



York 15th September 2008
Workshop ~ W04 AUTHENTIC HAPPINESS

Peter Sharp

BSc PGCE DipEd CertEdPsych MA CPsychol CSci
Director of Learning

British Association of Critical Care Nurses



Happiness Workshop – what we'll cover

- Introduction to being well !
- Happiness ~ a part of wellbeing
- Happiness in the context of emotional literacy
- What is happiness
- How happy are you?
- Authentic happiness versus instant gratification
- Are you a glass half-full or half-empty kind of person?
- What makes us happy?
- What can you do to be happier?



Well being – Being well

The World Health Organization (WHO) defines **health** as a “**state of complete physical, mental and social wellbeing, and not merely the absence of disease or infirmity**”.



Emotional Health and Well Being incorporates:

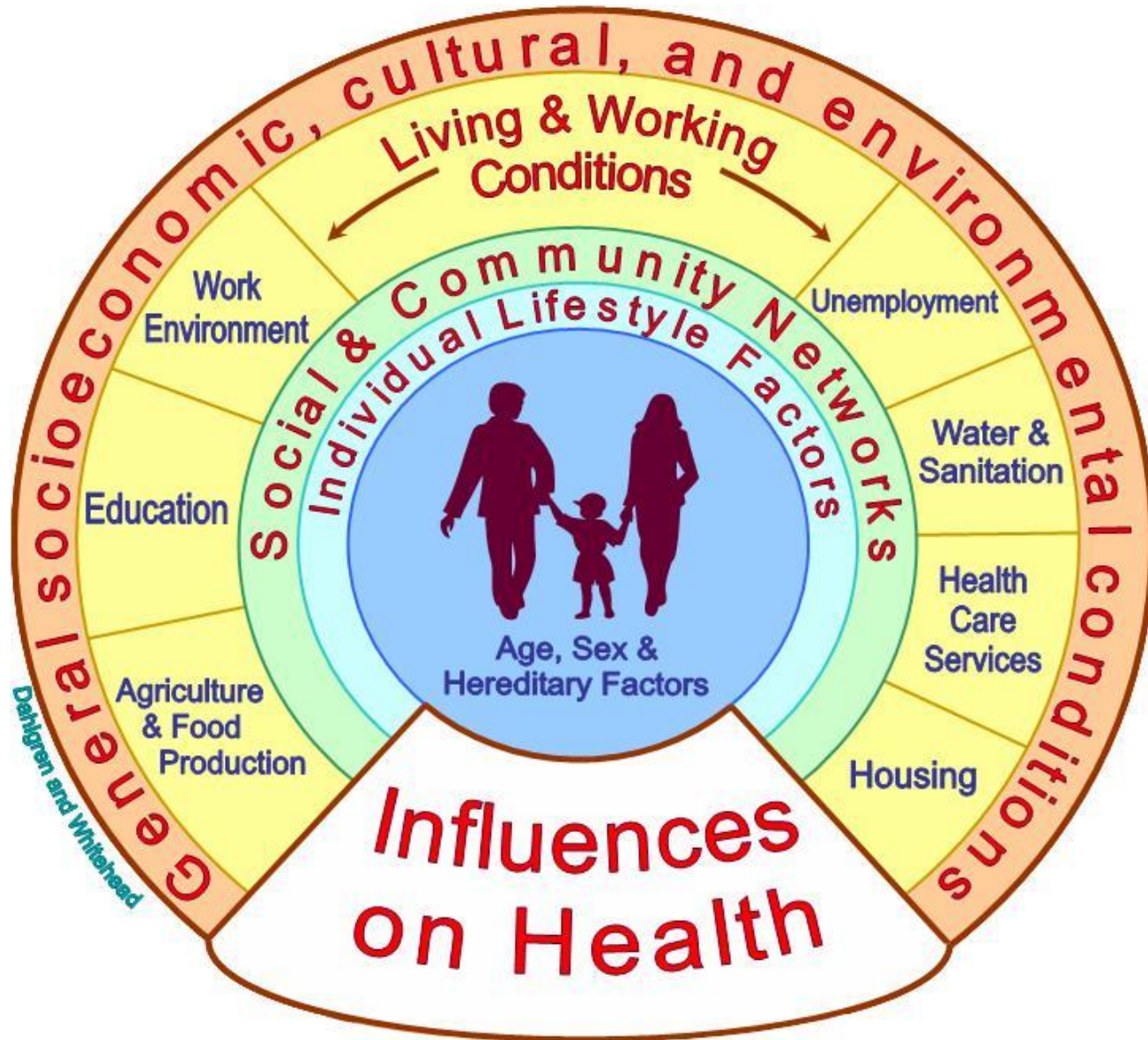
- **emotional wellbeing** (including happiness, confidence and the opposite of depression)
- **psychological wellbeing** (including autonomy, problem solving, resilience and attentiveness/involvement)
- **social wellbeing** (good relationships with others, and the opposite of conduct disorder, delinquency, interpersonal violence and bullying).



- Social and emotional development
- Social and emotional aspects of learning (SEAL)
- Mental health
- Resilience
- Self-esteem

- *Emotional Health and WellBeing – EHWB*
- *Emotional Literacy*
- *Emotional Intelligence*
- *PSHE*
- *Happiness*
- *Contentment*

from here to there
UNDER AN UMBRELLA





Emotional Literacy

Definition

“People are able to recognize, understand, handle, and appropriately express their emotions.”





5 Domains of Emotional Literacy

1. Self-awareness
2. Managing feelings
3. Motivation
4. Empathy
5. Social Skills



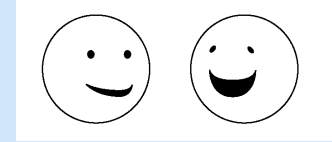
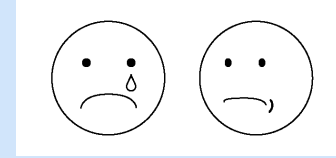
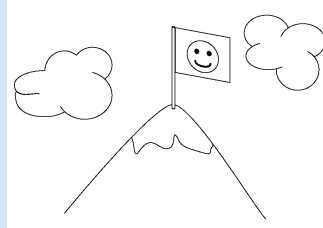
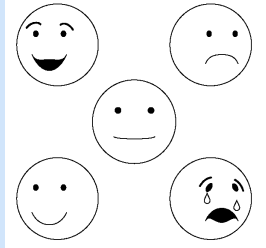
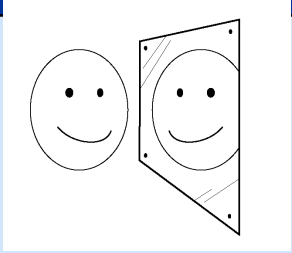
Self-Awareness

Managing Feelings

Motivation

Empathy

Social Skills



- Observing yourself
- Recognising feelings
- Building a vocabulary
- Relationship between thoughts, feelings, actions
- Recognition of patterns of feelings
- Self-appraisal

- Handling feelings
- What's behind a feeling
- Responding to others
- Finding ways to handle fears & anxiety
- Resilience
- Using intuition
- Manage stress
- Manage energy

- Understanding goals
- Choosing goals
- Planning steps to target
- Overcoming obstacles
- Persevering
- Deferred gratification

- Observe & recognise others' feelings
- Understand others' feelings
- Respect other's perspective
- Appreciate differences
- Communicate warmth re others feelings

- Talk about feelings effectively
- Be a good listener
- Send "I" messages
- Negotiate with others
- Make use of mediation
- Respectful confrontation
- Apologise and make amends
- Sensitive feedback



Time to see how YOU are doing on the key dimensions...

