

BUILDING RESILIENCE THROUGH INNOVATIVE WELLBEING

INTRODUCTION

- Growing amount of evidence now supports rise in stress at the workplace, a primary concern and cause for lifestyle diseases along with decreased productivity.
- Majority wellbeing programs have made considerable advances in developing bottom line business benefits alongside employee health benefits, but there still is a gap between stress management and optimal wellbeing.
- To achieve optimal wellbeing one requires being aware, adapting, making responsible choices and acting in the current reality.
- More recent analysis has identified the need to address stress and mental resilience especially among senior leaders of the organization as leaders drive culture and performance.



Synergy holistic vision is to enable clients to live holistic, synergise and flourish to co-create wellbeing & harmony based on our philosophy of the full circle model (Fig.1).

Fig. 1
The full circle model based on a new age-mind-body soul integration approach.

OBJECTIVES

The pro-active Building Resilience is a systemic model introduced by Synergy Holistic focusing on:

- Aspects of personal resilience + culture of the organization
- Building the reservoir of wellbeing
- Enhance the resilience – fortify support network to shift towards a proactive healthy culture required for sustainable growth.

METHODS

Pilot study: Senior leadership team in an MNC measured by two KPIs :

- KPI 1: Subjective Wellbeing (measured using holistic wellbeing (HWB) assessment)
- KPI 2: Shift in individual resilience (assessed using resilience scale)

APPROACH



To energise individual wellbeing by integrating holistic, mind-body-soul programs to uncover inherent wholeness.



To empower organisations by facilitating insightful journeys to build a purpose driven, flourishing culture where fulfilled individuals fearlessly express their potential creatively and innovatively.

Holistic Wellbeing

(Fig. 2) This is a detailed self report questionnaire covering the 10 dimensions of well being. Participants map their actual current behaviors in each of the individual dimension, which then generates a report which provides a complete picture of the individual's habituated living pattern. This knowledge enables support from the experts to assist individuals towards a healthier lifestyle.



Fig. 2:
The figure detailing holistic wellbeing (HWB) assessment.

The Resilience Scale

The 5 Pillars of wellbeing are Mindfulness, Authentic self-expression, Self-reliance, Reaching out, Meaning & purpose. For each pillar, four to five questions (totaling to 21 in this scale) were selected, which are derived from common stressful situations. For each question, one response is selected A, B, C, D (ranging from a reactive to a proactive response), which represents how an individual usually responds during a stressful situations.

Fig. 3:
The figure detailing pillars of wellbeing with resilience scale.



To enlighten societies by inspiring masses to take a leap of faith, discover their authentic self, offer the abundant joy and freedom inherent in each one of us to aid the evolution of consciousness.

EMERGING

Enlighten framework identifies your core values and strengths. When we consciously follow our inner compass of values engaging our signature strengths, we feel fulfilled and alive. We endeavour to weave the Synergy model by mapping Energize (HWB) and Empower (Resilience) to culminate in to the framework of Enlighten which can be a systemic online tracker with customized tools for personal wellbeing, resilience and flourishing as well as build capacities for organizations to enhance same.

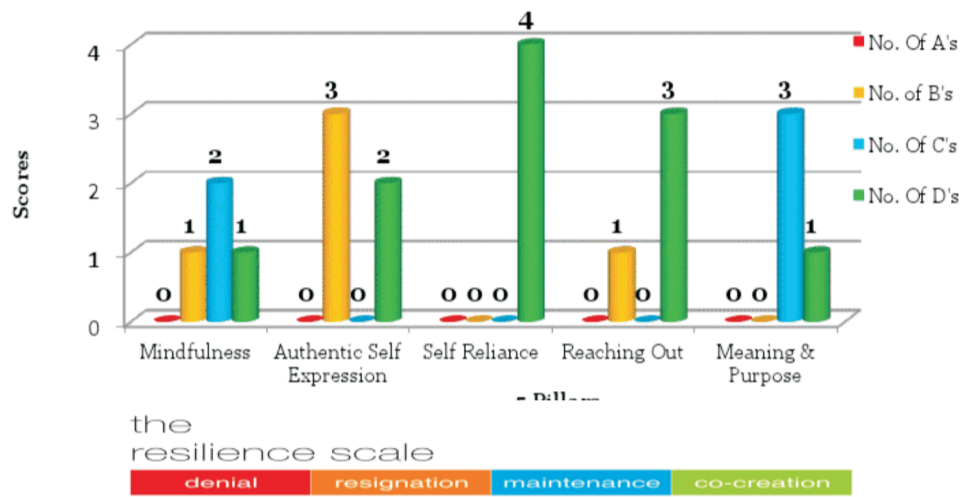
- meaning & purpose
- self-reliance
- reaching out
- authentic self-expression

