

Five ways to well-being and the future of well-being

NCVO
Feb 2010

Nic Marks

Founder of *centre for well-being*
nef (the new economics foundation)



economics
real wealth
means well-being



environment
lifestyles must
become sustainable



society
communities need
power and influence

Who are nef?

The New Economics Foundation

- Founded 1986 when G7 summit in UK
- An independent think (& do) tank
- Inspired by 3 principles
 1. Ecological Sustainability
 2. Social Justice
 3. People's Well-being
- *centre for well-being* formed 2005
- *nef consulting* launched 2008

Five Ways to Well-being

- A Dynamic Model of Well-being
- Well-being at Work
- Five Ways to Well-being
- The Future of well-being

A dynamic model of well-being

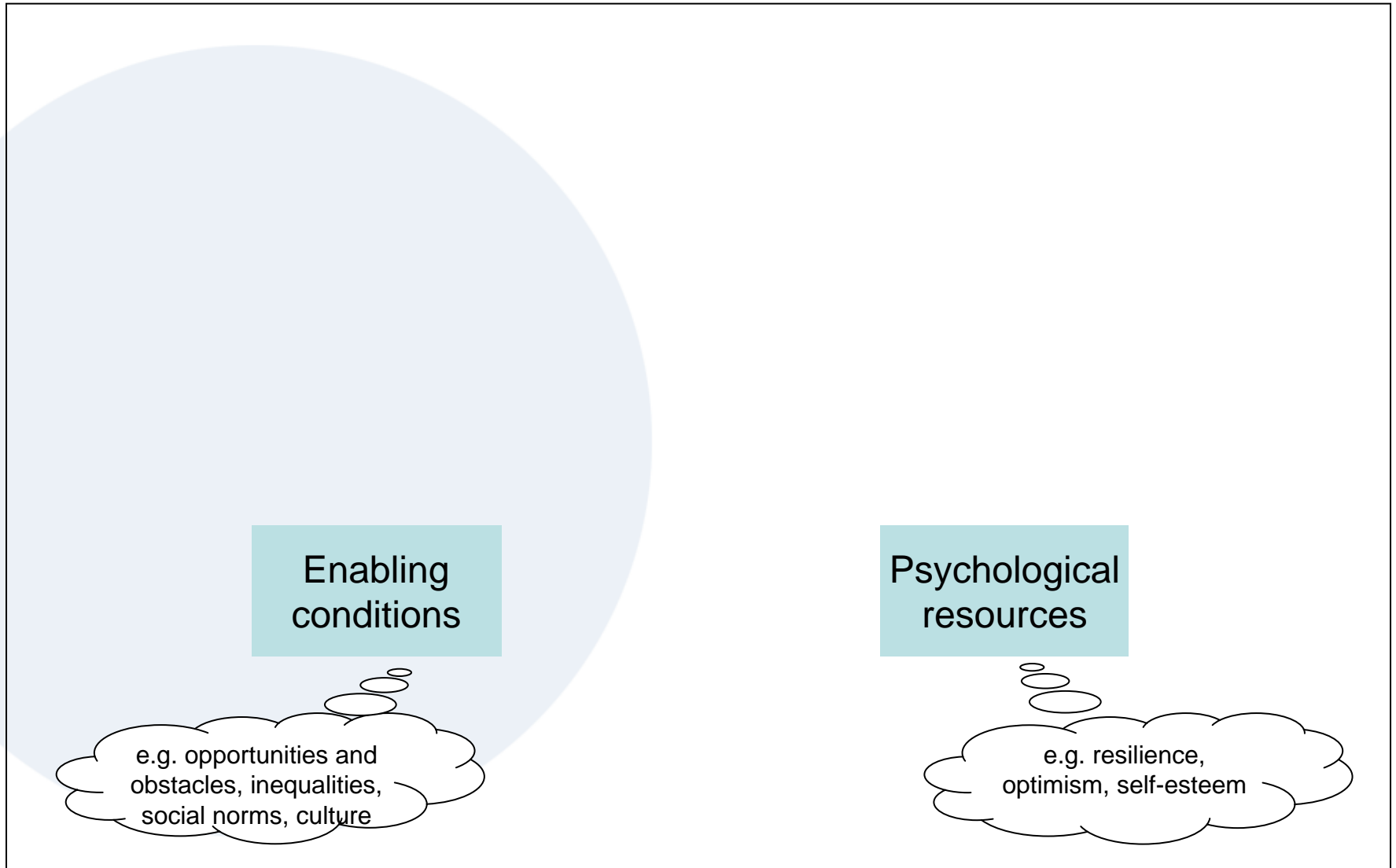


The diagram is enclosed in a thin black rectangular border. On the left side, a large, light blue circle is partially cut off by the left edge of the frame. Inside this circle, there is a smaller, teal-colored rectangular box containing the text 'Enabling conditions'. To the right of this circle, there is another teal-colored rectangular box containing the text 'Psychological resources'. The two boxes are positioned at approximately the same vertical level, suggesting a relationship or flow between the two concepts.