Tick the boxes –

V = Very true/always

T = True/often

P = Partially true/sometimes

N = Not true/never



Key: V = very true/always; T = true/often; P = partially true/sometimes; N = Not true/never

Dimension	Constituent skill	V	T	P	N
Self-awareness	I always know what I am feeling				
	I find it easy to talk about my feelings				
	I am aware of my own strengths and limitations				
	On the whole I am pretty content with who I am				
	I am aware of my own prejudices and intolerances				
Self-regulation	I have good strategies to cope when I get angry				
	When I lose or fail, on the whole I remain pretty calm				
	I tend to think before I act				
	I do not have many 'bad days'				
Motivation	I tend to finish what I start				
	When I am faced with a difficult challenge I generally rise to it				
	On the whole I do things when they need to be done				
	I tend to know why I am doing what I am doing				
Empathy	I usually know when people are unhappy even when they say nothing				
	I am interested in why people do what they do				
	I care what happens to people				
	I do not often find myself feeling critical of people				
Social skills	On the whole I find it easy to get along with people				
	I am a good listener				
	I have several good friends				
	I prefer to sort out problems with other people rather than argue				
	When I am in a new situation I rapidly find ways to join in				
	I will stand up for something I believe is right even if others I care about disagree				

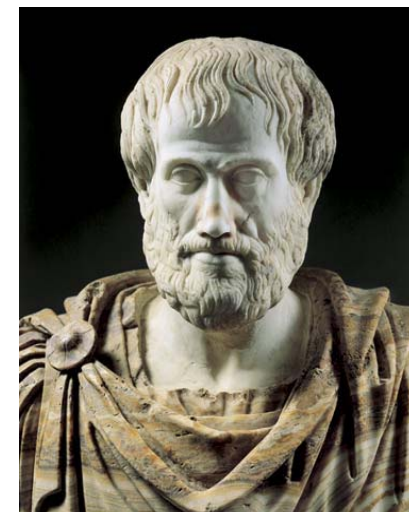
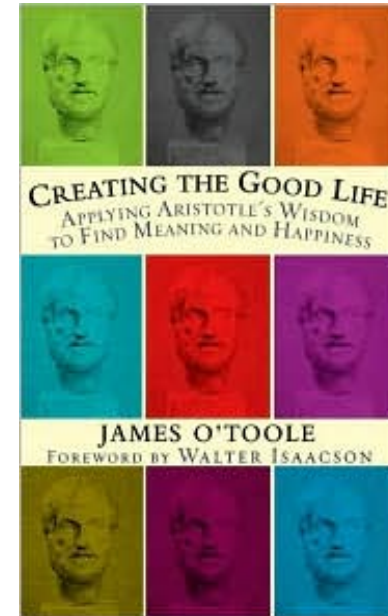


The Good Life

Authentic Happiness is the application of Positive Psychology...

Aristotle called it ‘the good life’.

- Sad people don’t become lastingly happy, and happy people don’t become lastingly sad – but positive psychology can help you to occupy the upper reaches of your range.
- The ‘rotten to the core’ dogma is pervasive in western culture, in suggesting that ‘you are as you are, and there’s nothing you can do about it’.
- Relevance of positive psychology – people care about virtue, caring, integrity and purpose.



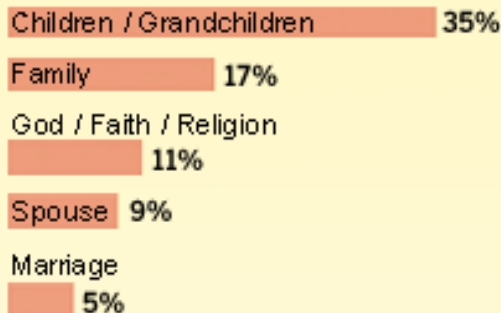


TIME POLL

...And what makes us that way?

Most people find happiness in family connections and friendships

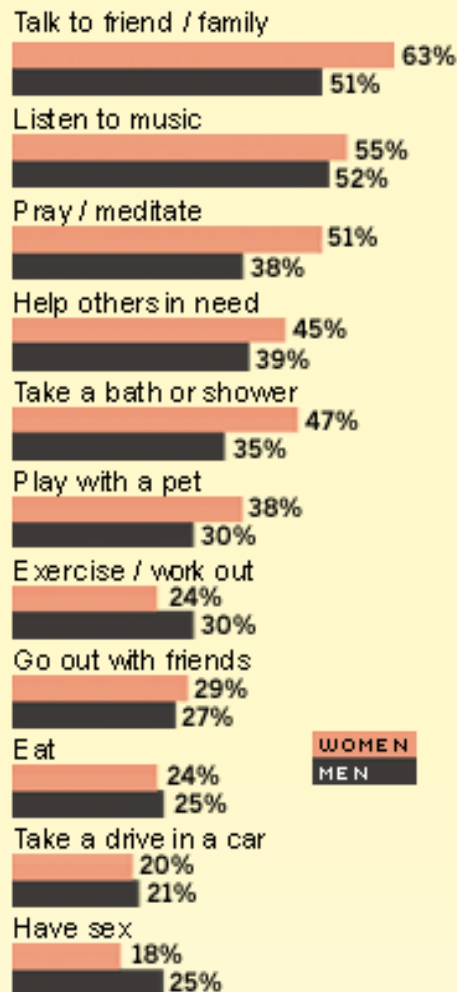
What one thing in your life has brought you the greatest happiness?



What are your major sources of happiness?



Do you do any of the following often to improve your mood?

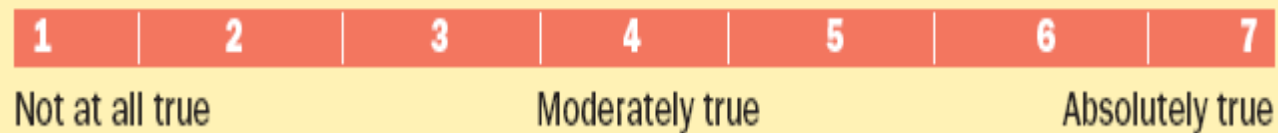


Work does not figure in the list of major sources of happiness

Measure Your Happiness

How happy are you? Sure, you may think you know, but this little test will help you keep score. The Satisfaction with Life Scale was devised in 1980 by University of Illinois psychologist Edward Diener, a founding father of happiness research. Since then the scale has been used by researchers around the world.

