

A PROGRAM DESCRIPTION



HOW
TO
INCREASE
EMOTIONAL
WELL-BEING



The Miller Group

OVERVIEW

How to Increase Emotional Well-Being is a powerful, research-based, comprehensive and potentially life-changing program designed to help individuals increase performance and productivity by increasing their level of emotional well-being. Typically, this program is offered as a complete one-year structured intervention – often as part of a corporate wellness program – or, alternatively, as a stand-alone one-day workshop experience depending on client needs and objectives.

The one-day workshop that is the core learning offering of the program provides an opportunity for participants to improve performance and productivity and reduce today's stresses and time pressures by implementing the six imperatives that our research has identified as the *proven paths* necessary to achieve sustainable feelings of well-being.

The program is based on our in-depth analysis of 40 years of research on psychological well-being, the findings from the relatively new science of Positive Psychology, the latest findings of biologists and neurologists and the timeless wisdom of ancient philosophers from around the world – all synthesized down into just six imperatives. Taken together, these six imperatives include *everything that has been proven* by psychologists, social scientists and other researchers to help increase levels of emotional well-being.

BENEFITS

Major benefits for sponsoring companies and organizations can include:

- Increased performance and productivity from employees. One study has quantified these possible increases in performance as ranging from 10% to 25%.
- Reduced absenteeism, "presenteeism" and turnover
- Increased energy, creativity and dedication from each individual
- A happier, more loyal and more committed workforce
- Higher overall level of morale
- Improved bottom line results

Major benefits for participating individuals in this program can include:

- Improved work/life balance
- Improved quality of life
- Reduced stress and an increased ability to handle high levels of stress
- Improved ability to thrive in today's and tomorrow's world
- Improved physical health
- Enhanced ability to contribute based on optimizing skills, abilities and talent
- Improved ability to better cope with the pace of change and the realities of life today – and tomorrow
- Increased sense of calm and contentment, an elevated mood day-to-day
- Improved perspective on work and life: *why* they are working so hard, and why they *should* be if they aren't
- Renewed energy, resilience, hope and commitment
- Increased performance and productivity at work, at home and at play

FOCUS

The program includes a focus on the definitions of what emotional well-being is and is not, the major psychological principles affecting well-being, the six imperatives that are the research-based proven paths to durable feelings of increased emotional well-being and the seven proven keys to lastingly increasing levels of well-being. It is these increased levels of emotional well-being that contribute to increased performance and productivity. The six imperatives that form the core of the program are:

- **Seek Pleasure within Limits.** Learn the importance of limiting our preoccupation with the pleasures to free up time and energy for our pursuit of the more durable paths to increased emotional well-being. And, in the process, understand why a pursuit of pleasure no matter how successful can *never* yield lasting well-being.
- **Intentionally THINK Happy.** Learn how to deliberately focus our thinking on the seven topics proven to leave us feeling happier for the medium-term – often weeks and months – and to accept the more than 20 universal, irrefutable truths about life.
- **Intentionally ACT Happy.** Learn to act in the 11 proven ways to increase our feelings of well-being and to avoid the more than 20 "dead end" roads to emotional wellness.
- **Be a Better Person.** Become aware of the more than 50 positive traits of people with high levels of emotional well-being – and the specific proven actions to take to implement these traits into our everyday lives.
- **Embrace Loving Relationships.** Renew our focus on pursuing meaningful connections with others and nurturing close relationships with those we love. Our connections with others – family, friends, managers, co-workers – are an essential route to durable increased levels of emotional well-being.
- **Make a Meaningful Contribution.** Focus our energy on making our meaningful contribution to the world. Whether a vocation, via altruism or finding ways for our avocation to benefit others, contributing to the betterment of the world can make us enduringly happy and fulfilled – a better performing and more productive employee.

DELIVERABLES

Each participant will take away from the program:

- Knowledge, understanding and the ability to implement the six imperatives for emotional well-being
- Clarity on accepted definitions of wellness, well-being, happiness and fulfillment
- A baseline level of personal emotional well-being and overall life satisfaction
- A completed personal lifeline depicting major life events – and a better understanding of their impact
- A reminder of the 20 undeniable, universal and timeless truths about life
- Increased clarity on and a self-assessment of the more than 50 unique, personal traits – and a two-pronged plan to increase the frequency of their use
- A self-assessment of the six imperatives to assist in prioritizing future actions
- Insider knowledge of the real "secret" for living a happier life

- Clarity on the myriad of popular thinking and experiences that have been proven to be *myths* when it comes to living a happier and more fulfilling life – and a plan to avoid, minimize and transcend these "dead ends"
- An improved understanding of the two major psychological processes that everyone uses and that can be barriers to increasing our feelings of well-being – and what to do to overcome their effects
- A valuable and timeless participant workbook that can be a companion resource and a "touchstone" on their lifelong journey to increased emotional well-being
- A completed Implementation Plan using our seven-step process with customized actions to guide them on their journey to emotional wellness
- Where appropriate, a better understanding of what their company or organization can do to help on their path to improved well-being, performance and productivity

These deliverables are designed to insure maximum learning, retention and application of the key proven actions required to increase levels of emotional well-being.

RESEARCH – BASED

The following major findings – among many others – are supported by research by psychologists around the world and are central to the success of this program:

- High levels of work performance lead to increased well-being – and vice versa.
- High levels of emotional well-being can increase performance by 10-25%, improve physical health, increase retention and reduce "presenteeism" and absenteeism – all resulting in increased productivity.
- Intentionally Thinking in specific ways can increase our feelings of well-being. The social psychology axiom is "saying becomes believing."
- Intentionally Acting in specific ways can increase our feelings of well-being. The social psychology principle is "We are just as likely to *act* ourselves into new ways of thinking as we are to *think* ourselves into new ways of acting."
- Employees who are generally dissatisfied with their life may not find job satisfaction.
- Overall ROI of Wellness Programs, the majority of which are focused primarily on physical wellness, is 3:1. Some programs have higher returns.

LEARNING ACTIVITIES

In the one-year structured intervention program, implementation progress and successful outcomes are enhanced following the one-day workshop by a blend of follow-up webinars, consulting, coaching and follow-up sessions to be determined on a case-by-case basis.

The one-day workshop core offering includes a stimulating, highly interactive combination of lecture, individual and small group activities, small and large group discussions and Q&A sessions after each major topic culminating with a one-year implementation plan.

PROGRAM FEES

The total program fees are determined based on scope and breadth of the agreed-upon engagement.

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