Enabling
conditions

Psychological
resources

A dynamic model of well-being



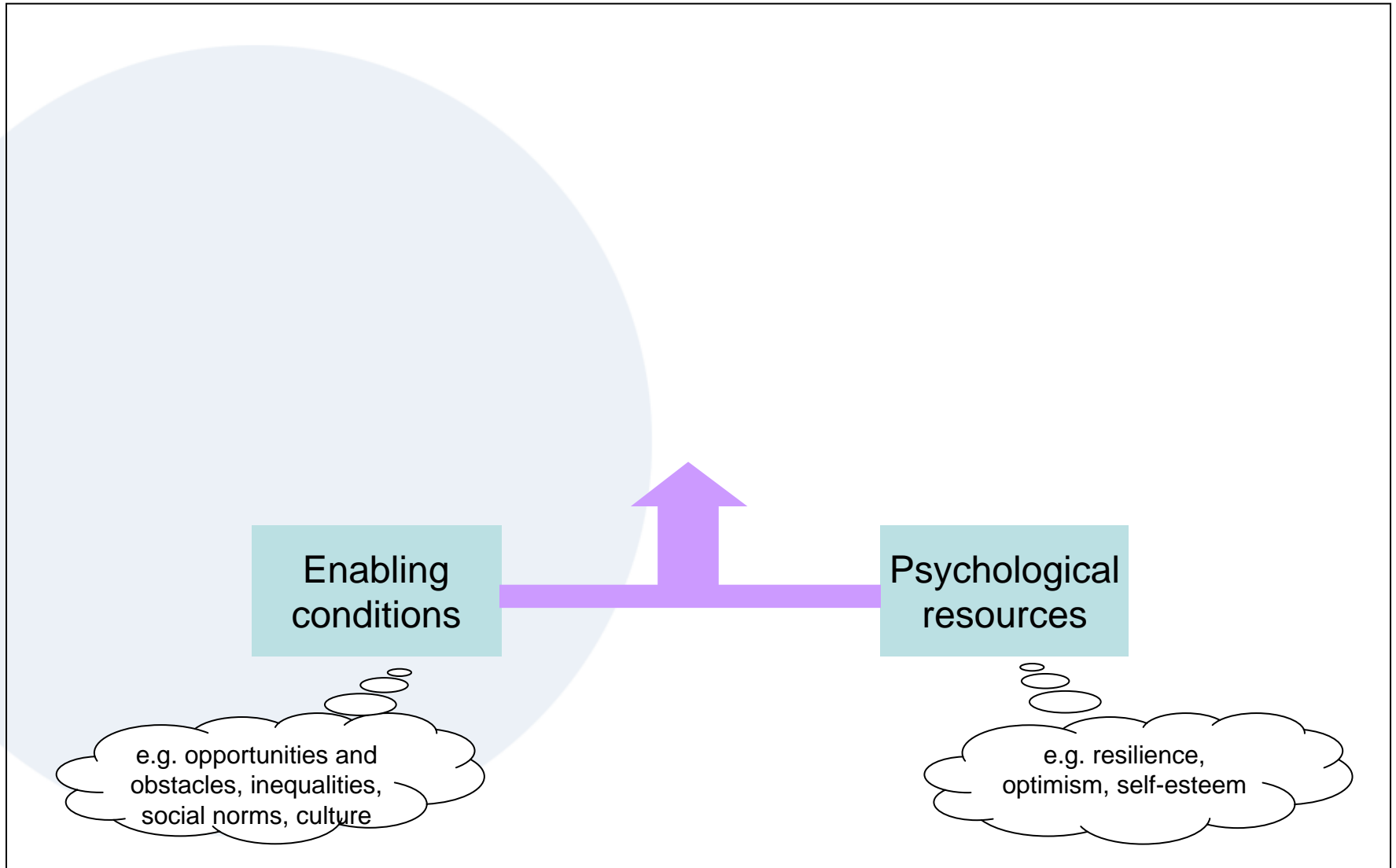
Enabling
conditions

e.g. opportunities and
obstacles, inequalities,
social norms, culture

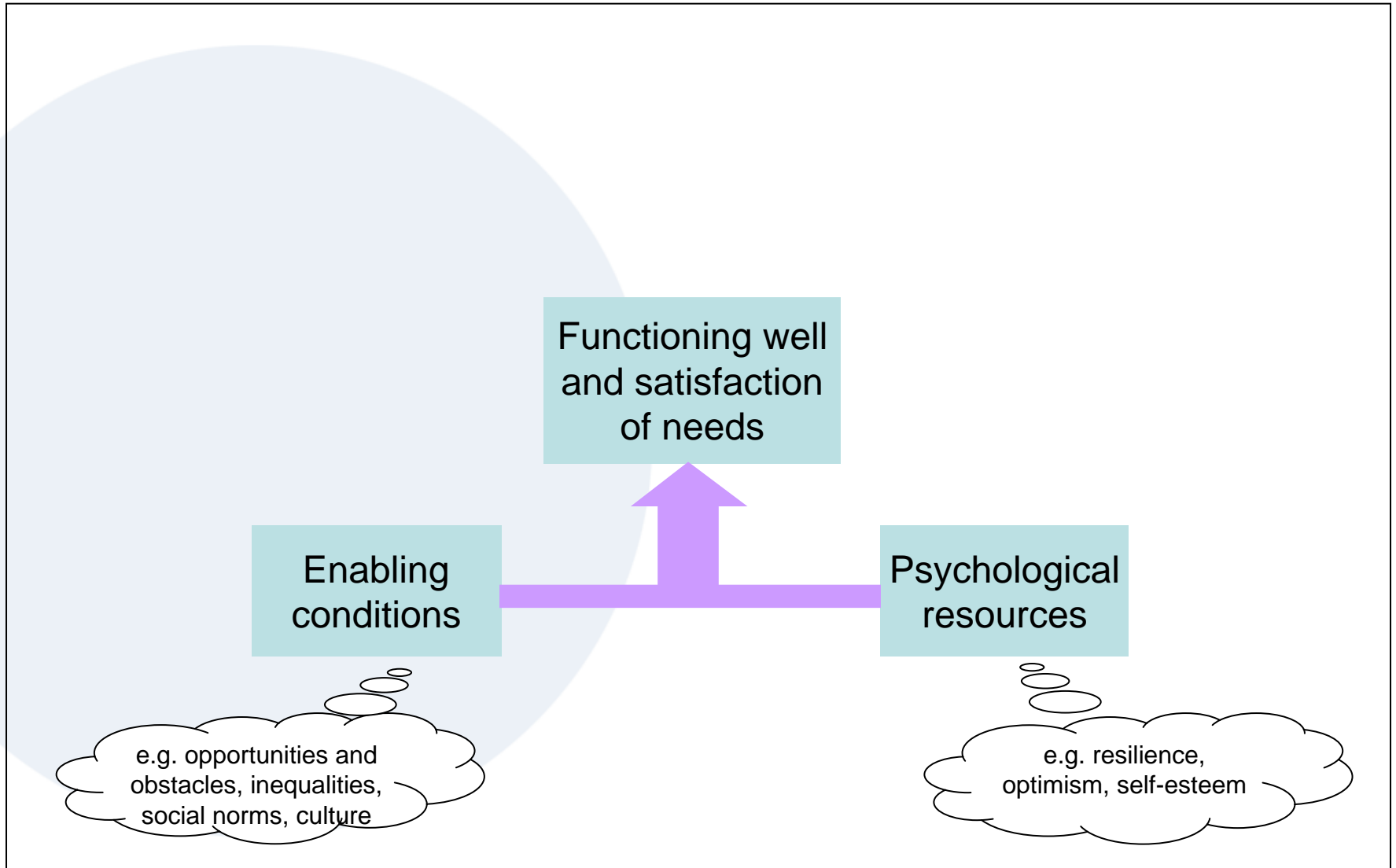
Psychological
resources

e.g. resilience,
optimism, self-esteem

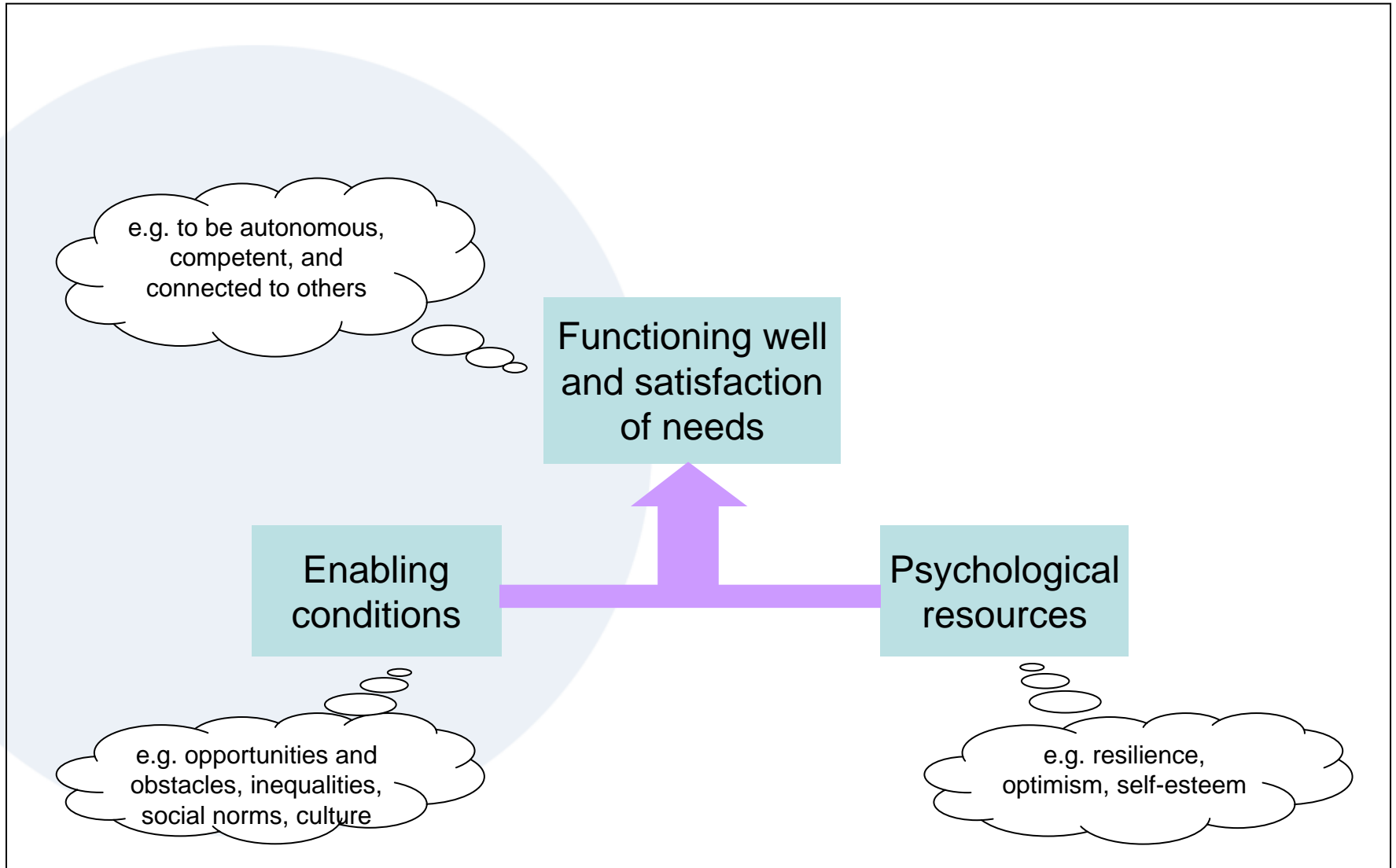
A dynamic model of well-being



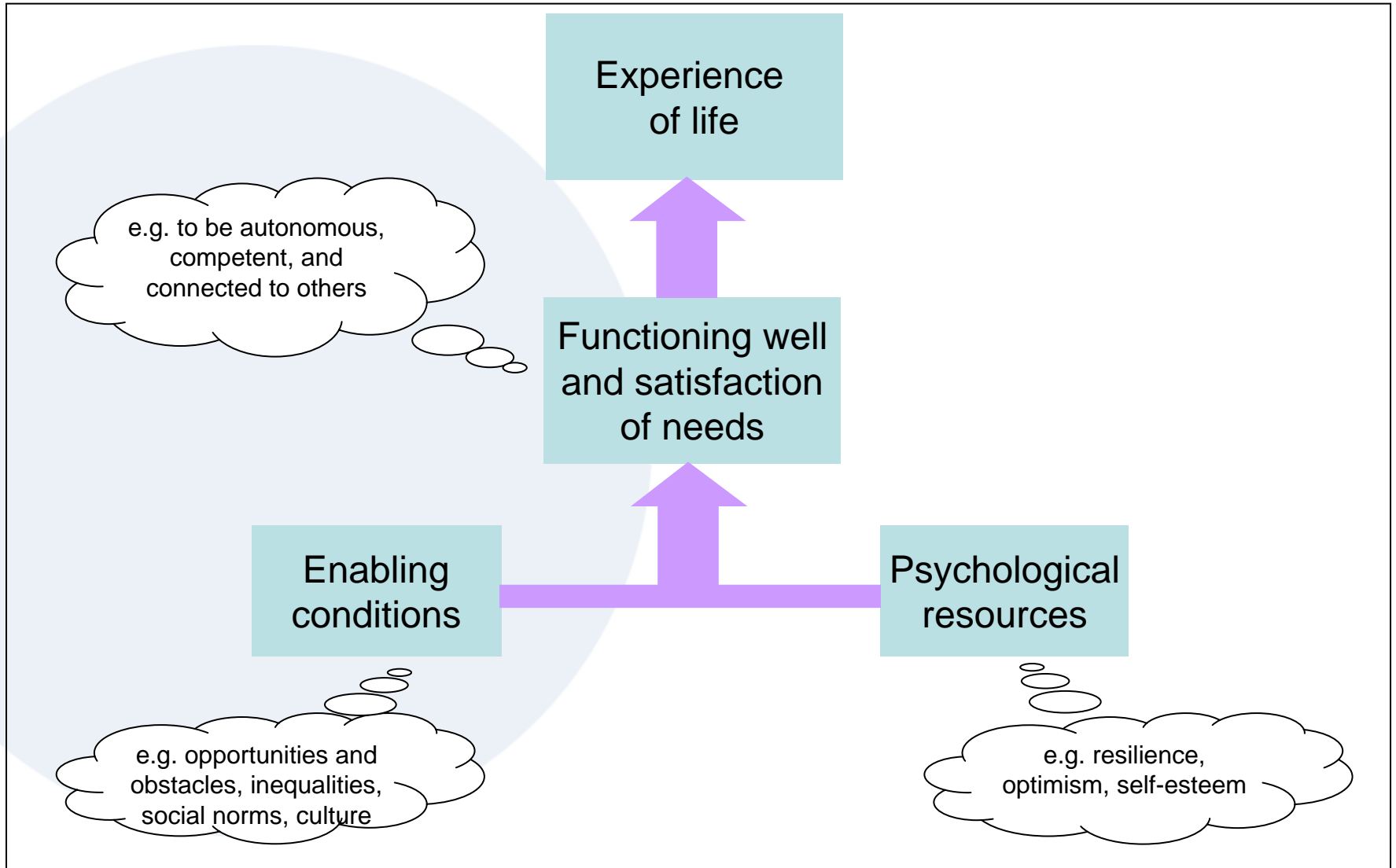
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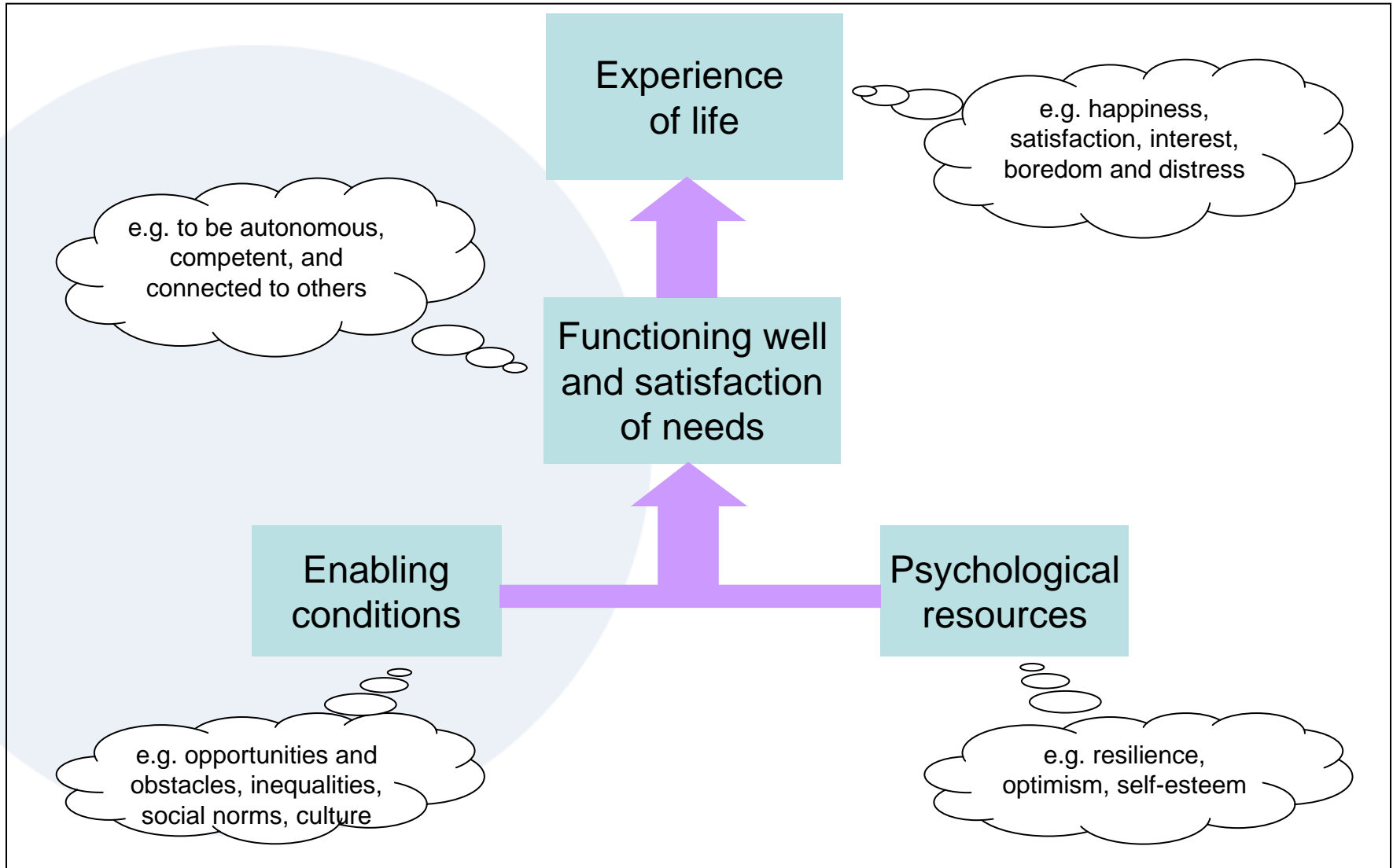
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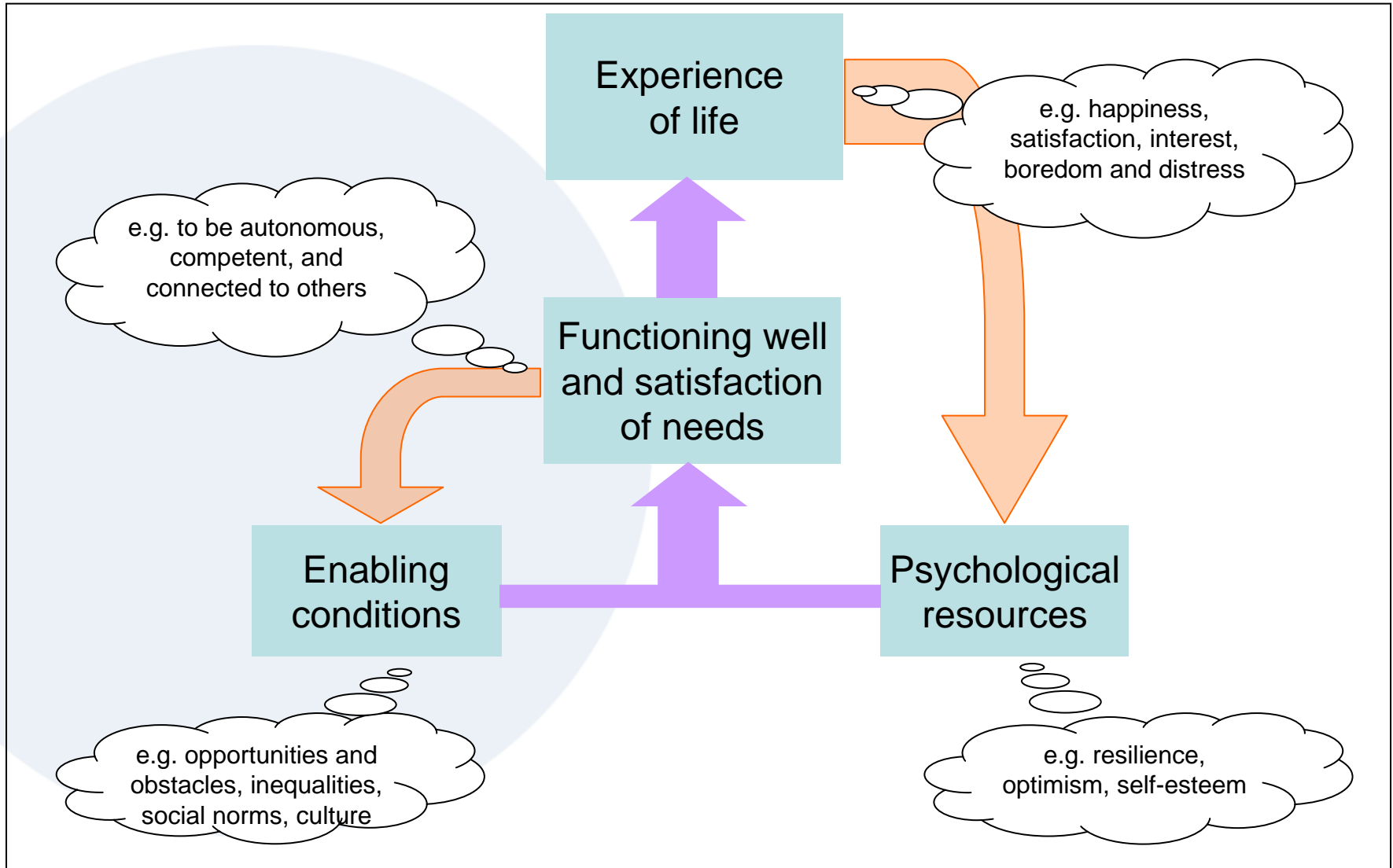
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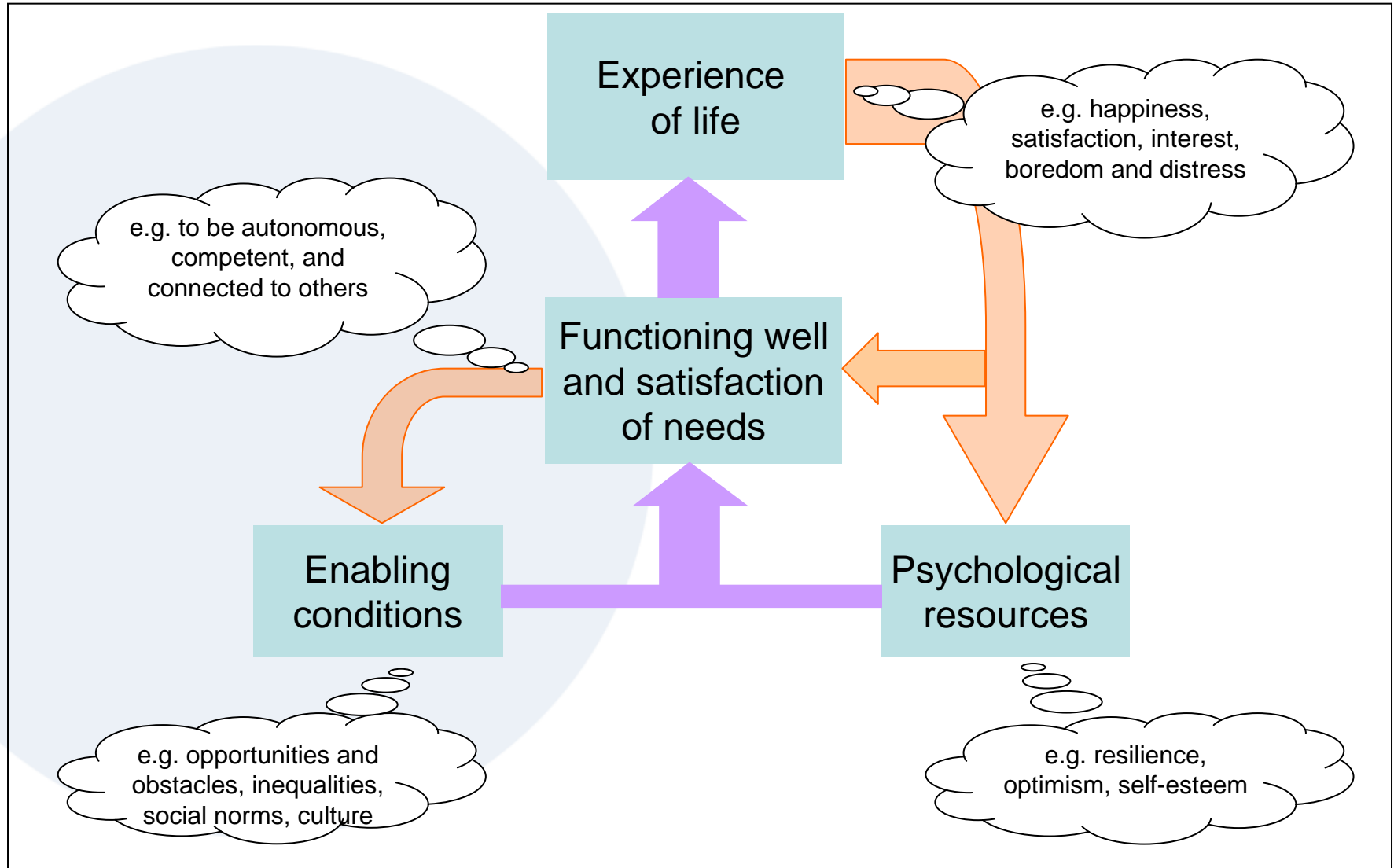
A dynamic model of well-being