CONCLUSION

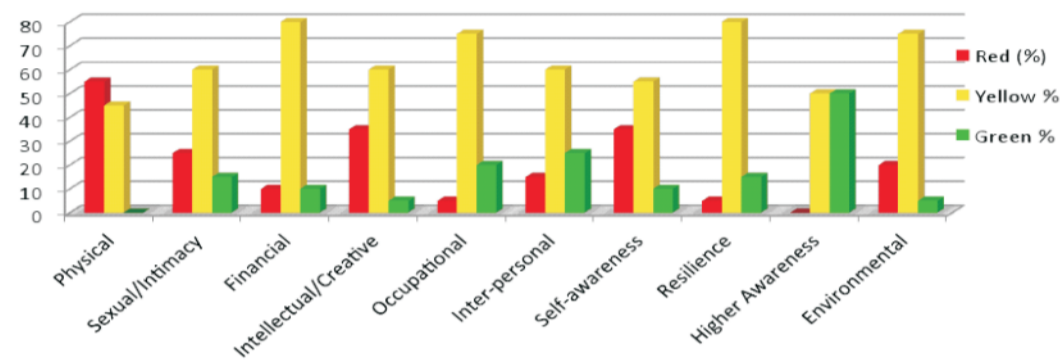
These assessments and interventions direct towards specific personal coaching and SMART goal setting, enabling personal transformation for each individual. Provides an ideal summary of the whole group enabling management to possibly address group or environment changes, directly impacting the culture of the organization to flourish. In conclusion, evidence from the two main KPI's, backed by further hard as well as anecdotal data, confirmed the successful outcome of the programme in the first pilot study.

RESULTS AND DISCUSSION

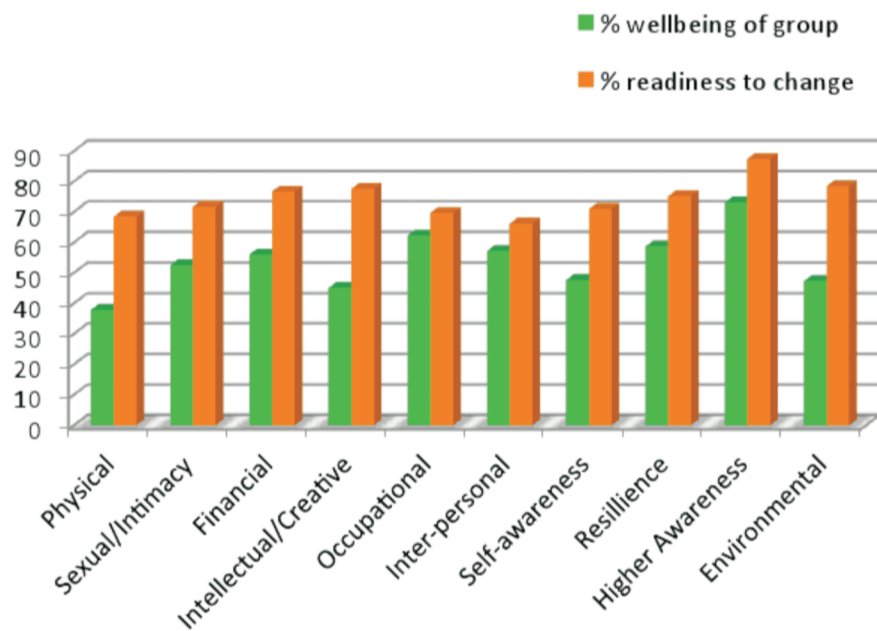
Graph 1
Resilience scale: non linear scale ranging from (A) Denial, (B) Resignation, (C) Maintenance, (D) Co creation.



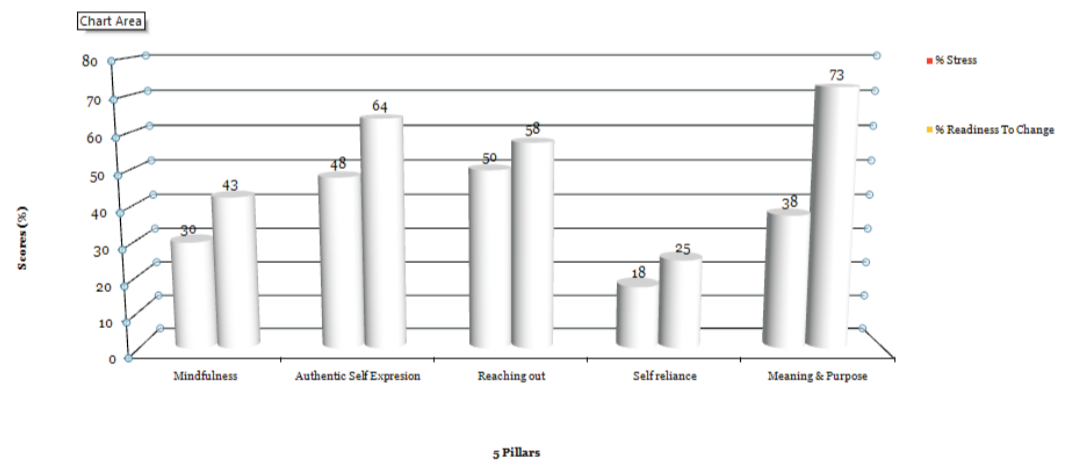
Graph 1. shows the total response scores (total of ABCD) for each pillars.



Graph 2. group percentages (%) of individuals in each of the red, yellow and green criteria for each of the ten



Graph 3. represents % of group wellbeing and their readiness to change in each of the 10 dimensions.



Graph 4. shows Stress vs resilience scores across the 5 pillars of wellbeing

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