

# Wellbeing for Life

*Strictly Confidential*

**INSIUM**



## ***Wellbeing is ...***

***“Your ability to feel good and function effectively.”***

Professor Felicia Huppert, University of Cambridge

***“Wellbeing is the topic of positive psychology;  
its goal is to increase flourishing.”***

Professor Martin Seligman, University of Pennsylvania

***“The ability to flourish. To flourish is to thrive, to reach potential,  
to be authentic, to be best self.”***

Dina Pozzo, University of Melbourne, MAPP



# What we know ... PERMAH, a model of wellbeing

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positive  
emotion



engagement



relationships



meaning



accomplishment



health

PERMAH comprises the six key measurable elements of positive emotion, engagement, relationships, meaning, accomplishment and health.

The five elements of PERMA incorporate both hedonic wellbeing and eudaemonic wellbeing. Simply, hedonic wellbeing can be defined as striving for maximum positive affect and minimum negative affect, with high levels of life satisfaction. Eudaemonic wellbeing, which includes psychological wellbeing and flourishing, extends this definition, emphasising the realisation of human potential.

The 6<sup>th</sup> element, H, adds the additional element of physical health to extend this construct to PERMAH, thus measuring overall wellbeing. The PERMAH construct is simple to understand and to apply in life and in the workplace.

*Adapted from Diener, Suh, Lucas & Smith, 1999; Kern, 2016; Keyes, 2002; Mc Quaid, 2016; Ryff, 1989; Seligman, 2011; Seligman & Csikszentmihalyi, 2000*





## Exploring PERMAH: The recommended topics to meet your needs ...

Each of the topics that follow has been pulled from positive psychology research, and from my own experience with successful implementation in organisations.

Each of these topics is aligned with one or more of the elements of PERMAH as indicated in the parentheses. Please note: the PERMAH model is a dynamic model and hence each element interacts with other elements.

	In this session, participants will:
1. Positive Practices (P)	<ul style="list-style-type: none"> <li>▪ Increase understanding and impact of positive practices such as gratitude (three good things; gratitude letters) and random acts of kindness.</li> </ul>
2. Optimism (P)	<ul style="list-style-type: none"> <li>▪ Understand the difference between pessimism – permanent, personal &amp; pervasive - and optimism – temporary, situational &amp; specific; and learn a reframing technique.</li> </ul>
3. Self-compassion (P)	<ul style="list-style-type: none"> <li>▪ Explore the 3 key elements of self-compassion: self-kindness, common humanity, mindfulness.</li> </ul>
4. My Courageous Self (P) (M) (A)	<ul style="list-style-type: none"> <li>▪ Identify past courageous acts so that they may apply this same courage in future as needed. Participants may be asked to do some reflection prior to the session.</li> </ul>
5. Managing My Emotions (P) (R)	<ul style="list-style-type: none"> <li>▪ Identify and acknowledge the impact of positive and negative emotions on self and others, and develop strategies to increase positive emotions.</li> </ul>
6. Reckoning with Emotion (P)	<ul style="list-style-type: none"> <li>▪ Learn strategies for dealing with difficult emotions – tactical breathing, SFD (shitty first draft), rumbling with anxiety.</li> </ul>
7. Positive Communication (P) (R)	<ul style="list-style-type: none"> <li>▪ Learn how to respond in a positive &amp; constructive manner as opposed to a passive &amp; destructive manner.</li> </ul>
8. Meditation (P) (H)	<ul style="list-style-type: none"> <li>▪ Be guided through a meditation.</li> </ul>
9. Empathy (P) (R)	<ul style="list-style-type: none"> <li>▪ Learn of the attributes of empathy, and also of empathy misses.</li> </ul>



## Exploring PERMAH: The recommended topics ... (cont.)

	In this session, participants will:
10. Vulnerability & The Arena (P) (E)	<ul style="list-style-type: none"> <li>Identify what needs to be learnt and un-learnt about vulnerability and explore the arena.</li> </ul>
11. Job Crafting (P) (E) (M) (A)	<ul style="list-style-type: none"> <li>Identify how to adapt our jobs to better fit our strengths and skills.</li> </ul>
12. Shame Resilience (& Empathy) (P) (R)	<ul style="list-style-type: none"> <li>Understand the physiology of shame &amp; how it shows up at work; and be introduced to its antidote, empathy.</li> </ul>
13. Managing Transitions (P) (E)	<ul style="list-style-type: none"> <li>Identify the changes experienced in the past 6-12 months and how to manage transitions successfully.</li> </ul>
14. BRAVING Trust (P) (E) (R)	<ul style="list-style-type: none"> <li>Understand the key elements of trust and how these apply to building self-trust.</li> </ul>
15. My Best Self (E)	<ul style="list-style-type: none"> <li>Explore (VIA) strengths. Prior to the session, participants will be asked to complete the (free) VIA Strengths online profile.</li> </ul>
16. High-Quality Connections (HQC) (R)	<ul style="list-style-type: none"> <li>Understand that HQCs are built in small moments, and develop ideas for creating HQC.</li> </ul>
17. Work ... Life (M)	<ul style="list-style-type: none"> <li>Explore the various roles that they have in life – e.g. worker, daughter/son, partner, friend, etc. – and how energy and commitment are used in these roles.</li> </ul>
18. My Values (M)	<ul style="list-style-type: none"> <li>Identify their values and operationalise them so that they are not just espousing them – they are living them, too.</li> </ul>
19. An Introduction to Yoga (H)	<ul style="list-style-type: none"> <li>Be guided through an introductory yoga session.</li> </ul>
20. A Mindful Walk (H) (P)	<ul style="list-style-type: none"> <li>Be guided through a mindful walk which will be recorded so that they may use it repeatedly.</li> </ul>



## Exploring PERMAH

Each of the aforementioned sessions:

- Will offer practical tips and tools to embed learning and create new habits
- Will be interactive in nature and respect confidences at the same time
- Provide further reference to resources to deepen learning post the session – e.g. books, articles, podcasts, etc. – as appropriate
- Include writing action plans (A) for immediate implementation; the focus will be positive goals (A) (P)

While not compulsory, participants may choose to measure their level of wellbeing at [www.permahsurvey.com](http://www.permahsurvey.com) pre- and post- this initiative.





# INSIUM

**Furlan:** (n) dream  
“O ài fat un biel insium”:  
“I had a beautiful dream”

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