A dynamic model of well-being



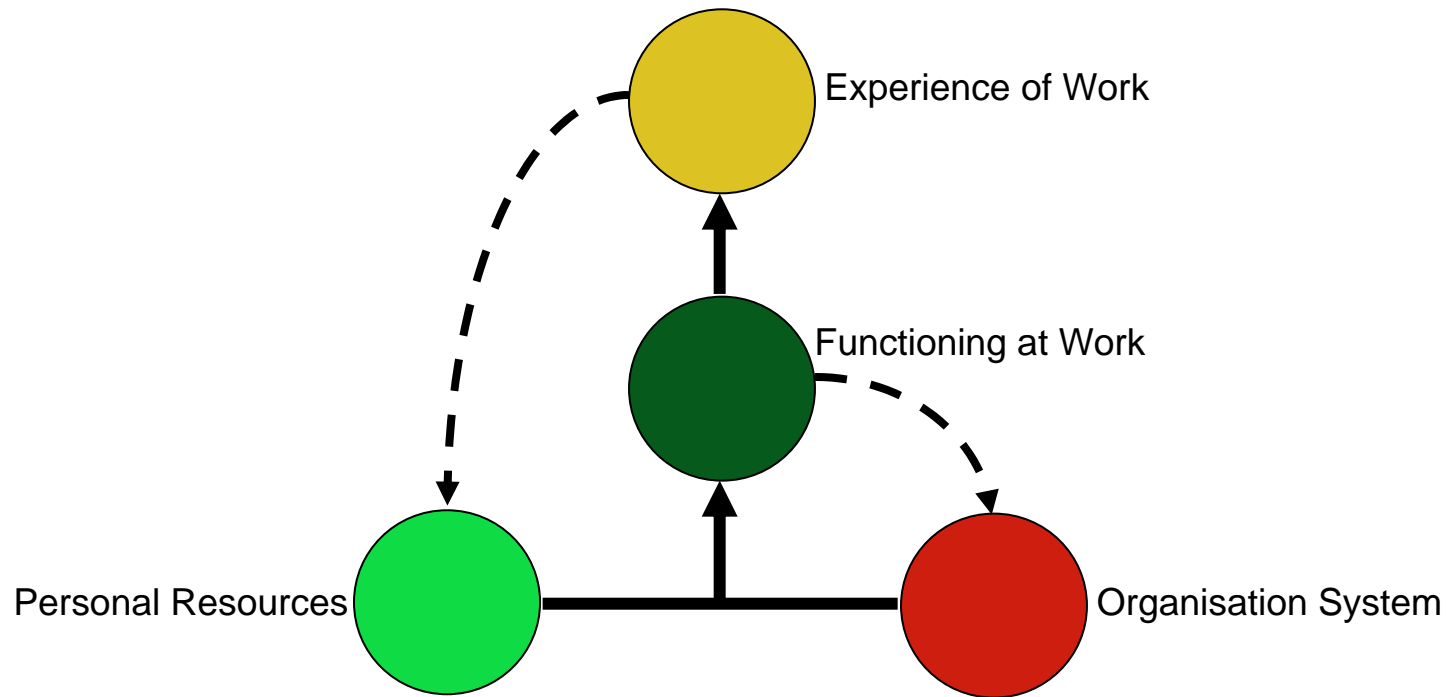
A dynamic model of well-being



multi-domain level: 'top level' results



The multi-domain '**flow chart**' diagram reads from the bottom upwards.



new economics into action

domains



nef
consulting

Experience of work

Employees' direct experience of their working lives:
Interest
Satisfaction
Good organisation
Stress

Functioning at work

Employee's capability to function well at work:
Creative work
Competent work
Team work
Good work

Personal Resources

The individual's cognitive and emotional resources:
Resilience
Work life balance
Motivation
Dis-engagement

Organisational system

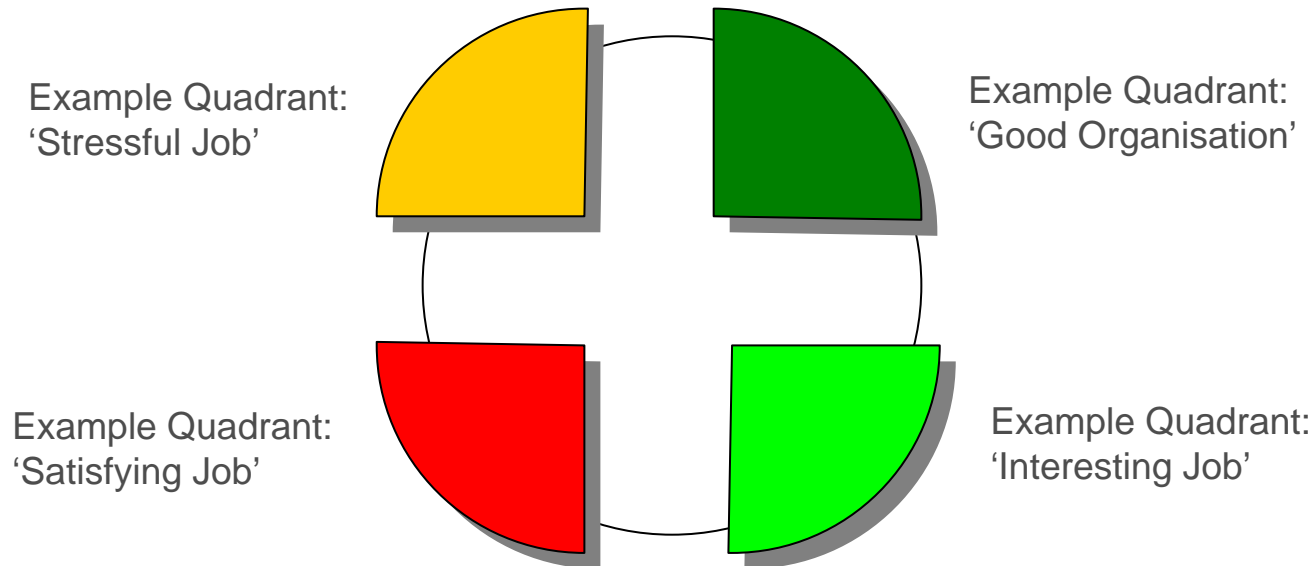
Supportive and enabling conditions:
Management of the organisation
Climate of the organisation
Job design
Threats

