

Where did the Tutti Frutti model of wellbeing come from?

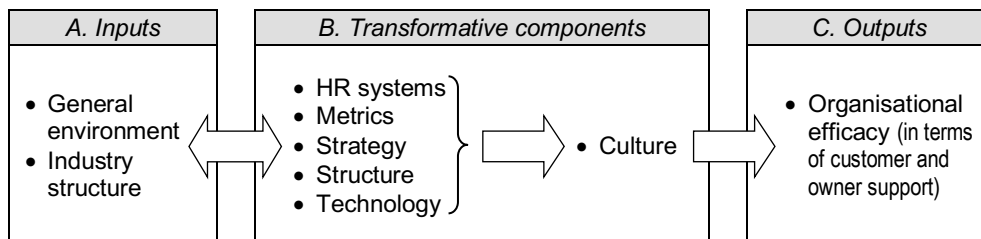
It's derived from a model for diagnosing organisational systems by Cummings & Worley (2001, pp. 88–97). I know, what does such a model have to do with wellbeing? Well, C&W's model appears in their book about Organisation Development (OD), which is the same as Personal Development except the focus is on Organisations rather than people.

A lot has been written about wellbeing but nothing structured I could find.

So, my conjecture is that an approach analogous to OD could be applied to overall personal wellbeing.

Curiously, in Human Resources (my background) there are "interventions" intended to help an organisation improve performance and effectiveness. Analogously, I understand there are "interventions" in psychology.

Here's the C&W organisational systems model:



Source: adapted from Cummings, T. G & Worley, C. G. 2001, *Organization development and change*. 7th ed. South-Western College, Cincinnati, p. 88.

In their model, an organisation draws on (A) inputs from its external environment and subjects these inputs to its (B) transformative components, in order to yield (C) outputs.

Culture is viewed as an intermediary transformative component, influenced by an organisation's inputs and its primary transformative components, and mediated by its "history" and "leadership". It orients employees to the organisation's goals and guides their behaviours.

The efficacy of an organisation is posited to be a function of the degree of alignment among and between its internal transformative components and how well these components are aligned with its inputs.