

Creating Productive and Healthy Organisations

Tuesday 5 February 2013



#CPHO13

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MENTAL HEALTH STATISTICS

- The South Australian Public Sector has a workforce of approximately 100,000 people
- Statistics from the Australian Bureau of Statistics 2008 (National Survey of Mental Health and Wellbeing) – approx. 6,200 of these people may be suffering from depression and 14,400 may be suffering from an anxiety disorder
- Depression and anxiety disorders are the second leading cause of disability and mortality in Australia

MENTAL HEALTH STATISTICS Cont.

- Research indicates that work and the workplace impacts on a person's mental health, either positively or negatively
- According to a VicHealth and Melbourne University study, job-related depression costs the economy \$730 million every year
- This equates to \$11.8 billion over the average working lifetime, with the biggest loss accruing to employers through lost productivity. The report also revealed an \$85 million cost of absences for depressed workers who do not have access to paid sick leave, a significant cost to employees
- Organisations have a duty of care to staff and need to be aware of their obligations under the Disability Discrimination Act and Privacy Act

MENTAL HEALTH STATISTICS Cont.

- Around one million Australian adults live with depression
- Over two million have an anxiety disorder
- On average, one in five women and one in eight men will experience depression in their lifetime; and one in three women and one in five men will have an anxiety disorder
- Depression and anxiety can be as serious, debilitating and life-threatening as a physical illness – yet less than half of those experiencing these conditions seek help

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Kaurna Welcome

We would like to acknowledge this land that we meet on today is the traditional land of the Kaurna people and that we respect their spiritual relationship with their country. We also acknowledge the Kaurna people as the custodians of the Adelaide region and that their cultural and heritage beliefs are still as important to the living Kaurna people today.

Facilitator

Gabrielle Kelly

Director, Adelaide Thinkers in Residence

Opening

Mr Raymond J Spencer

Chair, Economic Development Board

Speakers and Panelists

Prof Martin E.P. Seligman

President American Psychological Association Director,
Centre for Positive Psychology

Thérèse Rein

CEO Assure Programs and Founder,
Managing Director of Ingeus

Erma Ranieri

Deputy Chief Executive,
Department for Manufacturing,
Innovation, Trade, Resources and Energy,
Chief Executive, Public Sector Renewal Program Taskforce

TOPIC

As part of Prof Martin E.P. Seligman final visit as **Adelaide Thinkers in Residence** he will present and contribute to a panel in response to the question; *"Can the science of positive psychology contribute to productive and positive workplaces?"* Thérèse Rein will draw on her extensive experience of implementing positive psychology across her global business to enable both clients and employees to reach their potential. Erma Ranieri, Chief Executive of SA's Public Sector Renewal Program Taskforce, will discuss the central role of employees in enabling positive organisational change and better outcomes for citizens.



Gabrielle Kelly

Director, Adelaide Thinkers in Residence

Lead Residency Partners



Government of South Australia

Department for Education and
Child Development

SA Health



St Peter's College

ADELAIDE, AUSTRALIA

Residency Partners

Department of the Premier
and Cabinet

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Social Innovation (TACSI)

Department for Communities
and Social Inclusion

The Smith Family

beyondblue

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Catholic Education SA

Adelaide University

Flinders University

University of South Australia

PricewaterhouseCoopers
(sponsor)

Shop, Distributive and Allied
Employee's Union (sponsor)





Gabrielle Kelly

Director, Adelaide Thinkers in Residence



Mr Raymond J Spencer

Chair, Economic Development Board

Prof Martin E.P. Seligman

President, American Psychological Association

Director, Centre for Positive Psychology

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Public Sector Wellbeing

New Bottom Line

Prof Martin E.P. Seligman, Tuesday 5 February 2013

Outline

- **Goals of the Public Sector**
- **What is Well Being?**
- **How to measure PERMA**
- **How to build PERMA**
 - Positive Emotion (3 Good Things)
 - Engagement (Signature Strengths)
 - Relationships (ACR)
 - Meaning (Obituary)
 - Accomplishment (GRIT)
- **Schools**
- **US Army**



Flourish (PERMA)

- **P**ositive Emotion
- **E**ngagement
- **R**elationships
- **M**eaning
- **A**ccomplishment



PERMA

Positive emotion, Engagement, Relationships, Meaning, Accomplishment



Each is **measurable**

Each is **teachable**

100



low neuroticism
(*emotional stability*)



potential cover graphic (expurgated)