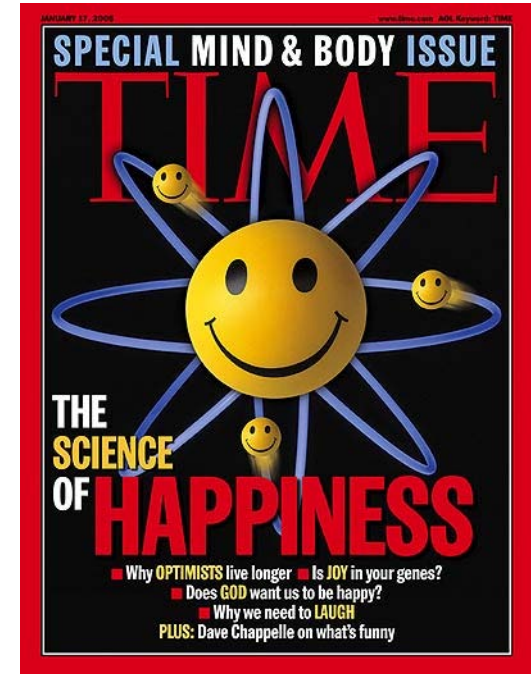
Read the following five statements. Then use a 1-to-7 scale to rate your level of agreement.



- 1 In most ways my life is close to my ideal.
- 2 The conditions of my life are excellent.
- 3 I am satisfied with my life.
- 4 So far I have gotten the important things I want in life.
- 5 If I could live my life over, I would change almost nothing.

Total score _____

Scoring: ● 31 to 35: you are extremely satisfied with your life ● 26 to 30: very satisfied ● 21 to 25: slightly satisfied ● 20 is the neutral point ● 15 to 19: slightly dissatisfied ● 10 to 14: dissatisfied ● 5 to 9: extremely dissatisfied



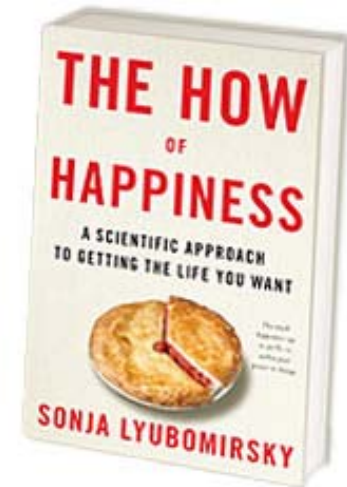


8 Steps to a more satisfying life

1. Count your blessings
2. Random acts of kindness
3. Savour life's joys
4. Thank a mentor
5. Learn to forgive
6. Invest time & energy in friends & family
7. Take care of your body
8. Develop strategies for coping with stress and hardship



SONJA LYUBOMIRSKY
Associate Professor



Eight Steps Toward a More Satisfying Life

Want to lift your level of happiness? Here are some practical suggestions from University of California psychologist Sonja Lyubomirsky, based on research findings by her and others. Satisfaction (at least a temporary boost) guaranteed

1. Count your blessings.

One way to do this is with a “gratitude journal” in which you write down three to five things for which you are currently thankful—from the mundane (your peonies are in bloom) to the magnificent (a child’s first steps). Do this once a week, say, on Sunday night. Keep it fresh by varying your entries as much as possible.

2. Practice acts of kindness.

These should be both random (let that harried mom go ahead of you in the checkout line) and systematic (bring Sunday supper to an

elderly neighbor). Being kind to others, whether friends or strangers, triggers a cascade of positive effects—it makes you feel generous and capable, gives you a greater sense of connection with others and wins you smiles, approval and reciprocated kindness—all happiness boosters.

3. Savor life’s joys. Pay close attention to momentary pleasures and wonders. Focus on the sweetness of a ripe strawberry or the warmth of the sun when you step out from the shade. Some psychologists suggest taking “mental photographs” of

pleasurable moments to review in less happy times.

4. Thank a mentor. If there’s someone whom you owe a debt of gratitude for guiding you at one of life’s crossroads, don’t wait to express your appreciation—in detail and, if possible, in person.

5. Learn to forgive. Let go of anger and resentment by writing a letter of forgiveness to a person who has hurt or wronged you. Inability to forgive is associated with persistent rumination or dwelling on revenge, while forgiving allows you to move on.

6. Invest time and energy in friends and family. Where you live, how much money you make, your job title and even your health have surprisingly small effects on your satisfaction with life. The biggest factor appears to be strong personal relationships.

7. Take care of your body.

Getting plenty of sleep, exercising, stretching, smiling and laughing can all enhance your mood in the short term. Practiced regularly, they can help make your daily life more satisfying.

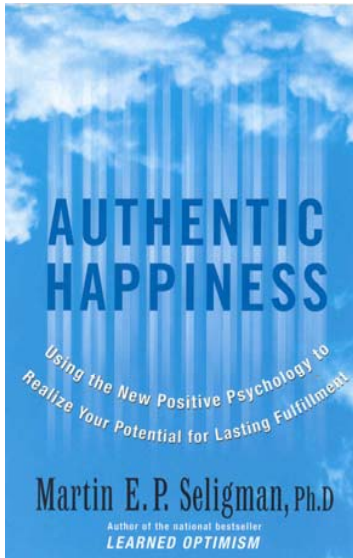
8. Develop strategies for coping with stress and hardships. There is no avoiding hard times. Religious faith has been shown to help people cope, but so do the secular beliefs enshrined in axioms like “This too shall pass” and “That which doesn’t kill me makes me stronger.” The trick is that you have to believe them.



Online tests

If you want to take the online tests related to Happiness then go and register at:

<http://www.authentichappiness.sas.upenn.edu>





How optimistic are you?

3 Ps – that's the difference!

- Answer the 10 questions – work self
- Score sheet
- Interpretation
- Learning partnership



Learned optimism		
	Optimist	Pessimist
Permanence	Bad events are just a temporary setback	Bad events will last a long time
Pervasiveness	Bad events are specific to this situation	Bad events undermine everything I do
Personalisation	Bad events are brought on by bad luck or other people	Bad events are my fault



2

2.3



2-11



When is your glass half-full





The Marshmallow Test: Emotional Literacy on a plate

Predicting future success





Professor Walter Mischel

- Walter Mischel, a psychologist at Stanford University in the 1960s, gave marshmallows to groups of four-year-olds and then left the room
- Children told: postpone eating the marshmallow until he came back, some 15 to 20 minutes later, would be rewarded with a second marshmallow.





Even more interesting...

Years later, Mischel discovered that the youngsters who triumphed over their desire had grown into teenagers who were socially, emotionally and academically more competent than the four-year-olds who ate the marshmallow at once.





Self-control a predictor of later success?