new economics into action

domain level: quadrant results



Each domain consists of four sub-domain quadrants



Click on a quadrant to reveal the scores achieved at the question level

well-being@work survey

nef
consulting



nef consulting

well-being@work questionnaire

A very short version – available on-line at

www.well-beingatwork.net

new economics into action

Five Ways to Well-being

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The Foresight Project

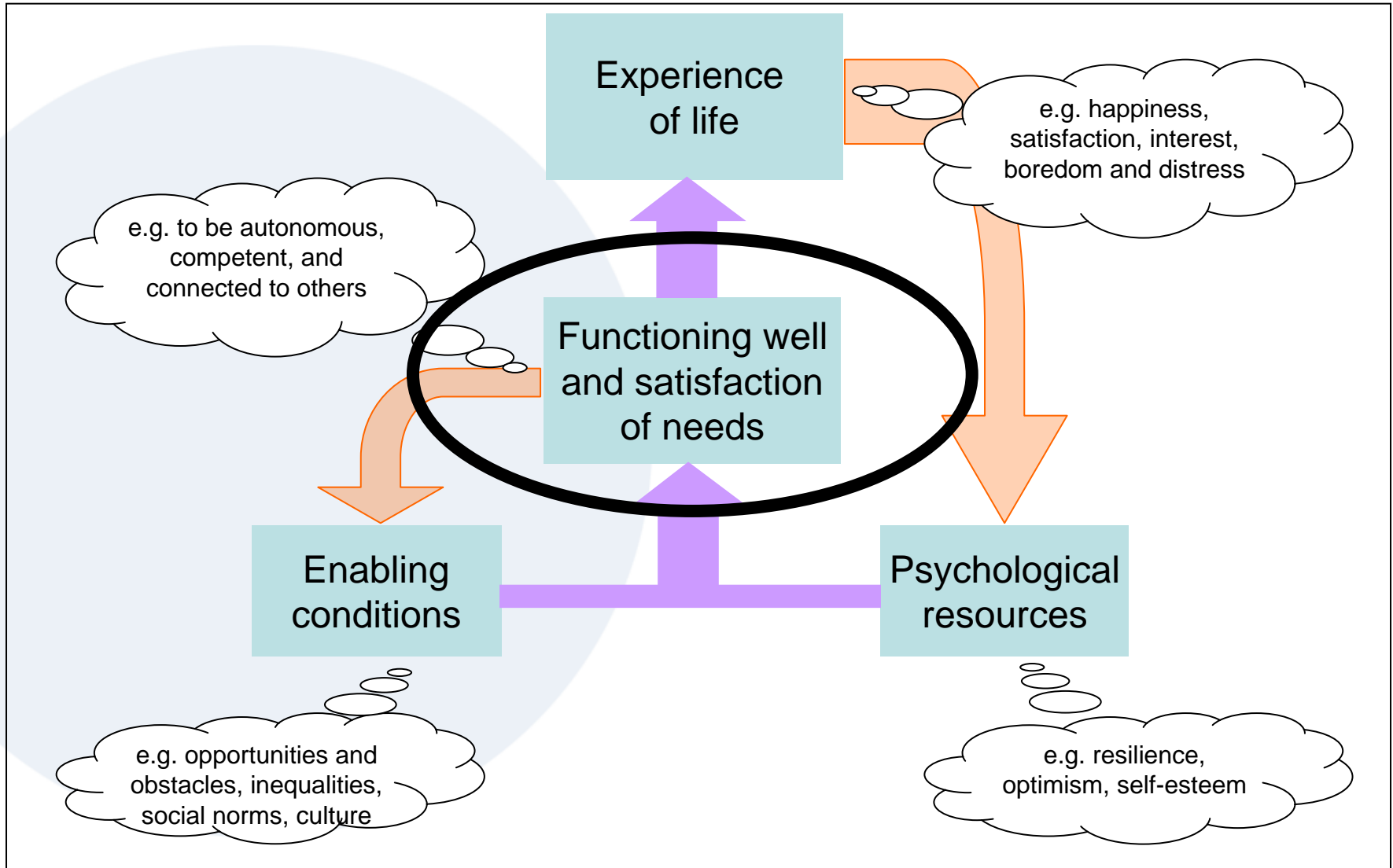
- Sponsored by DIUS – Department for Innovation, Universities and Skills
- Two year project, reported October 2008
- Involved over 400 experts – neuroscience to economics

The Foresight logo features a cluster of approximately 15 grey dots of varying sizes arranged in a roughly circular pattern to the left of the word 'Foresight' in a bold, dark blue, sans-serif font.

Foresight

**Government
Office for Science**

A dynamic model of well-being



Five ways to well-being



Commissioned by the Foresight Project – the brief was to “build on the findings of the outputs of the Mental Capacity and Wellbeing Project, and develop an evidence-based wellbeing equivalent of the health promotion dictum “five fruit and vegetables a day”.



Five ways
to wellbeing

Connect...

Connect with the people around you. With family, friends, colleagues and neighbours. At home, work, school or in your local community. Think of these as the cornerstones of your life and invest time in developing them. Building these connections will support and enrich you every day.

Evidence:

- Psychiatric morbidity studies most significant factor is social participation.
- Weak primary social networks (3 or less) predicts future Common Mental Disorders (even with current held for)
- Preferences evidence from *British Attitude Survey* show people want to spend time with family & friends and less at work.
- Life goals associated with commitment to family and friends promote life satisfaction (cf career or financial goals)

Five ways
to wellbeing

Be active...

Go for a walk or run. Step outside. Cycle. Play a game. Garden. Dance. Exercising makes you feel good. Most importantly, discover a physical activity you enjoy and one that suits your level of mobility and fitness.

Evidence:

- Less strong but highly indicative and there is a consensus amongst researchers
- Association evidence from cross sectional surveys
- Longitudinal studies indicate exercise protects against cognitive decline
- Intervention studies suggestive about benefits but no strong evidence on exact intensity and frequency required.

Five ways
to wellbeing

Take notice...

Be curious. Catch sight of the beautiful. Remark on the unusual. Notice the changing seasons. Savour the moment, whether you are walking to work, eating lunch or talking to friends. Be aware of the world around you and what you are feeling. Reflecting on your experiences will help you appreciate what matters to you.

Take Notice



Evidence:

- Interventions based on Cognitive Behavioural Therapy shown to be effective
- Training that increases awareness of sensations has long term effects
- Mindfulness (state of being attentive and aware of what is taking place in the present) is predictive of future positive mental states.
- Resilience Training with Children (ultimately CBT)

Five ways
to wellbeing

Keep learning...

Try something new. Rediscover an old interest. Sign up for that course. Take on a different responsibility at work. Fix a bike. Learn to play an instrument or how to cook your favourite food. Set a challenge you will enjoy achieving. Learning new things will make you more confident as well as being fun.

Keep Learning



Evidence:

- For children learning very important for social and cognitive development
- Learning through life encourages social interaction and promotes self-esteem
- Some evidence that learning can lift depression (amongst older people)
- Goal-setting strongly associated with enhanced well-being

Five ways
to wellbeing

Give...

Do something nice for a friend, or a stranger. Thank someone. Smile. Volunteer your time. Join a community group. Look out, as well as in. Seeing yourself, and your happiness, linked to the wider community can be incredibly rewarding and creates connections with the people around you.

Evidence:

- Neuroscience evidence of mutual cooperation stimulating the 'reward' neural response system
- Volunteering (esp amongst older people) has strong effects on positive affect and meaning in life
- Being supportive to others associated with reduced mortality rates amongst older populations.
- Acts of kindness have an immediate effect and if habitualised a longer term effect

Five ways to well-being



Full report available at:
www.neweconomics.org

Postcards are also
available to order from
web-site



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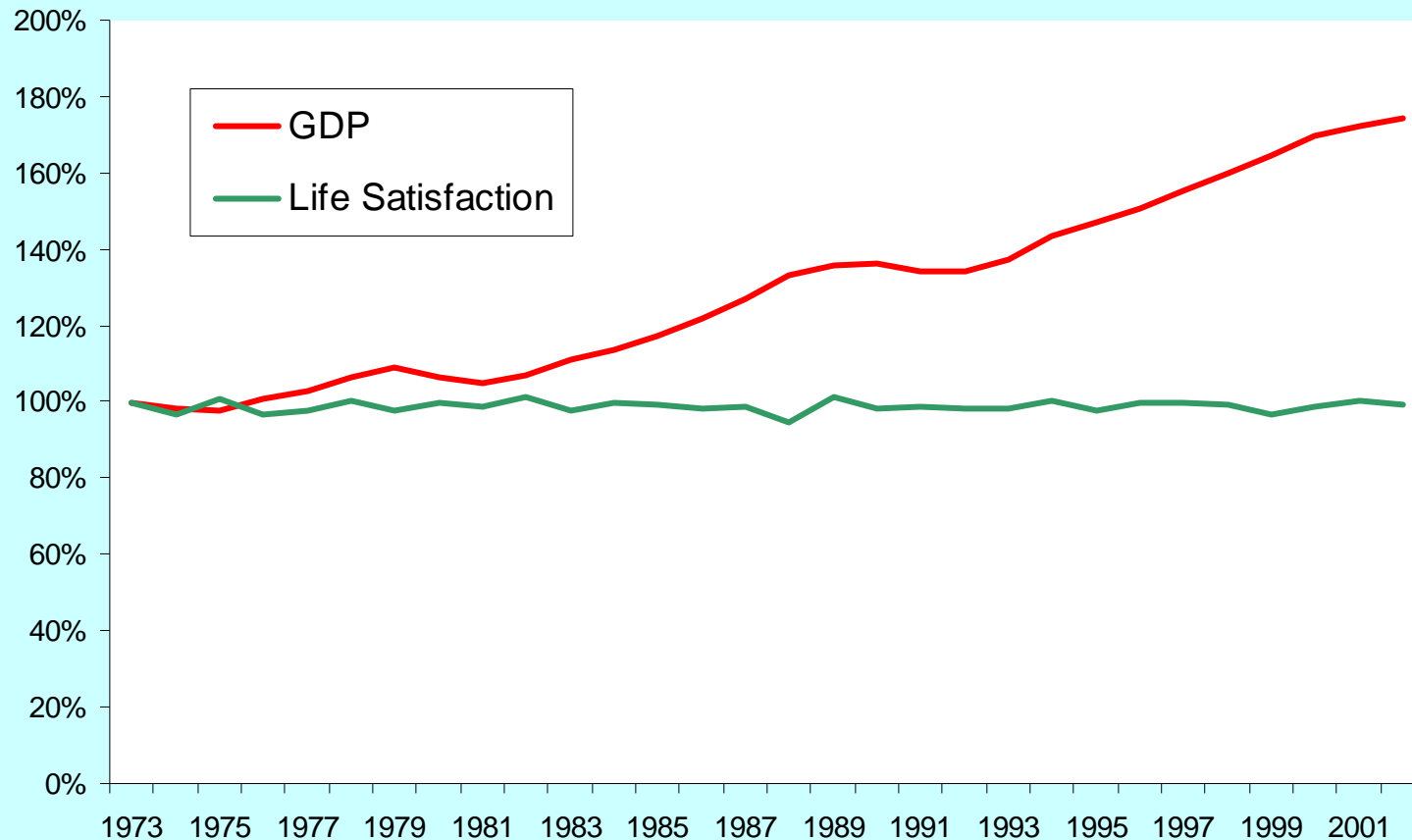
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GDP and Life Satisfaction

