
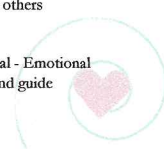


Build Your Path
Your Ideal
A Wholebeing Approach




- **Let's take a look at a different approach...**
- **Positive Psychology Concepts**
 - "...the study of positive human functioning and flourishing on multiple levels" Martin Seligman
 - "...the study of what makes life most worth living" Christopher Peterson
 - How can we use this concept to lead ourselves and others
 - Break this down into 5 components
 - SPIRE
 - Spiritual – Physical – Intellectual – Relational - Emotional
 - How can we use this collective wisdom to activate and guide ourselves and others





"The part can never be well unless the whole is well"

Plato




"If you increase your level of happiness, you increase your likelihood of your success"

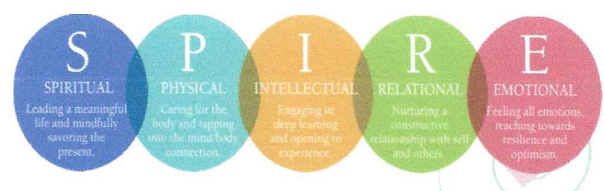
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SPIRE – A Wholebeing Approach




S SPIRITUAL
Leading a meaningful life and mindfully savoring the present.

P PHYSICAL
Caring for the body and tapping into the mind-body connection.

I INTELLECTUAL
Engaging in deep learning and opening to experience.


R RELATIONAL
Nurturing a connective relationship with self and others.

E EMOTIONAL
Feeling all emotions, reaching towards resilience and optimism.



• **Setting the foundation...**

- **Intention**
 - Starting the day...
 - Is life happening to me or am I creating it
 - Designing more of your day
 - Power of intention
- **Gratitude**
 - Benefits
 - Attracts more energy to you
 - What is your practice of gratitude
 - A Grateful day video



I
INTELLECTUAL
Engaging in deep learning and opening to experience.


Engage Employee Growth

- Immersed in a great book or course
- Love of learning
- Curiosity
- Art, theatre, music or appreciation of beauty
- Training
- Development
- Tap into their need to be part of your organization
- What stimulation of learning is going on?



S
SPIRITUAL
Leading a meaningful life and mindfully savoring the present.

- Meaning and purpose
- A sense of calling
- Connection to something larger than myself
- Being present, aware, and mindful
- What is the mission and vision for the company?
- How do you and your employees know their expectations?
- How are they part of the whole?
- Are you present and mindful of what is going on in your organization?




R
RELATIONAL
Nurturing a constructive relationship with self and others.

- Positive Relationships
- Tribe – friendships
- Love
- A sense of community and belonging
- A great conversation, laughs, or a positive shared experience
- Create an Environment of Trust
- Team-based
- Coach vs. Manager in the environment
- Fun – game
- Open door




P
PHYSICAL
Caring for the body and bringing into the mind/body connection.

- Physical vitality or well-being
- Physical fitness
- A positive relationship with your body
- Freedom and flexibility in my body
- Living environment
- LEAN environment
- Organized workspace
- Meets employee needs
- Conducive to culture



E
EMOTIONAL
Feeling all emotions, reaching towards resilience and positivity.

- Happiness
- Resiliency
- Contentment, calm, or emotional well-being
- Emotional intelligence
- Self-awareness
- Self-management
- Recognize your emotions and pause
- Relational management



Take a moment...



• Next steps...

- What are other companies doing?
 - Aetna – CEO brings in yoga
 - Google – Gopi Kallayil, Chief Evangelist – The Happy Human
 - Apple & Nike – mindfulness training
- Challenge
 - For the next 30 days, implement your change
 - 30 day calendar
 - Post it where you can check off your daily progress
 - After 30 days, what next?



• Next steps...

- Ascribe
 - On a scale of 1-10, how are you doing in each of the elements?
- Describe
 - Why did you give yourself this score for each of the elements?
- Prescribe
 - How can you improve or maintain your score for each of the element of SPIRE?
- Be concrete and specific
 - Micro & Macro Level
 - Time frame
 - Personal or Profession Life



Build Your Path

Questions?



• Next steps...

- What might be YOUR IDEAL – Self - Leader
 - Which area calls to you? S P I R E
 - What if we were to make small changes daily? If you were to be 3% more _____, what would that look like?
 - What could you do to be more whole if you were more fully honest and mindful with myself about....
- Handouts
 - SPIRE Wheel
 - Examples of actions
 - Others?
 - What will you do to bring more attention to this area? What is one thing you came up with?