Self-control in the face of a marshmallow at four was shown to be "twice as powerful a predictor of later academic prowess as IQ",



Dan Goleman



Deferred gratification... and the EL domains

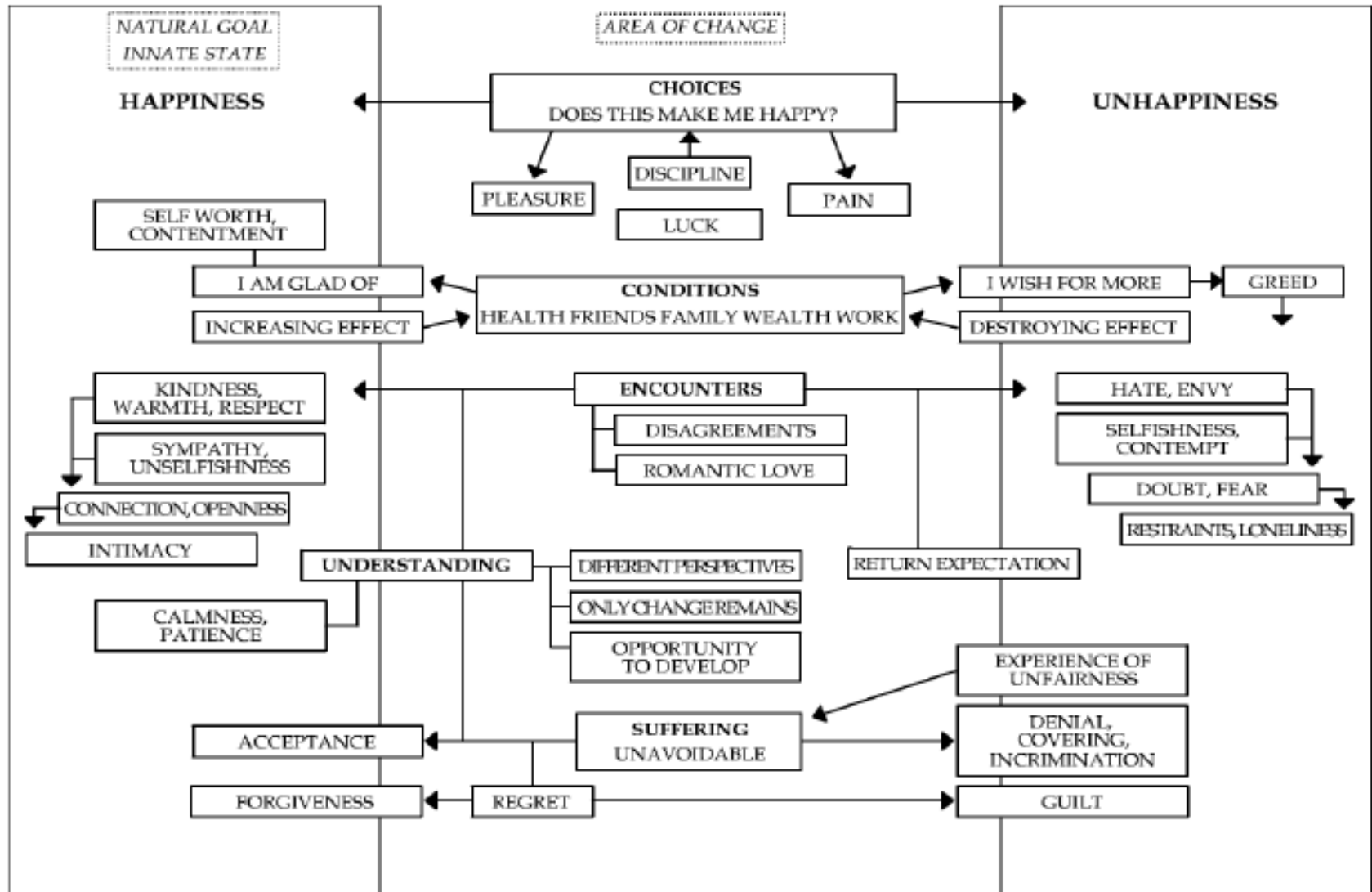
- Mischel went on to discover that successful children were able to think of something else: Some would sing, tap their feet, tell themselves stories, imagine the marshmallow was a fluffy cloud-- anything to avoid eating it. One held out by falling asleep.
- So putting off rewards is not a single skill that educationalists can easily pinpoint and work on, but depends on complex cognitive abilities.
- Not only that, but what is true of the ability to delay gratification may be even more true of other, subtler components of emotional intelligence, such as self-awareness, impulse control, self-motivation and empathy.



So what makes you happy or unhappy?

- People who are happy perceive the world as safer, make decisions more easily, rate job applicants more favourably, are more cooperative, and live healthier and more energized and satisfied lives (Lyukomirsky & others, 2002; Myers, 1993)
- In study after study, a mood-boosting experience (finding money, succeeding on a challenging task, recalling a happy event) made people more likely to give money, pick up someone's dropped papers, volunteer time, and so forth. Psychologists call it the **feel-good, do-good phenomenon** (Salovey, 1990)
- So go for a **RANDOM ACT OF KINDNESS (RAK)** – do something positive unexpectedly and see how the other person feels and how that makes you feel

HAPPINESS FLOW CHART



mind & body happiness

The New Science of HAPPINESS

What makes the human heart sing? Researchers are taking a close look. What they've found may surprise you

By CLAUDIA WELLS

SUGAR WHITE ISN'T CLAMORING FOR THE BRIGHTEST TROUSERS BUT, A CALIFORNIA WRESTLER WITH tropical fish and key lime meringue, cold meringue beer bachelors beneath the shiny sheen of gel-pas—it's hard to imagine a sweeter spot than Alameda, Mexico, to contemplate the joy of being alive. And that was precisely the agenda when three leading psychologists gathered in this Mexican paradise to plot a new direction for psychology.

For more of its history, psychology had concerned itself with all that ails the human mind: anxiety, depression, mania, obsessions, paranoia, delusions. The goal of practitioners was to bring patients from a degraded, ailing state to a neutral normal, or, at University of Pennsylvania psychologist Martin Seligman's point, "from misery to content." It was Seligman, who had renounced the chair at Alameda the New Year's Day in 1968—his first day as president of the American Psychological Association (A.P.A.)—who shared a vision of a new goal for psychology. "I realized that my profession was half-baked. It wasn't enough for us to merely describe conditions and give advice. We needed to tell, 'What are the enabling conditions that make humans being better?'" How do we get from zero to plus five?

Every incoming A.P.A. president is asked to choose a theme for his or her year-long term in office. Seligman was thinking big. He wanted to persuade substantial numbers in the profession to explore the bright earth of zero to look at what actively made people feel fulfilled, engaged and meaningfully happy. Mental health, he reasoned, should be more than the absence of mental illness. It should be something akin to a vibrant and marvelous fitness of the human mind and spirit.

Over the decades, a few psychological researchers had ventured out of the dark realm of mental illness into the sunny land of the mentally hale and hearty. Some of Seligman's own research, for instance, had focused on optimism, a trait shown to be associated with good physical health, low depression and mental illness, longer life and, yes, greater happiness. Perhaps the most eager explorer of this terrain was University of Illinois psychologist Edward Diener, a.k.a. Dr. Happiness. For more than two decades, usually one state he got letters and could not emerge as a comfortable field. Diener had been wondering what does and does not make people feel satisfied with life. Seligman's goal was to shine a light on such work and encourage much, much more of it.