A Challenge to the Political Status Quo

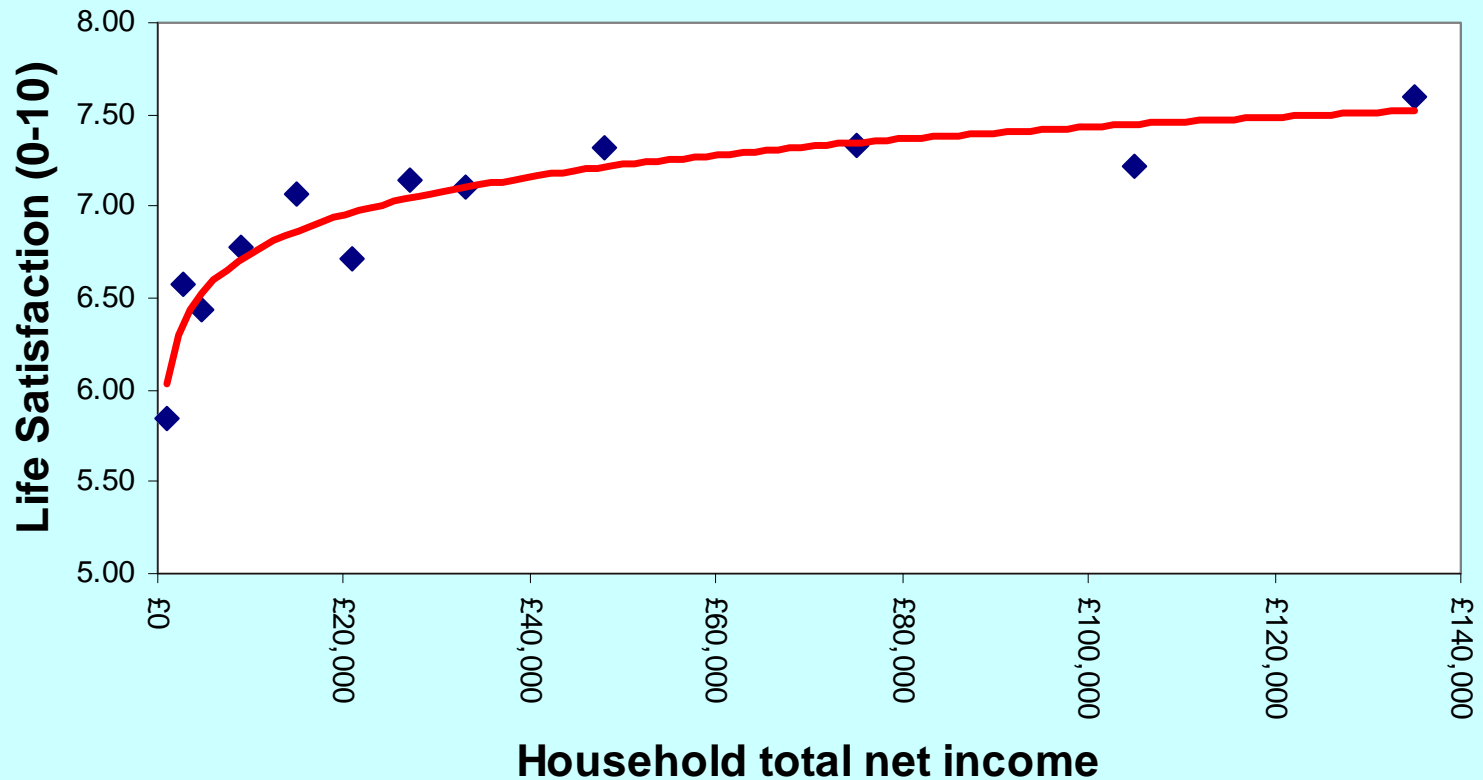


UK - GDP and Life Satisfaction 1973 - 2002

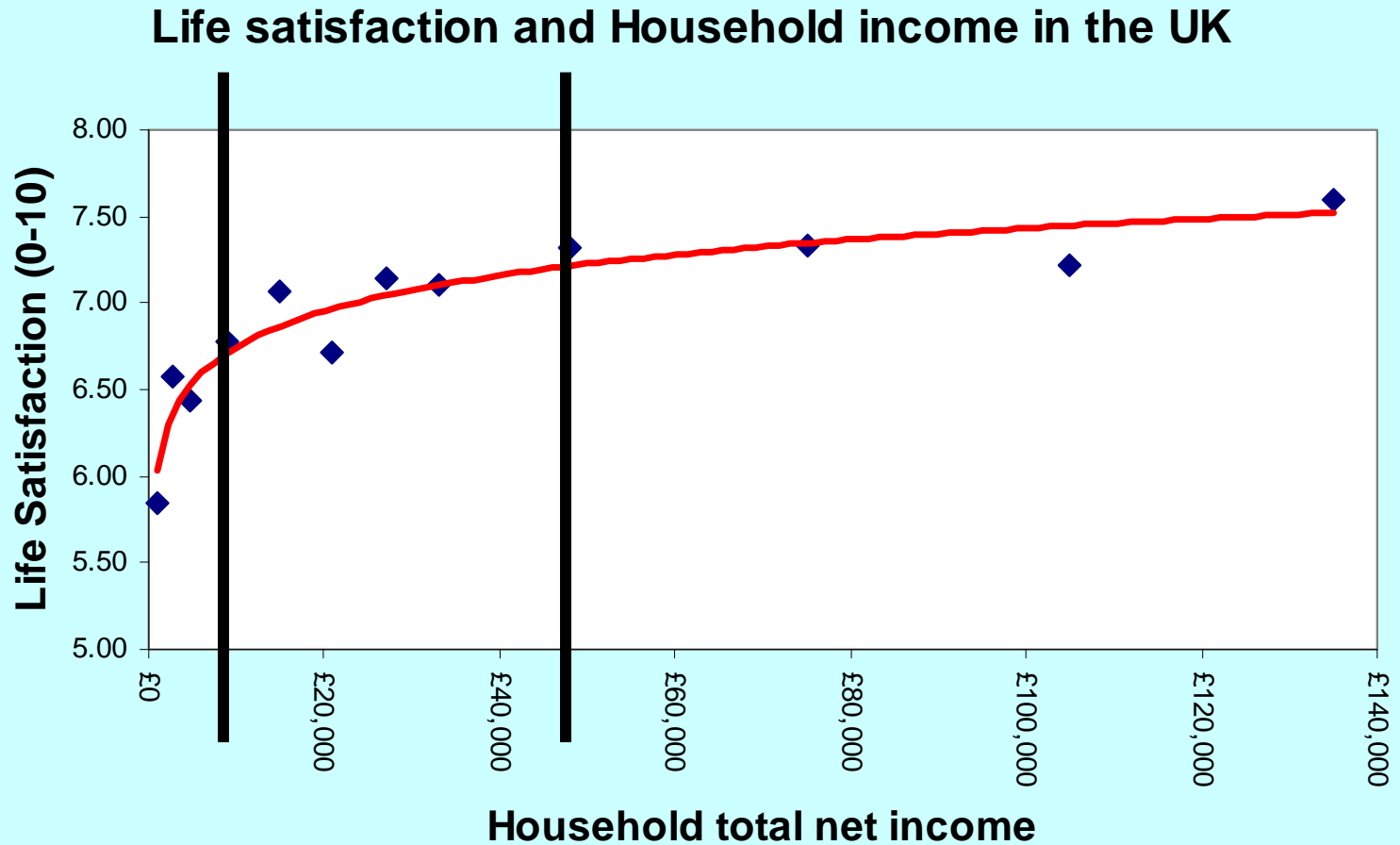


Diminishing marginal returns of well-being to income

Life satisfaction and Household income in the UK

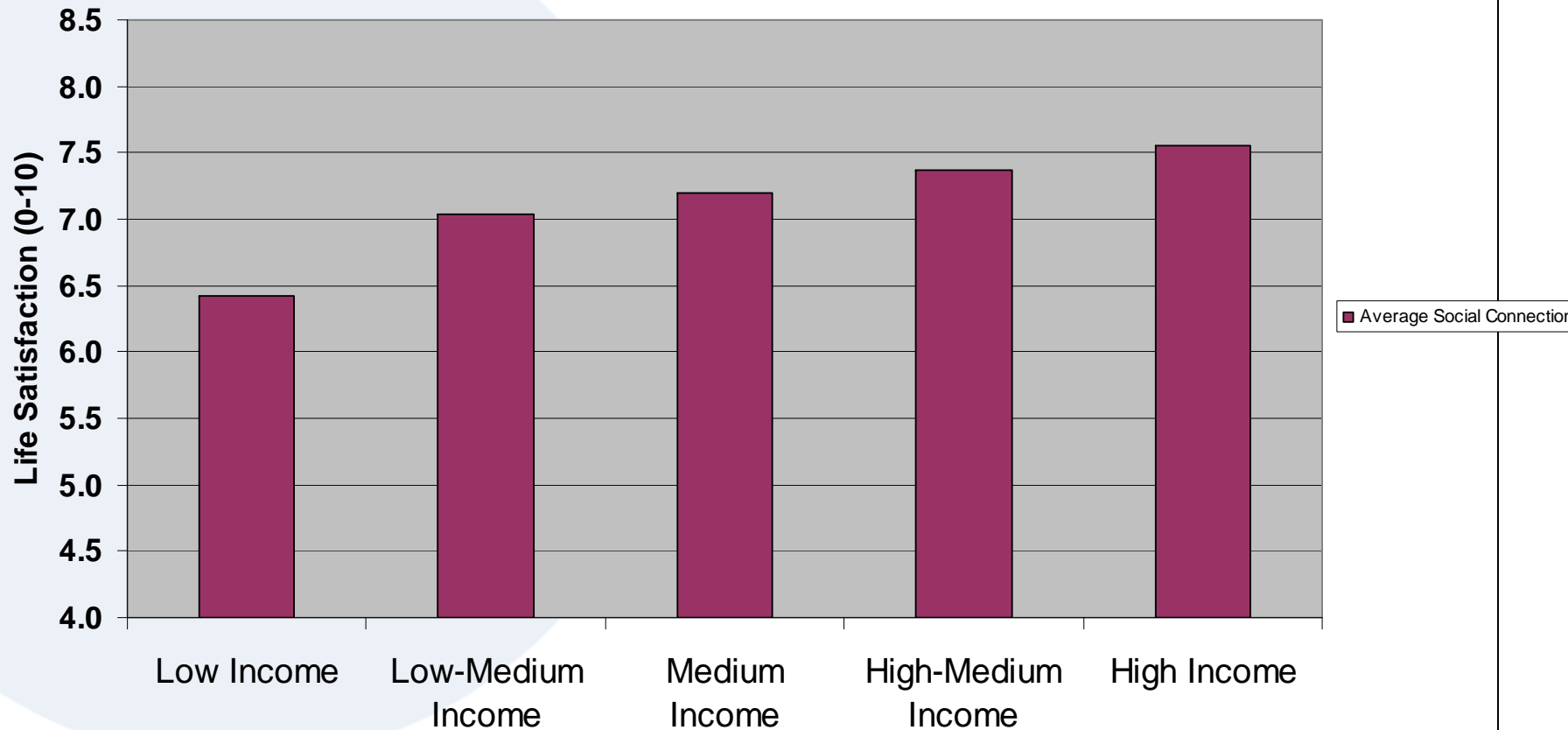


Diminishing marginal returns of well-being to income



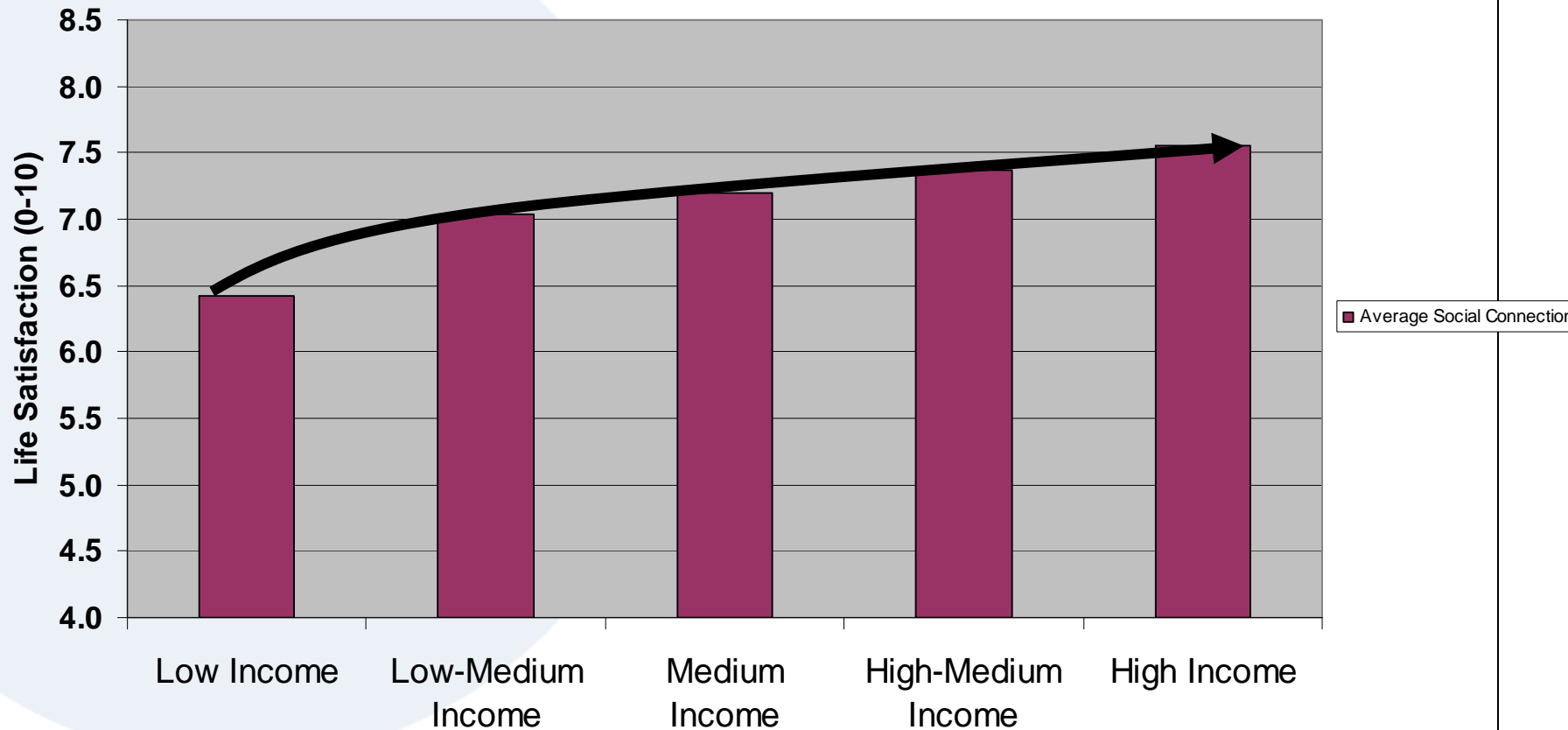
Diminishing marginal returns of well-being to income