PERMA

Positive emotion

Engagement, Relationships, Meaning, Accomplishment



3 Good Things Exercise

PERMA

Positive emotion

Engagement

Relationships, **M**eaning, **A**ccomplishment



Using Signature Strengths Exercise

www.authentichappiness.org



PERMA

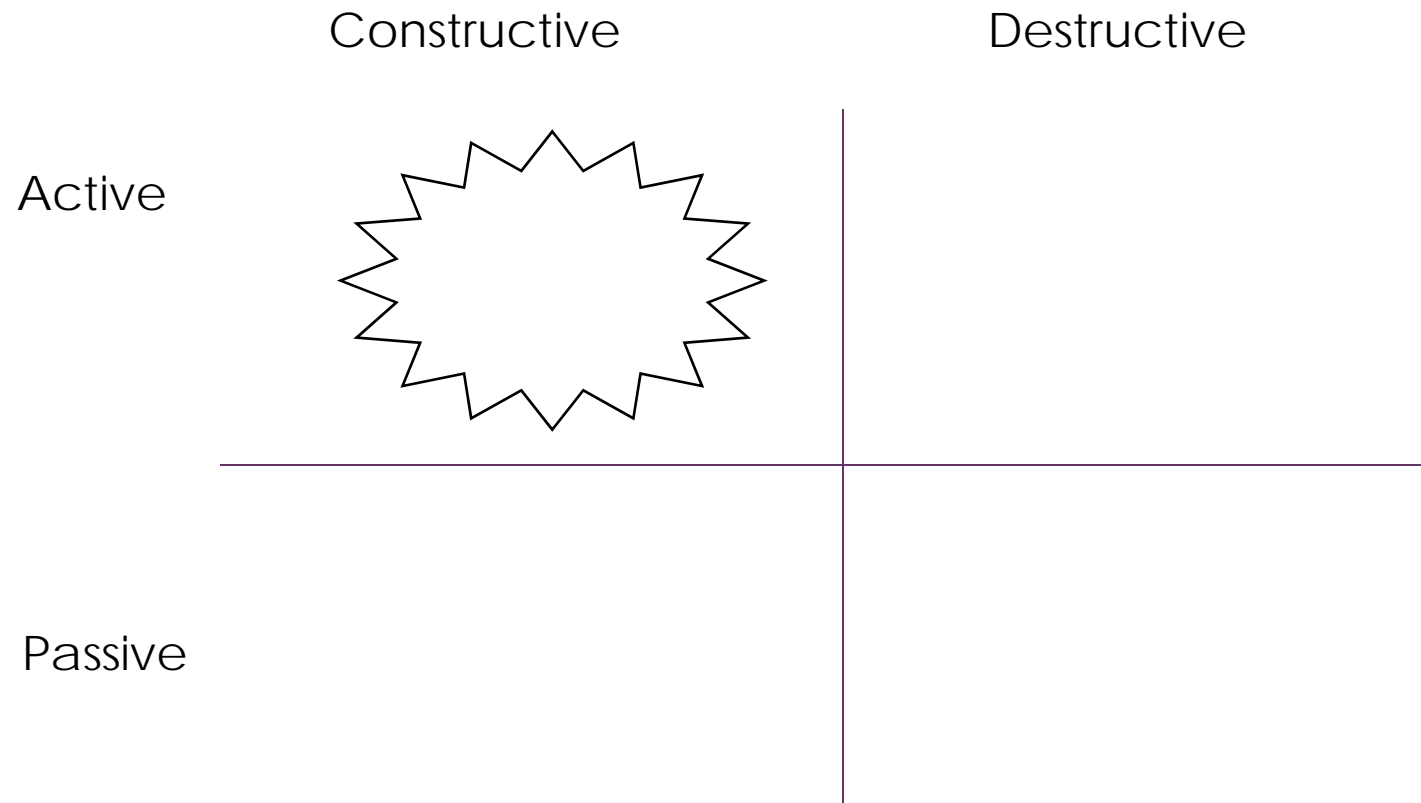
Relationships

PERMA

Positive emotion, Engagement

Relationships

Meaning, Accomplishment



PERMA

Positive emotion, Engagement, Relationships

Meaning

Accomplishment



**Belonging to and serving
something bigger than self**

Obituary

PERMA

Positive emotion, Engagement, Relationships, Meaning

Accomplishment



GRIT

Who never gives up?

