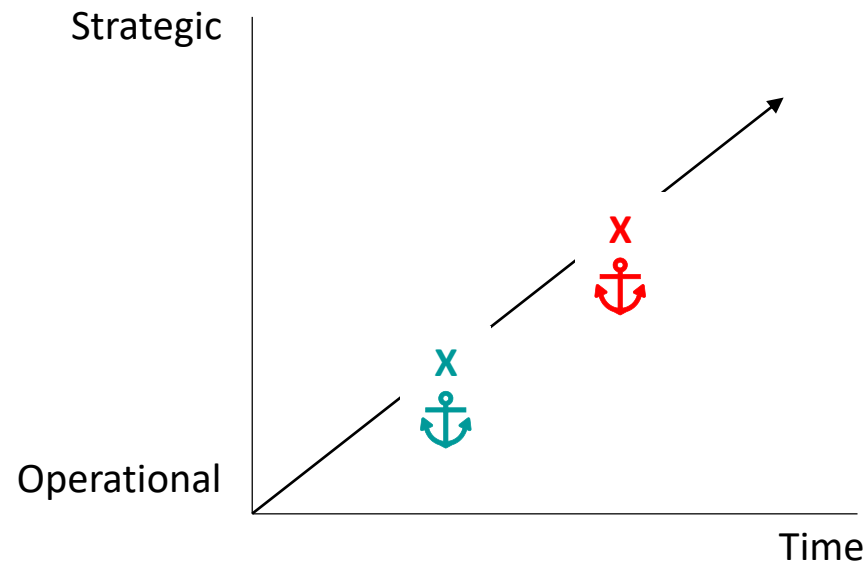
Engaging with our people



Organisational Performance



What's holding us back?



Functional Teams



Team results & outcomes driven by individual endeavours

Individual & Team accountability; supporting each other

Understanding, clarity and collective buy-in by all team members

Constructive, & possibly challenging, debate

Shared vulnerability without fear of repercussion

And if we do nothing?



Becoming Human Again

- Clarify our values & the behaviours we expect from everyone
- Create an environment where courageous conversations can happen
- Support our leaders and provide them with the skills they need
- Develop individual and collective emotional intelligence



The art of courageous conversations

- Each conversation has Purpose and Value
- From the outset, there is a shared and committed belief that the output will be greater than the input
- Start from an “I’m OK : You’re OK” position
- Show up and be authentic, and allow others to be so too



Let the humans rise



Our work in this field



Workshops & seminars
Employee masterclasses
Individual & team coaching
Consultancy & support



Contact us:
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LinkedIn

www.linkedin.com/in/lizzjones