Life Satisfaction and Income Quintiles



Diminishing marginal returns of well-being to income

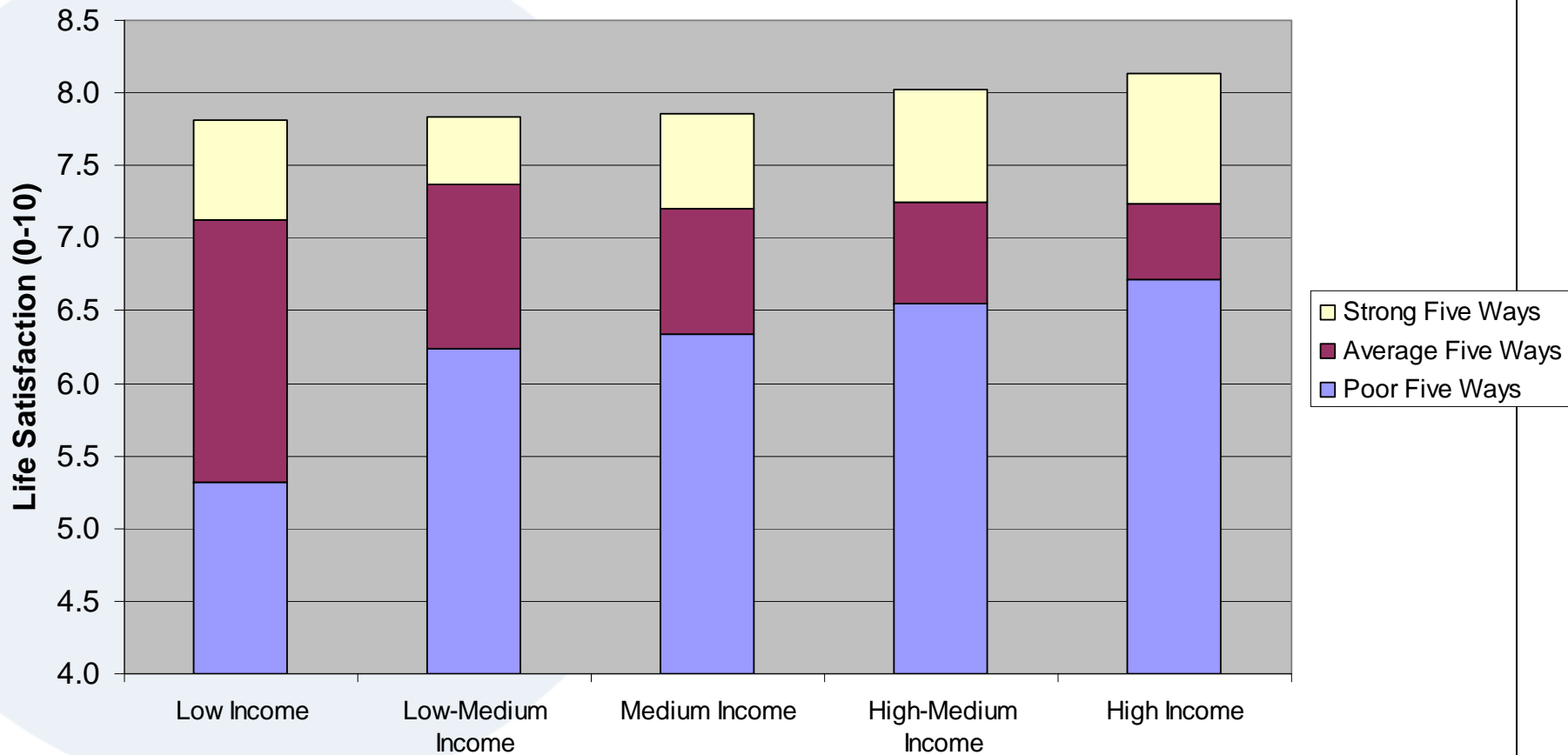
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Five Ways and Well-being



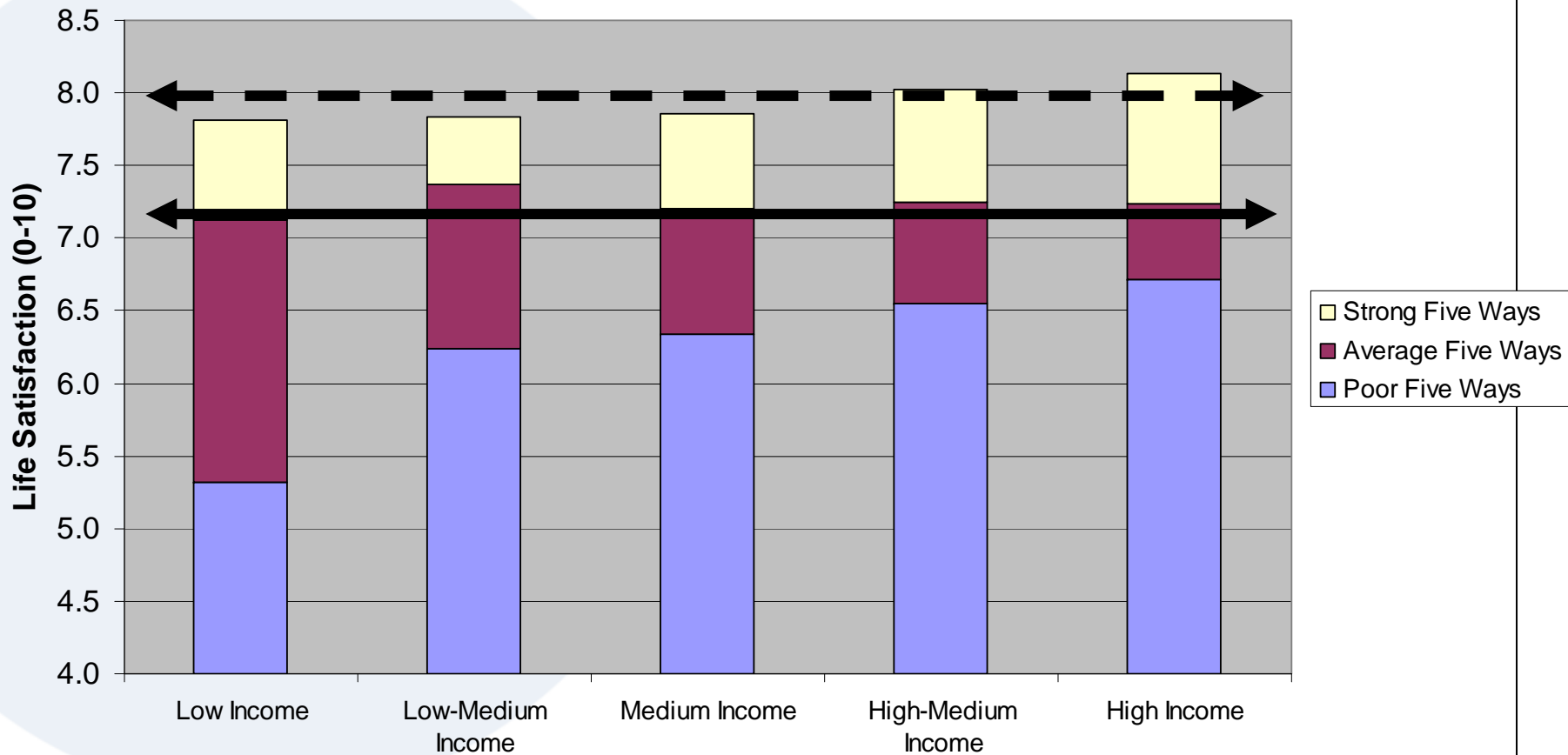
Household Income and Five Ways to Well-being



Five Ways and Well-being



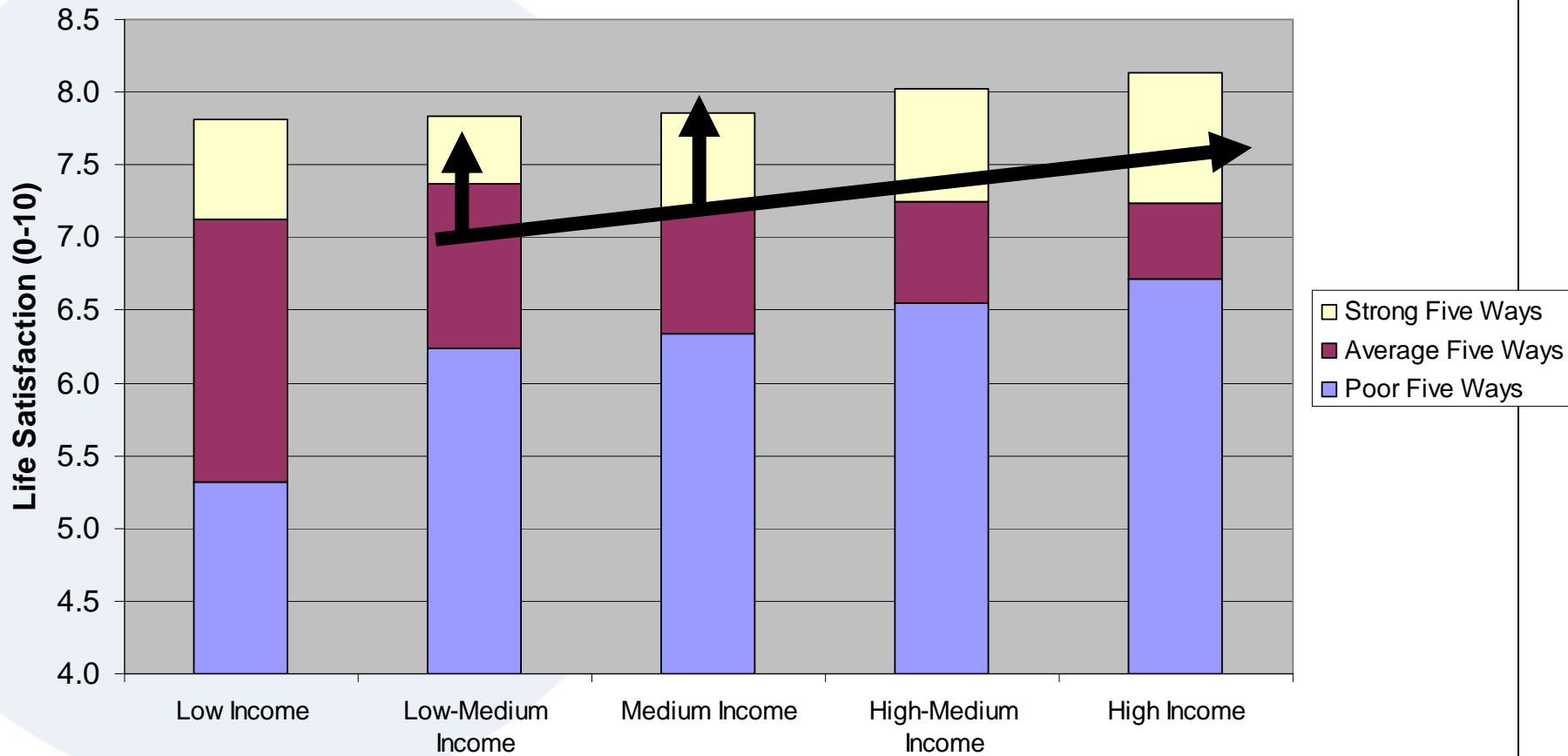
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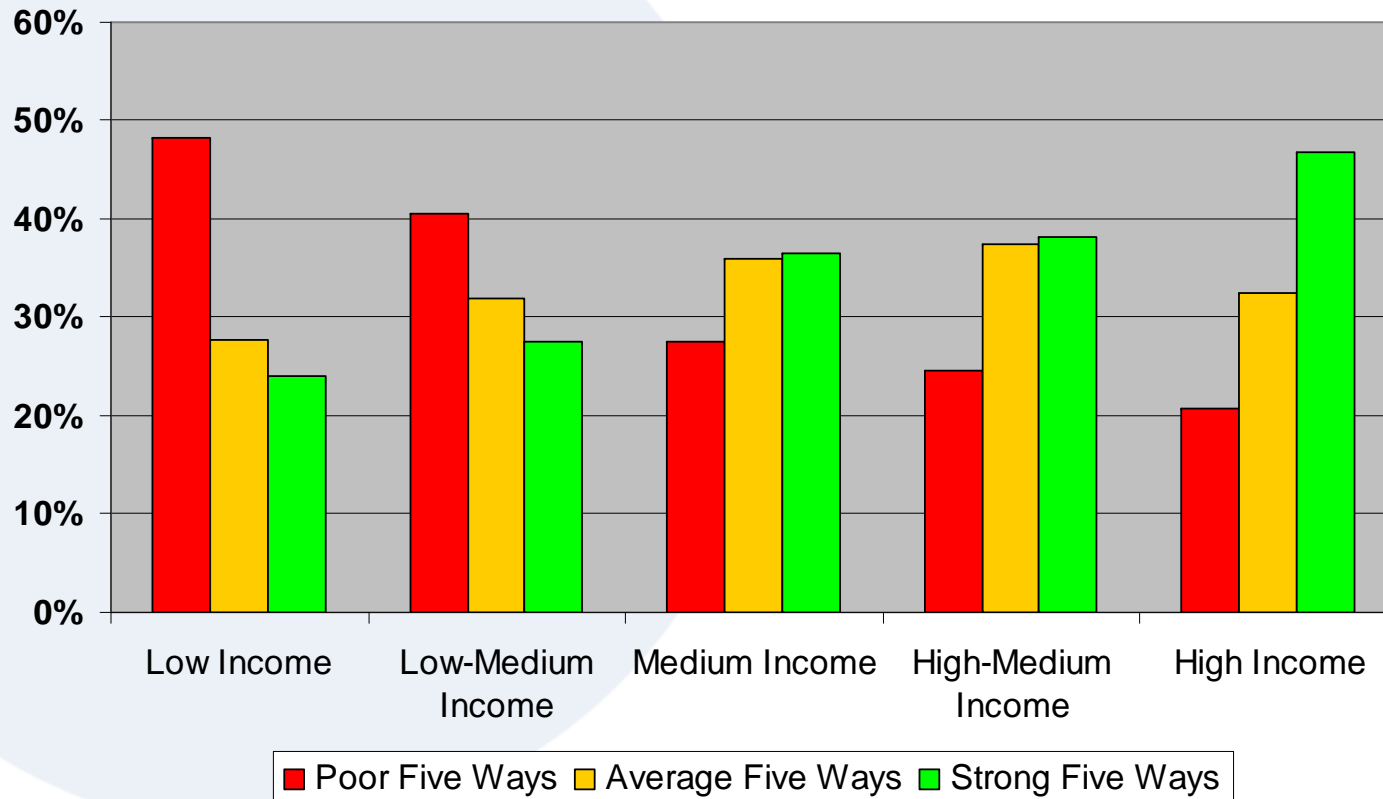
Household Income and Five Ways to Well-being