It has been made a big voice, Seligman invited Ray Finkel, then the long-standing and influential co-chair of the A.P.A., to join him in Alameda. He also invited three other psychologists: John Money, who had previously chosen not to be known for exploring a happy state of mind called how the biology of complex engagement in a creative or playful activity familiar to athletes, musicians, video-game enthusiasts—almost anyone who has been in a fortunate parent. By the end of their week at the beach, the three had plans for the first conference on positive psychology to be held in Alameda's year later—it was to become an annual event—and a strategy for creating young talent in the emerging field. Within five months, Seligman, who has worked for popularizing and promoting his areas of interest, was approached by the Benjamin Franklin Institute in England, which presented to create lucrative awards for research in positive psych. The result: an explosion of research on happiness, optimism, positive emotions and healthy-chemistry traits. Seligman has an audience: billions brought to quickly and deliberately to life.

WHAT MAKES US HAPPY

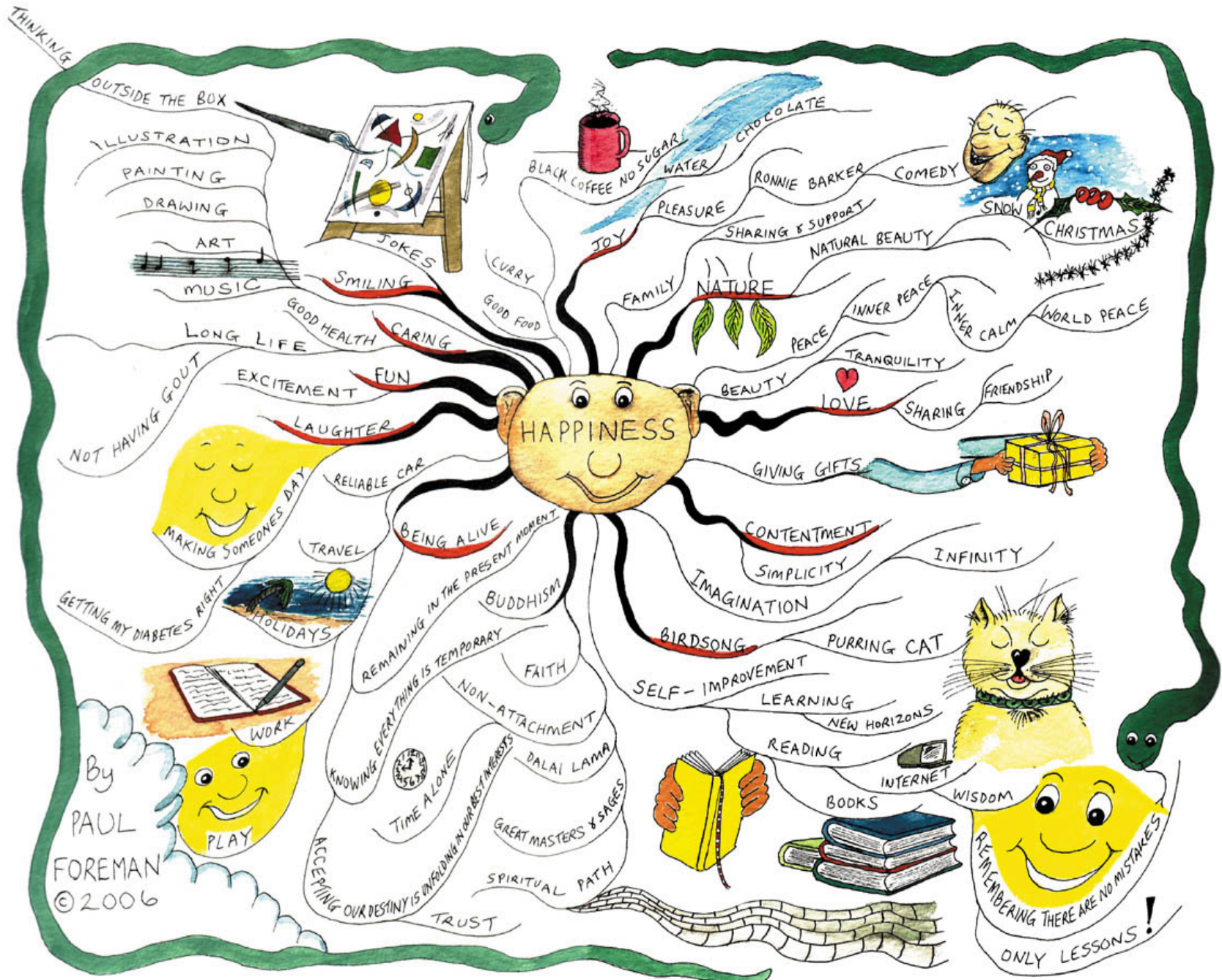
So, what has science learned about what makes the human heart sing? More than one might imagine—along with some surprising things about what doesn't sing our inner chords. The wealth, for instance, and all the delightful things that money can buy. Research by Diener, among others, has shown that once your basic needs are met, additional income does little to raise your sense of satisfaction with life (see story on page A12). A good education? Sorry, nope, and that, neither education one, for that matter, a high IQ, provides much to happiness. Youth? No, again. In fact, older people are more consistently satisfied with their lives than the young. And they're less prone to dark moods anyone away by the Centers for Disease Control and Prevention found that people aged 50 to 64 are sad for an average of 2.4 days a month, as opposed to just 2.1 days for people aged 65 to 74. Marriage? A complicated picture: married people are generally happier than singles, but that may be because they were happier to begin with (see page A17). "Money doesn't help," although a 1998 study showed that Midwesterners think it's the thing in happy California are happier and that Californians accurately believe that about themselves too.

On the positive side, religious faith seems to generally lift the spirit, though it's tough to tell whether it's the God part or the community aspect that does the heavy lifting. For that, A. J. G. van der Vliet's study conducted

Reprinted through the courtesy of the Editors of TIME magazine © 2004 Time Inc.

