

PERMA MODEL OF WELLBEING

SELIGMAN (2011)

The PERMA Model In A Nutshell

The PERMA model was created by American psychologist and educator Martin Seligman. The PERMA model is a framework for happiness and wellbeing based on positive psychology through five elements: positive emotion, engagement, positive relationships, meaning, and accomplishment.



FourWeekMBA

[What Is PERMA Model? The PERMA Model In A Nutshell - FourWeekMBA](#)

[The PERMA Model: Your Scientific Theory of Happiness \(positivepsychology.com\)](#)

PERMA Model of Wellbeing

The PERMA model was developed by Martin Seligman in 2011 based on his research into how people can flourish and thrive. The model consists of 5 pillars, all equally important which combine to give a foundation of positive wellbeing that can be learned and developed. This model is key to taking a proactive and preventative approach to wellbeing, with each pillar **building our resilience**.

"If all you do is work to fix problems, to alleviate suffering, then by definition you are working to get people to zero, to neutral. Positive psychology is another arrow in the quiver of public policy and psychology through which we can raise wellbeing above zero." - Martin Seligman

The 5 Pillars



Positive Emotions

Positive emotions are one of the core components that are crucial to **increase our wellbeing**. Positive emotions are about more than just being happy, it is about the wide breath of positive emotions we can experience, e.g. feeling grateful, calm, connected, proud.

We can increase our positive emotion about the past by cultivating gratitude and forgiveness, our positive emotion about the present through mindfulness and savouring and our positive emotion about the future by building hope and optimism.



Tips!

Sharing 3 positive things and keeping a gratitude journal are some easy ways to experience more positive emotions. Research has found that if we write down three things we are grateful for for 2 weeks in a row, 6 months later we still see positive benefits on our wellbeing

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Engagement

High engagement activities flood the body with positive hormones that elevate one's sense of wellbeing – this is called being in a state of 'flow.' Being in flow gives us that sense where we have been doing something for work and all of a sudden 3 hours have gone by. Aside from the hormones released when we are fully engaged, when we are in a state of flow our blood actually diverts away from our amygdala (the emotional part of our brain) which means we can't feel any anxiety.

Tips!

When were you last fully engaged in what you were doing where you lost all sense of time? What were you doing? Being in flow and using our strengths increases our wellbeing, performance, and productivity. Not sure what strengths are? [Read our article here to find out more.](#)



Relationships

Relationships and social connections are crucial to living meaningful lives. We thrive on strong interactions with others that promote strong emotional reactions such as love and intimate friendship. Having strong meaningful relationships are key to feeling supported. According to Jane Dutton, there are three ways to building high-quality connections: building mutual trust, engaging respectfully engagement and task enabling.

Tips!



Identify 3 important relationships to you in the past couple of months. What made them so important? How did they support you and how did you give them support? Another way thing we can do to boost our sense of connection is to perform small acts of kindness. When we do something kind for somebody else, our body releases neurochemicals (the helper's high) and oxytocin (which strengthens a bond between people).

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Meaning

Having meaning and purpose in our life means that we feel part of something larger than ourselves. For everybody what they find meaningful varies but experiencing meaning in what we do is key to our wellbeing. Understanding the impact of your work and why you chose to "show up at the office" may also help you enjoy your role and tasks more, and being more motivated and satisfied with what you do.

Tips!

One way to increase our sense of meaning is to identify 3 things that give you meaning and identify how much you focus on that in a normal week. How could you incorporate and spend more time on those activities?



Accomplishment

Having a sense of achievement and that you are progressing boosts our wellbeing. Feeling like you are accomplishing throughout the day can also be hugely motivating and help us to be more resilient when faced with challenges. Especially when working on big projects or long-term goals, focusing on small achievements is key. This is also related to having a Growth Mindset and recognising the effort we are making as well as how we might have grown and developed from a failure.

Tips!

Note down 5 things you have accomplished in the last week, either small or big.

Reflect on a success you have recently had - what did you do to make that a success? and what is something that didn't go well recently - what can you learn from that and do differently next time?