Social Gradient of Five Ways



Household Income and Five Ways to Well-being
% of people



THE HAPPY PLANET INDEX 2.0

Why good lives don't have to cost the Earth

www.happyplanetindex.org

Other reports from
www.neweconomics.org



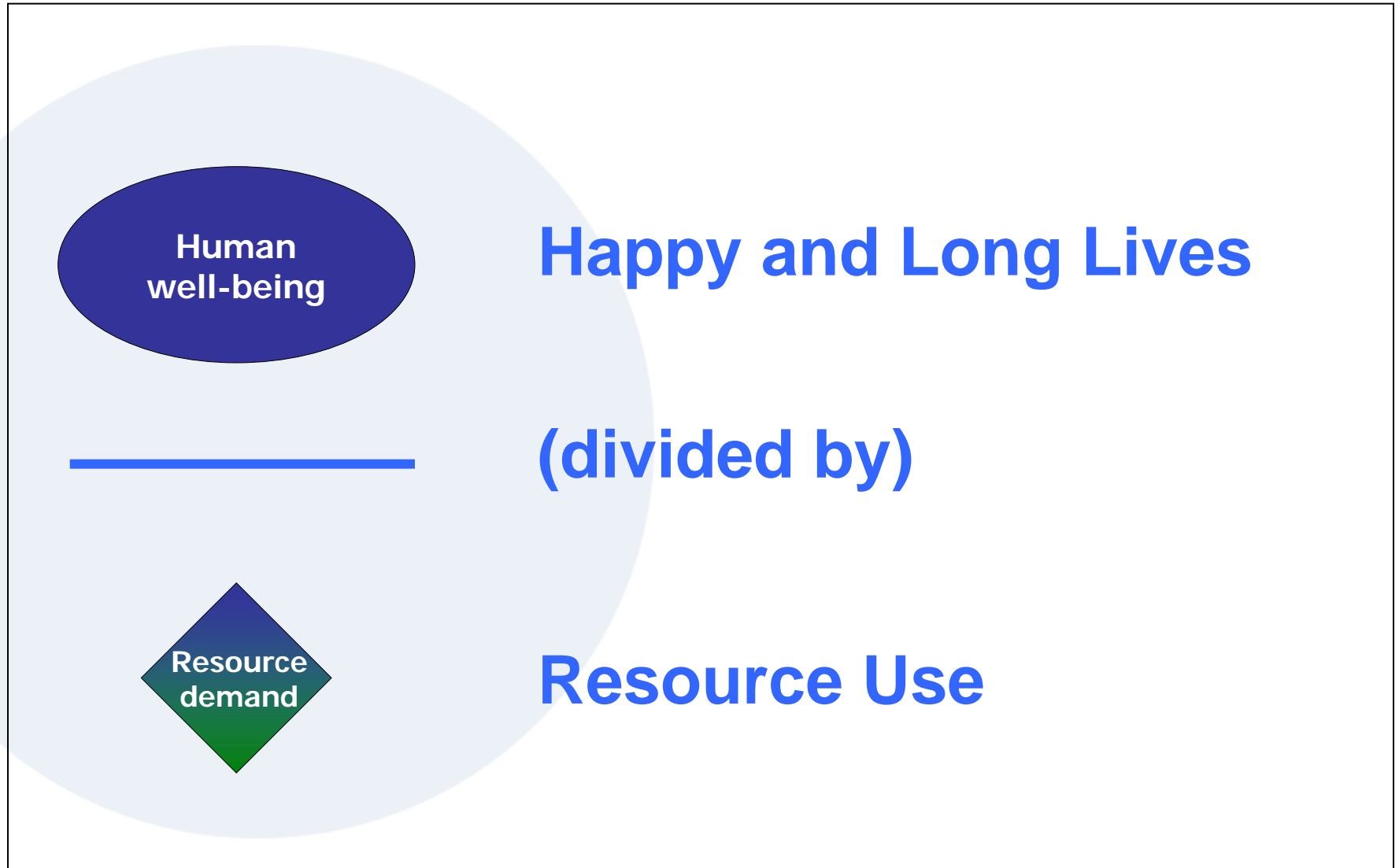
What HPI measures



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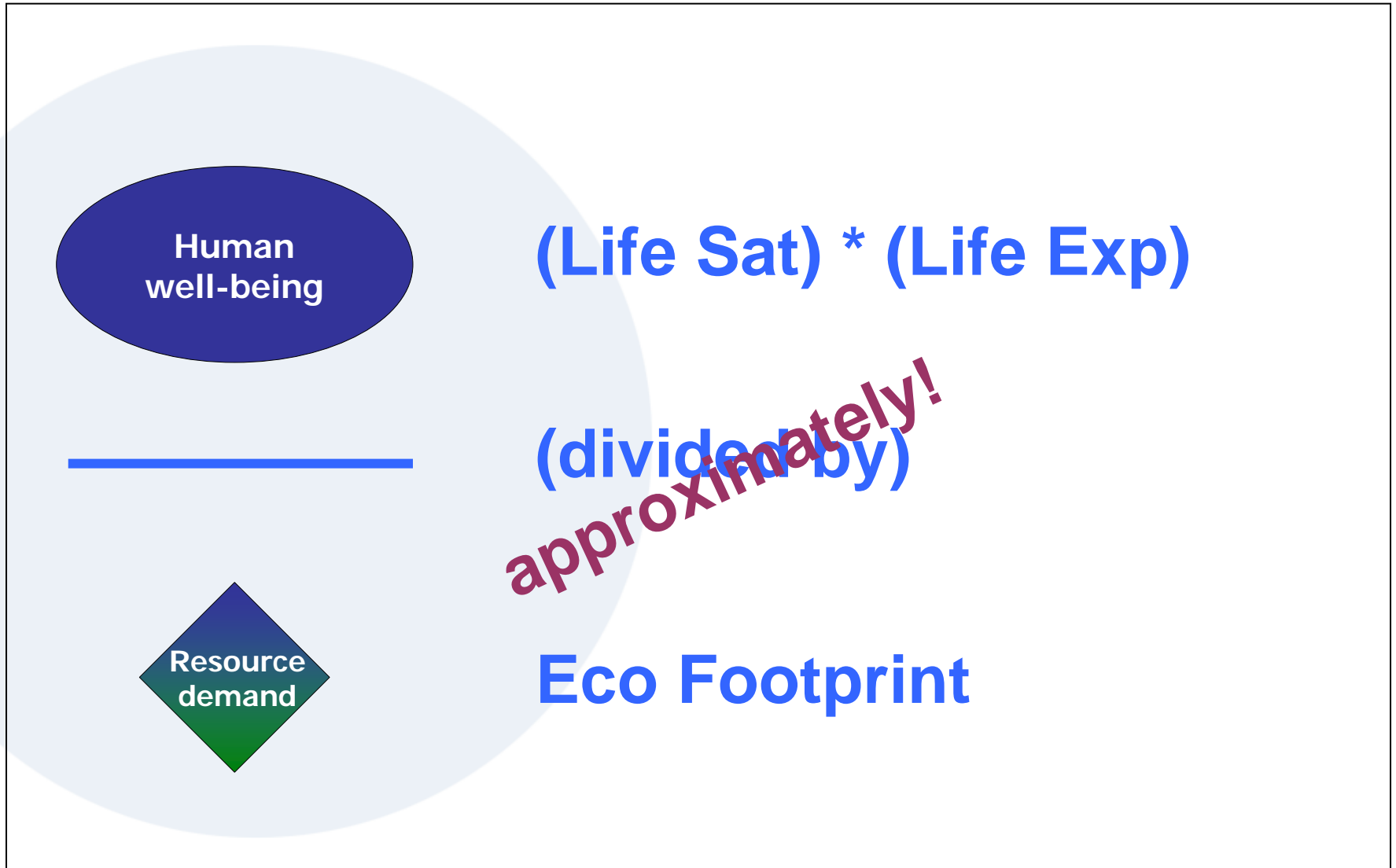
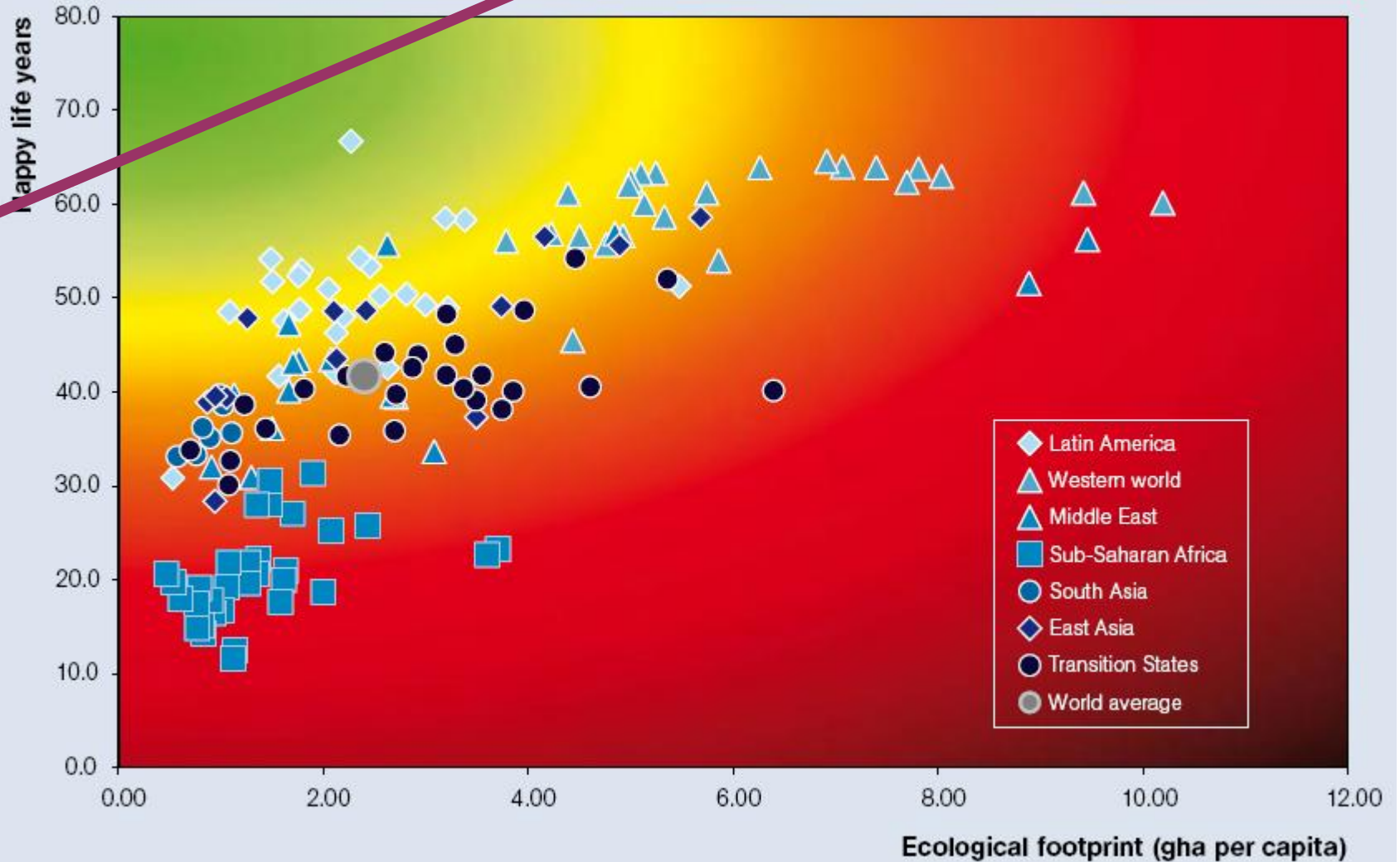
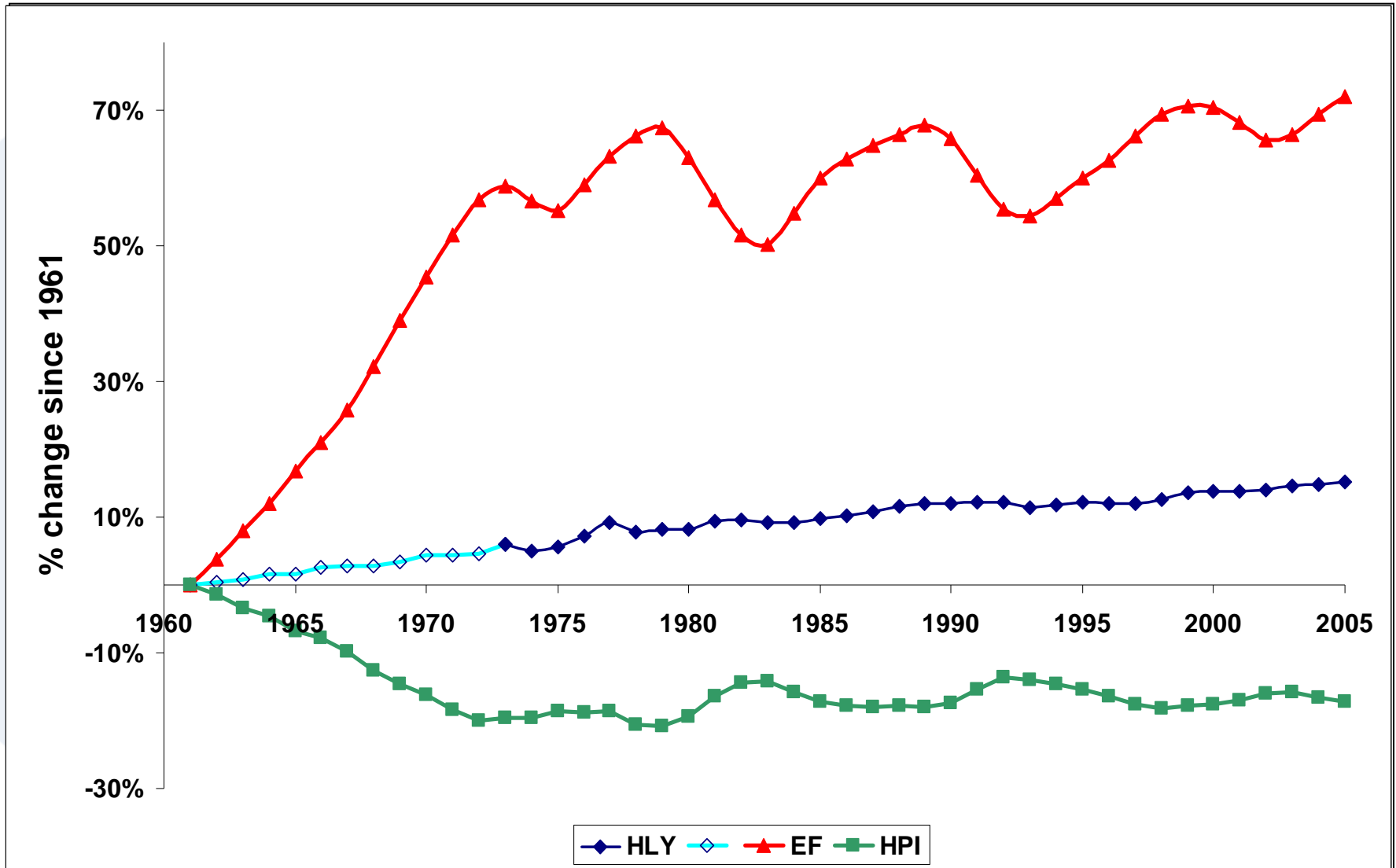