- Explosive growth in research on what makes people happy
- Dispute over the real causes and their importance
- Argument that being unhappy is fine too!
- Some schools actively teaching Happiness on the curriculum
- Real interest from families and for better relationships



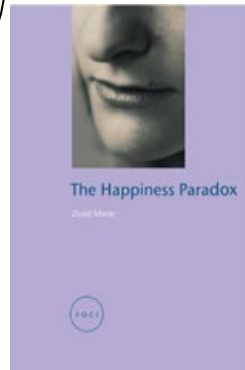


By
PAUL
FOREMAN
© 2006



The Happiness Paradox

Happiness isn't a destination, it's a retreat from security and an advance towards risk, while being a retreat from risk and an advance towards security – a perpetual oscillation. That is why happiness is paradoxical



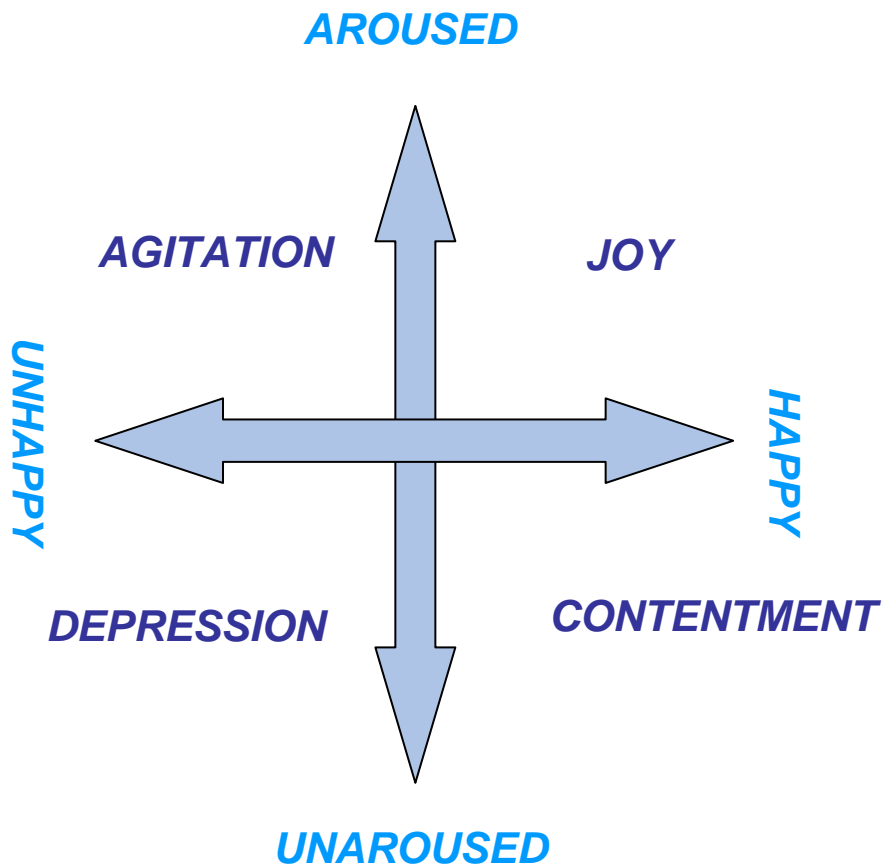
BifSniff.com



Martin looked on in horror as Brian, once again, destroyed his plans for happiness and contentment.



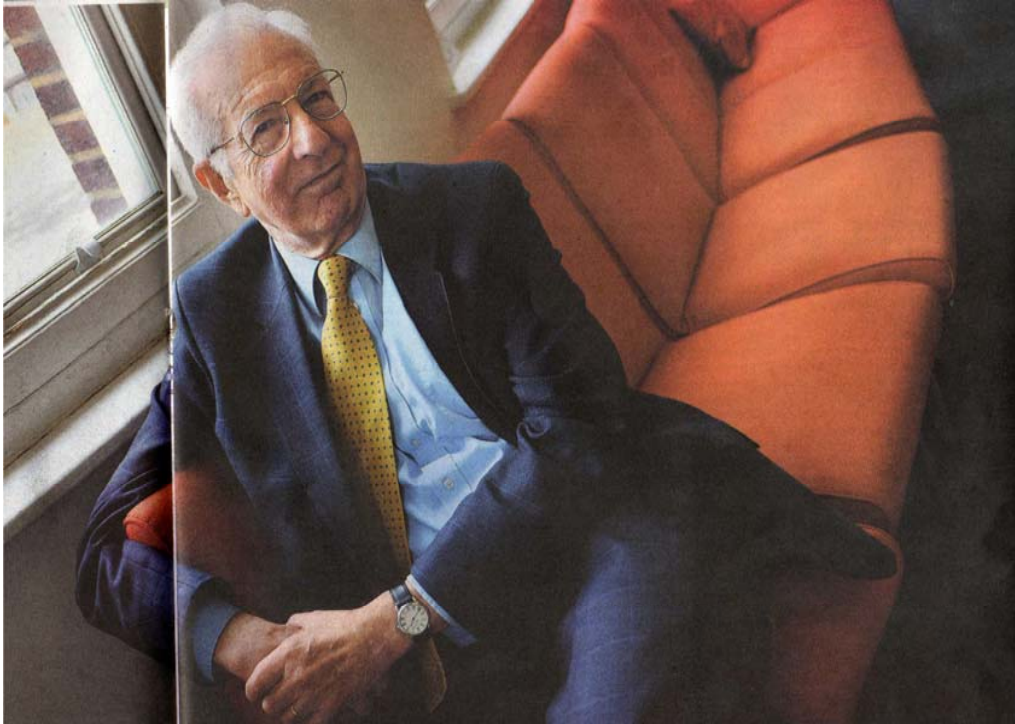
Feeling states



Source: *Happiness – Lessons from a New Science* – Richard Layard 2006



As we grow up, we learn that even the one person that wasn't supposed to ever let you down probably will. You will have your heart broken probably more than once and it's harder every time. You'll break hearts too, so remember how it felt when yours was broken. You'll fight with your best friend. You'll blame a new love for things an old one did. You'll cry because time is passing too fast, and you'll eventually lose someone you love. So take too many pictures, laugh too much, and love like you've never been hurt because every sixty seconds you spend upset is a minute of happiness you'll ever get back.



Will this man make you happy?

The government's 'happiness tsar', Richard Layard, thinks he knows why we're all so miserable – we're overpaid, over-materialistic and lonely. But, he tells **Stuart Jeffries**, he has a plan to banish the blues in Britain, once and for all



7 Causes of Happiness

1. Family relationships
2. Financial situation
3. Work
4. Community & Friends
5. Health
6. Personal Freedom
7. Personal values





Spending or wealth of a nation not correlated with happiness

Figure 2 Happiness and real public current expenditure in the UK, 1973–2002
1973 = 100