Grades



Schools

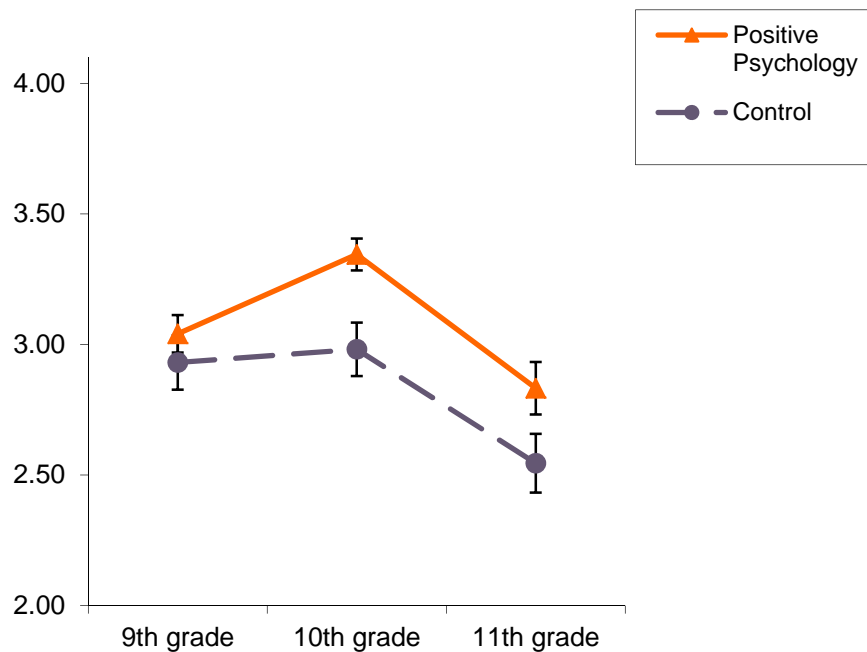


Language Arts (English) Grades

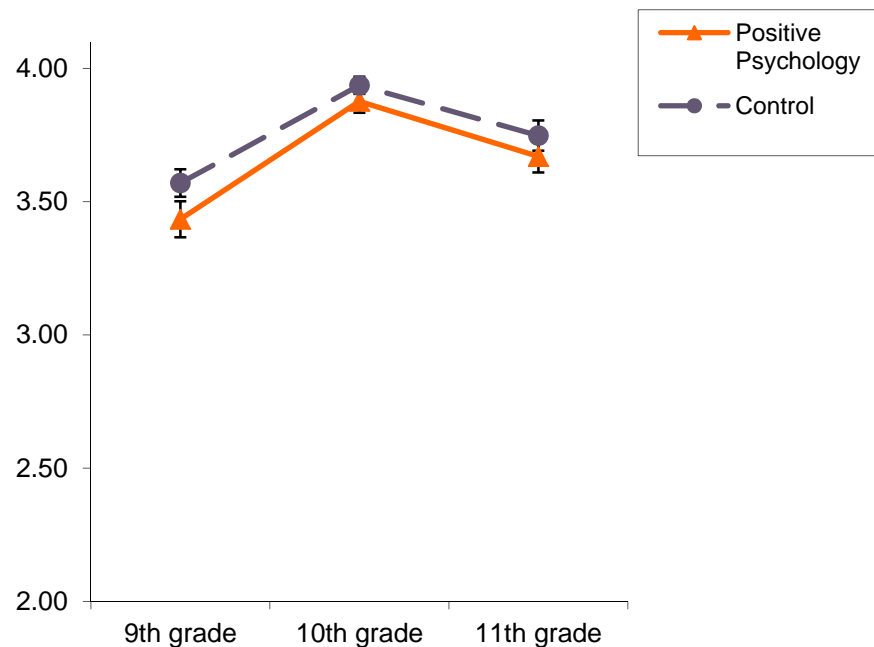
by 9th grade Language Arts Level



CP: English GPA



Honors: English GPA

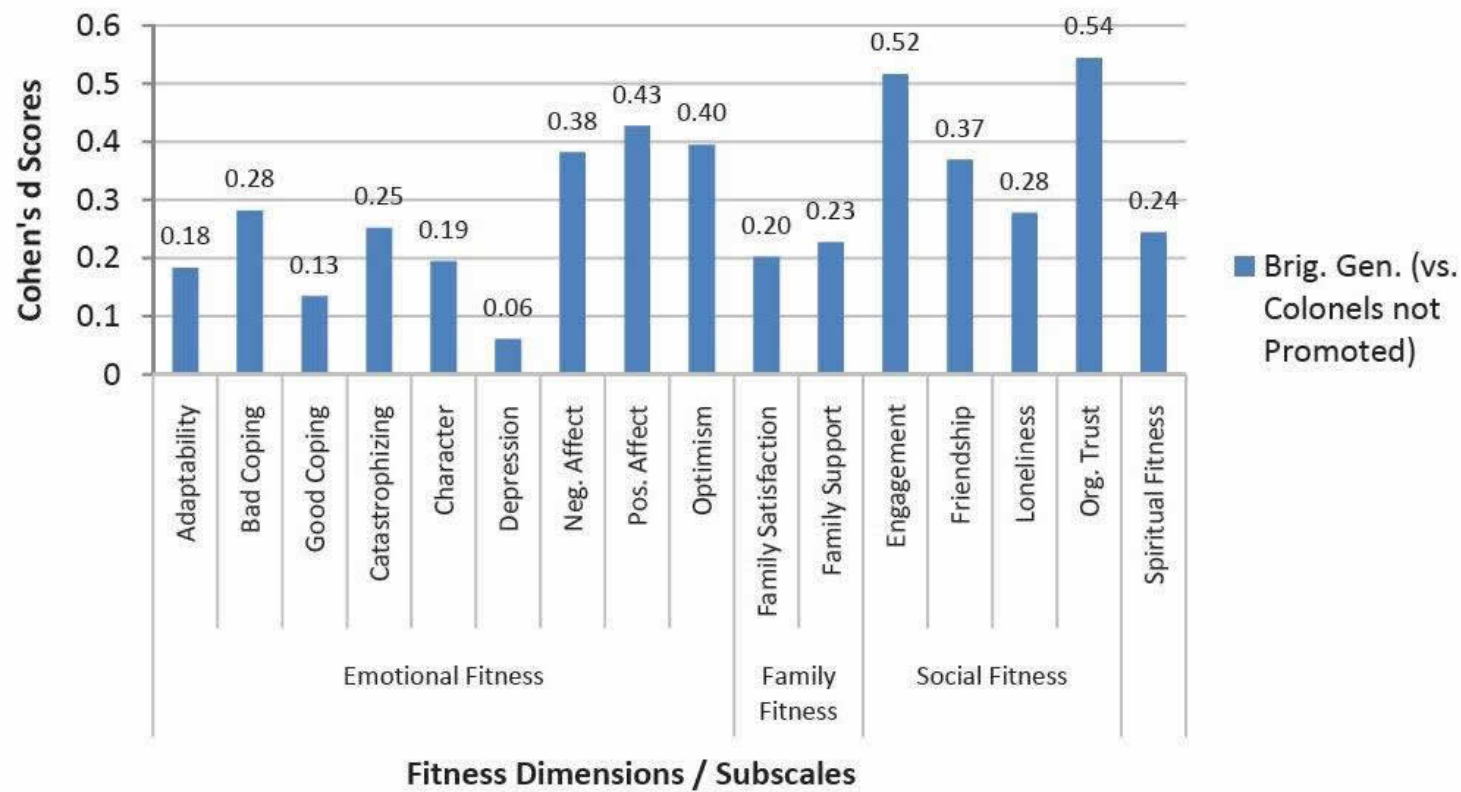


US Army

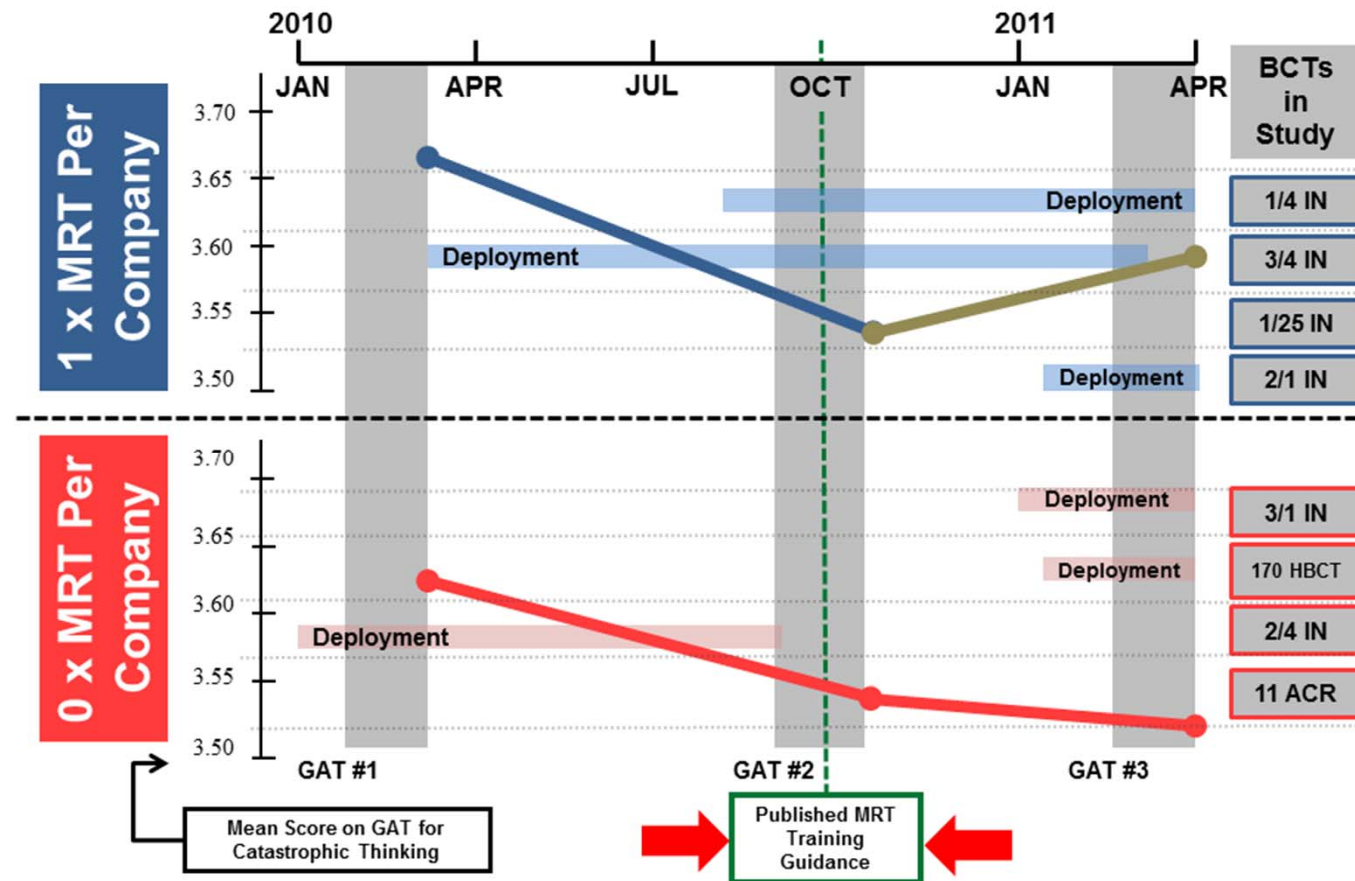


Comprehensive Soldier and Family Fitness

Figure 1. Relationship between Promotion to Brigadier General and GAT Fitness Subscales



Findings: Positive forms of coping (scoring higher is better)





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[STAND-TO!](#)

Study concludes Master Resilience Training effective

January 24, 2012

By **David Vergun**

+1 27 Like 104 people like this.



Spc. Gerald Schumacher of 2nd Battalion, 35th Infantry Regiment, 3rd Brigade Combat Team, 25th Infantry Division, climbs a mountain Jan. 11, 2012, in Watapur