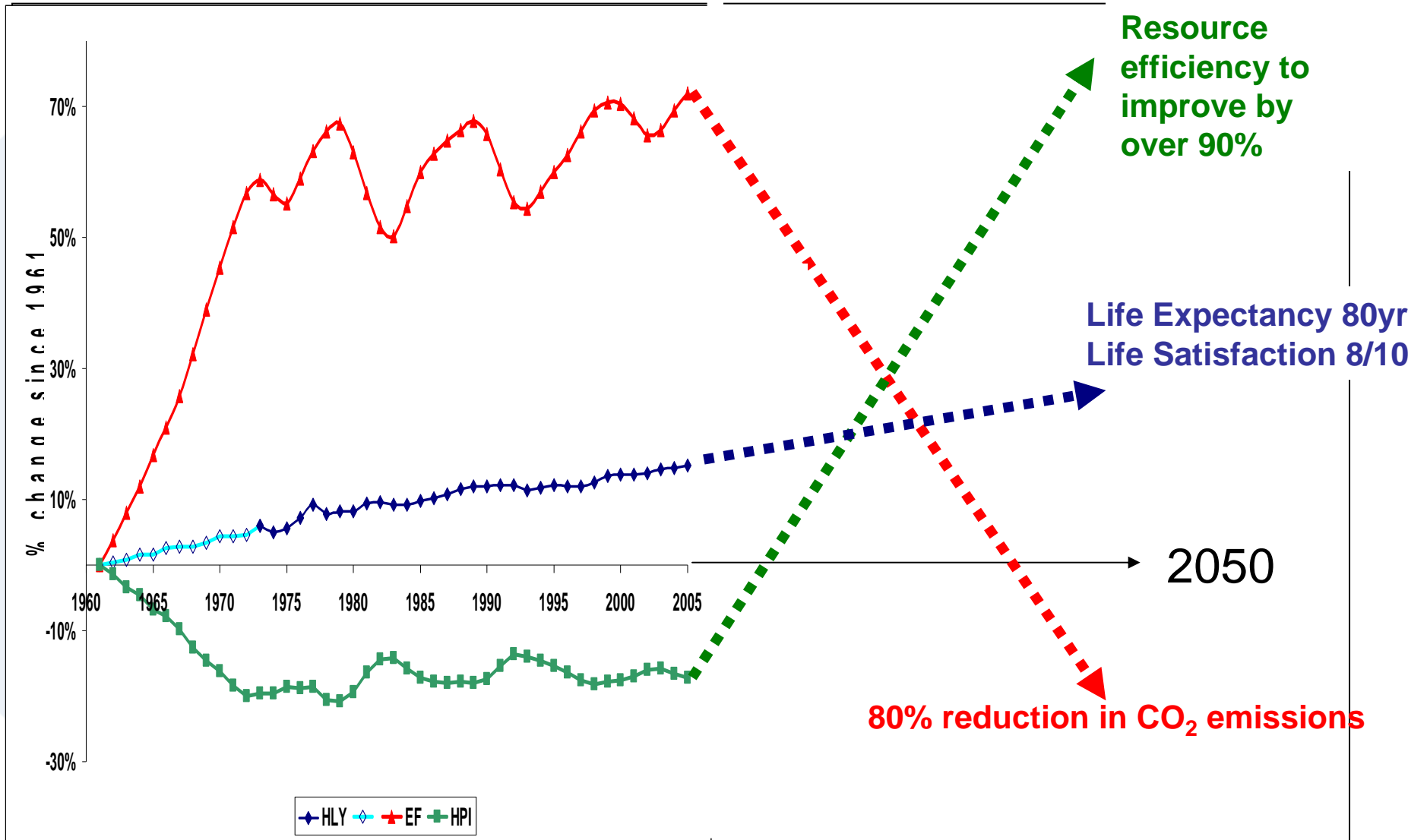
Figure 8: The green target. Happy life years and ecological footprint for 143 countries, and world average



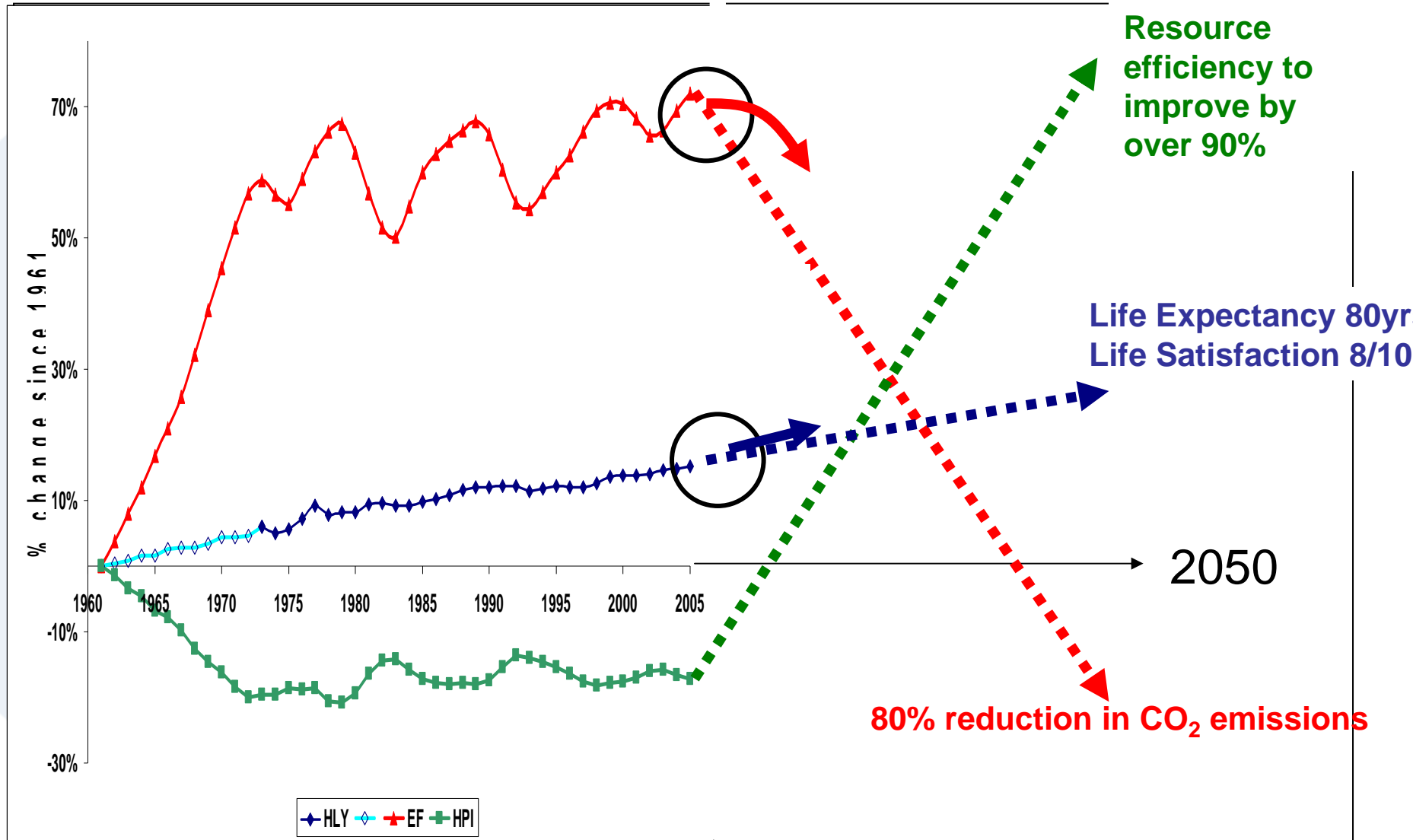
Time Trends - OECD



The Future of the OECD?



Creating Timely Feedback Loops

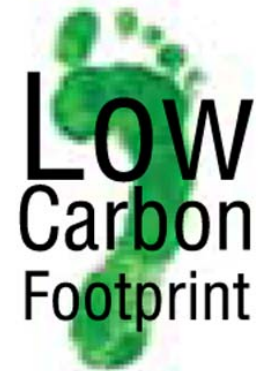


A vision for a Happier Planet



High Well-being

Low Carbon



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Contact Details: **Nic Marks**
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well-being at work:
www.well-beingatwork.net

Other reports downloadable from
www.neweconomics.org