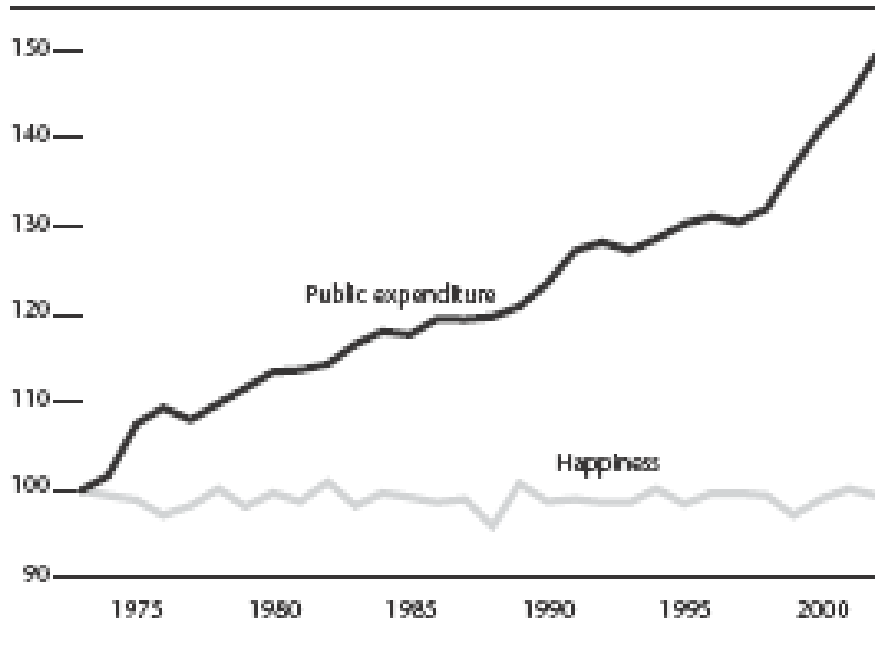
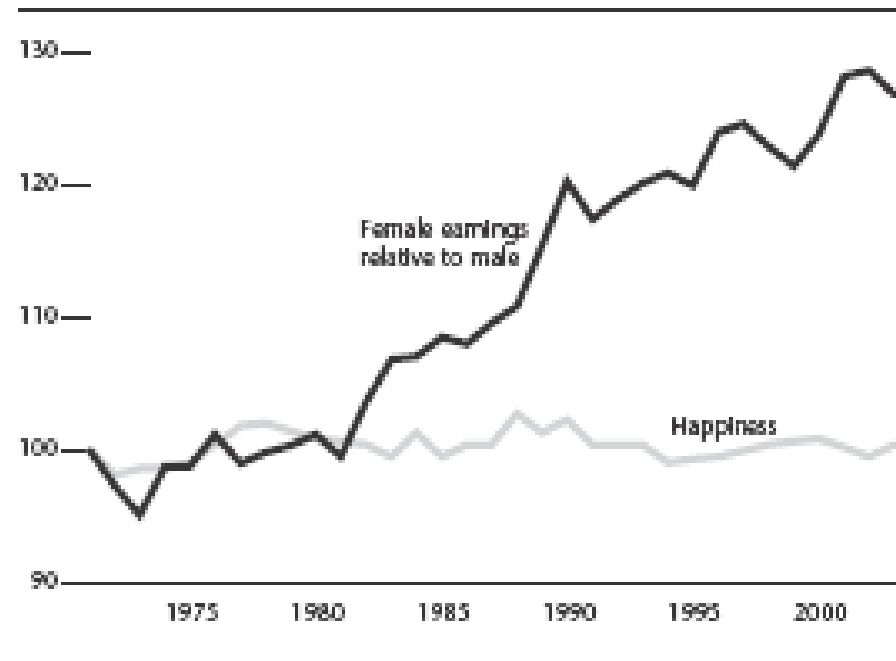


Figure 4 Happiness and female earnings relative to male earnings in the USA, 1971–2003
1971 = 100





You might expect happiness to be linked to both money and perception of crime and risk?



Figure 3 Happiness and the violent crime rate in the USA, 1971–2004
1971 = 100

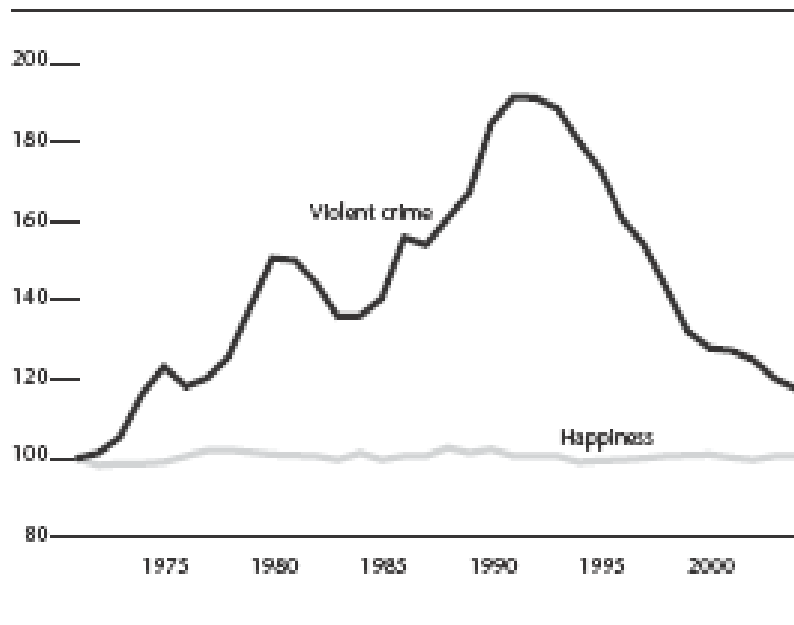
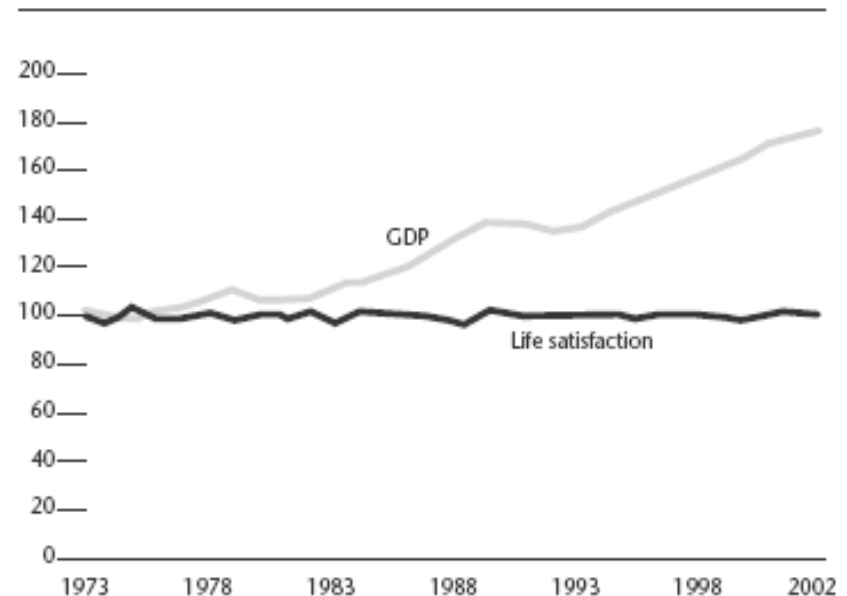


Figure 1 UK life satisfaction and GDP, 1973–2002
1973 = 100





Conspicuous consumption gives brief gratification... not authentic happiness

It's relative income that's important.

money is relative.

