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| **Pillar** | **Focus** | **Practices** | **Example** |
| **Positive emotions** | Cultivating positive emotions e.g. joy, gratitude, optimism, pride, contentment. | **Dialling up positivity**  Dialling down negativity  Practicing kindness  Cultivating gratitude  Savouring the good  Getting comfortably uncomfortable | **Jolts of Joy** – Write down five jolts of joy (things that genuinely bring a smile to your face) that you can quickly reach for when you need to inject some heartfelt positivity. Examples include a favourite song, YouTube clip, poetry etc. When you feel negativity narrowing in reach for a jolt of joy and see how your brain responds. |
| **Engagement** | Fostering employee engagement and involvement. | Discovering strengths  Developing strengths  **Creating moments of flow**  Being mindful  Staying playful | **Best Possible Self** – Spend 15/20 mins journalling in a stream of consciousness what might be possible in the next year if you operate at your best. Do not overthink it or edit it. Repeat the exercise for 3 days in a row before reviewing it for themes that generated the most energy/hope. Think about how to start making these a reality. |
| **Relationships** | Enabling valued connections with peers, managers, and leaders. | Being compassionate  Investing in trust  Giving effectively  Forgiving and letting go  **Sharing good times**  Navigating incivility | **Ask Appreciative Questions** – Intentionally look for the *true*, the *good* and the *possible* in others by flavouring your interactions with appreciative inquiry. Ask questions like, “what is working well right now?” and “what’s been the highlight of your week so far?”. Savour the positive emotions you both feel and invest in the feelings of warmth and trust. |
| **Meaning** | Promoting a sense of direction and connection to purpose and values. | Investing in belonging  **Creating purpose**  Practice storytelling  Allowing transcendence  Making passion harmonious | **Invest in SPIRE –** Know your unique **S**trengths and talents and know them as you do your work. **P**ersonalise your work by aligning what you do to your values. **I**ntegrate your motivation for your job in ways that bring meaning to the rest of your life. Find ways to **R**esonate with your organisation’s core values and mission. Looks for ways to **E**xpand the benefits of your work to others. |
| **Accomplishment** | Fostering the belief and ability to do things that matter most. | Setting meaningful goals  Being hopeful  **Growth mindset**  Developing grit  Boosting resilience | Set Learning Goals – Set at least one learning goal weekly. Notice what happens as you practice, make mistakes, make adjustments and eventually start to do better in the competency you are building. Practice letting go of the outcome, embracing your mistakes and identifying the processes and mistakes you can build on to keep improving. |