district, Kunar province, Afghanistan. The U.S. Army's Comprehensive Soldier Fitness program helps prepare Soldiers like Schumacher for the physical and emotional rigors of combat.

FORT MEADE, Md. (Army News Service, Jan. 24, 2012) -- The Master Resilience Training aspect of Comprehensive Soldier Fitness is working well. That's the conclusion of an Army report, released last month, covering a 15-month period of statistical evaluation.

Comprehensive Soldier Fitness, or CSF, was launched in 2009 to teach Soldiers how to be psychologically strong in the face of adversity, such as combat. The program, also available to family members and DA civilians, was designed at the University of Pennsylvania by behavioral specialists using proven research-based methodologies.

Related Links

[Army.mil: Inside the Army News](#)

[STAND-TO!: Comprehensive Resilience Modules](#)

[Comprehensive Soldier Fitness](#)

[Comprehensive Soldier Fitness](#)
Alarbus Uleite Fort Meade

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Chief Executive, SA's Public Sector Renewal
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<http://saplan.org.au/yoursay>

Thérèse Rein

Chief Executive Officer, Assure Programs

Founder, Managing Director of Ingeus

Q&A and Panel Discussion



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Gabrielle Kelly

Director, Adelaide Thinkers in Residence

Seligman events 2013

Positive Education, Positive Futures

Monday 11 February 2013

Mt Barker High School

A unique conversation about wellbeing

Wednesday 13 February

St Peter's College, Adelaide

Martin Seligman Final Lecture

Tuesday 19 February

Adelaide Entertainment Centre



Creating Productive and Healthy Organisations

IPAA's Partners