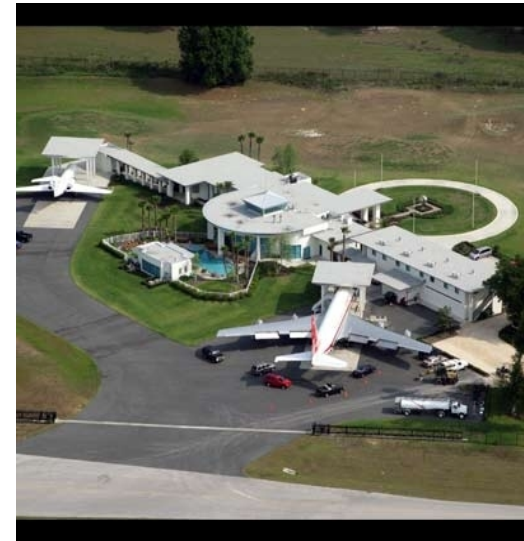
- *It turns out we don't mind so much about our actual level of income, so long as we're earning more than other people around us.*
- *Unfortunately as we earn more money we're likely to be surrounded by richer people so we often end up failing to take advantage of the positive comparison.*

Material goods don't make us happy.

- *Acquiring things like houses and cars only have a transient effect on happiness.*
- *People's desires for material possessions crank up at the same, or greater rate, than their salaries.*
- *Again, this means that despite considerably more luxurious possessions, people end up no happier.*
- *There's even evidence that [materialism make us less happy.](#)*

People don't shift to enjoyable activities when they are rich.

- *People who earn more money don't spend their time enjoying themselves, they spend their time at work, in activities likely to cause them more stress and tension. This may be because of 'the focusing illusion'.*
- *In fact, to earn the money, they have to spend more time at work, and commuting to and from work.*



celebrityhomephotos.com



Yes...but are they really happy?



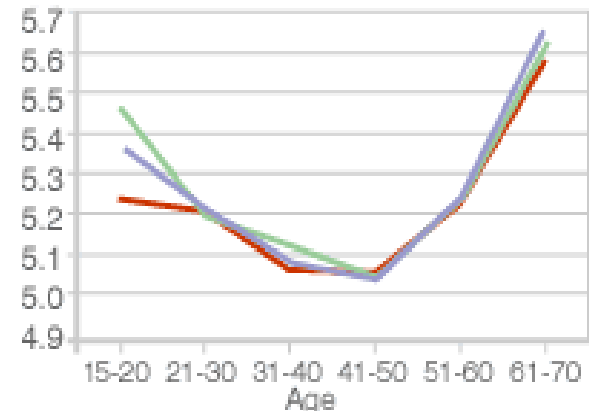
What doesn't matter ?

5 features that have negligible impact on happiness:

- 1. Age – happiness is stable or grows up to 70s*
- 2. Gender – fairly even*
- 3. Looks – surprisingly unimportant*
- 4. IQ – except if it correlates with income*
- 5. Physical & mental energy*

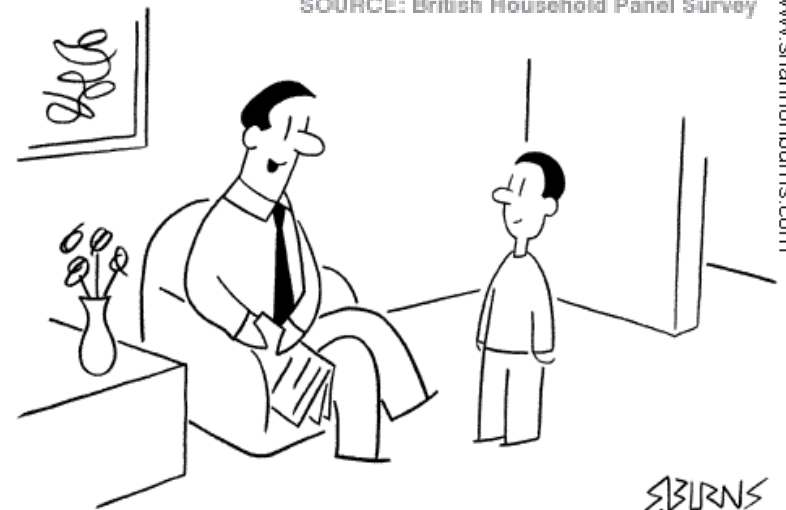
AVERAGE LIFE SATISFACTION

Score on a 1-7 scale



Legend: Average life satisfaction (blue square), Female (red square), Male (green square)

SOURCE: British Household Panel Survey



"Remember, son...money can't buy happiness, but it pays for a lot of anti-depressants."

80% of the variation in happiness can be linked to 6 measurable factors

1. Divorce rate – people generally happier through marriage
2. Unemployment rate – having work can inoculate against depression
3. Level of trust – in each other and with each other (work & home)
4. Membership of non-religious organisations (clubs, hobby groups etc)
5. Quality of government – democracies have greater personal freedom
6. Fraction believing in god – higher rates of happiness the higher the % of believers





What is important?

- Make up your mind as to how to measure **SUCCESS**
- Talk with your most significant other about what you'd like to do more of and what you'd like to do less of
- At work think about making more deposits in people's emotional bank accounts by being easy to be with





We have some tough choices to make... and a lot of hard work to improve things

Write down three things YOU can do to help others be happier at work:

-
-
-



Action Plan

Personal action plan

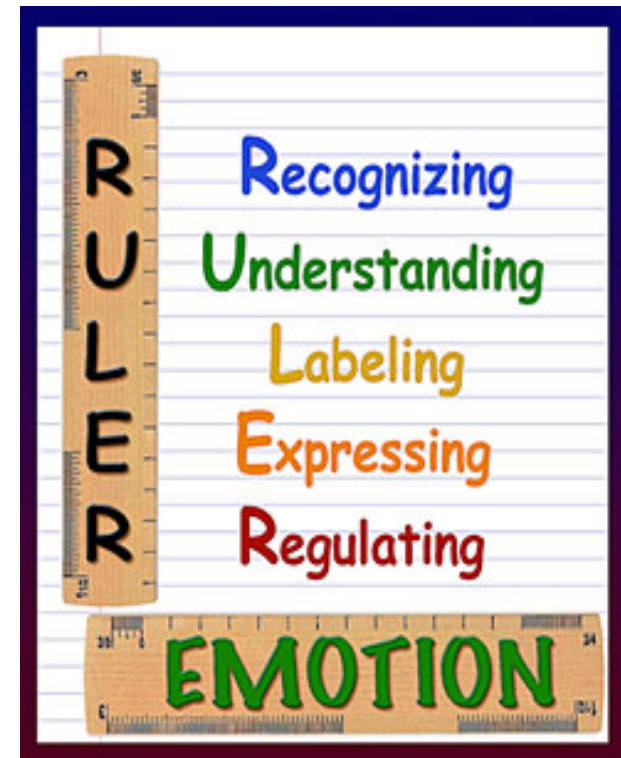
- > Learning Partner – to have first meeting by _____
- > Agenda to include _____
- > Reading or research _____
- > Goals _____

Team action plan

- > Who to involve _____
- > What we'll try to do _____

Whole unit or whole hospital action plan

- > Who to involve _____
- > What we'll try to do _____





Many thanks for your participation today

Never doubt that a small group of thoughtful, committed people can change the world.

Indeed, it is the only thing that ever has.

