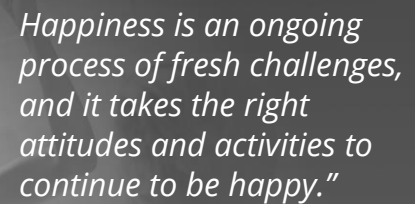


The logo for Conder & Company, featuring the letters 'C&Co' in a white, sans-serif font. The ampersand is stylized, and the letters are enclosed within a thin white rectangular border.

Conder & Company

A quote by Ed Diener, enclosed in a light green rectangular box. The text is in a white, italicized serif font. The background of the box shows a blurred image of people celebrating in an office setting.

*Happiness is an ongoing process of fresh challenges, and it takes the right attitudes and activities to continue to be happy."*

Ed Diener



## Article

# Wellbeing mechanisms for Achieving Success and Happiness in work and in life

**It's time to reposition corporate wellbeing programmes to include sustainable strategies to ensure employees' optimal happiness and success at work and in life. Businesses need to help everyone build psychological assets to face the future.**

The pandemic has caused some people to think deeply about their life and reassess what is important to them.

### Building psychological assets for organisations and their people

Mental health and wellbeing define our mental state – how we are feeling and how well we can cope with day-to-day life. Many employers promoting mental health and wellbeing in the workplace have successfully put in place mechanisms to support their people and embed a culture that includes programmes and advice to spot the symptoms of mental ill-health and offer support for people who are willing to come forward. The stigma has been reduced and more people feel able to share their stories about their mental health challenges with no detrimental effect on their career progression. However, we are still missing an imperative opportunity to view wellbeing and happiness as vital for everyone's fulfilment and success in work and in life.

# Building Psychological Assets for organisations and their people

## Responding to a new era

There has never been a better time to position wellbeing and happiness at the heart of how people perform, progress and prosper in life and work. Many of the things that would normally give our lives meaning are currently off the table. The pandemic has caused some people to think deeply about their lives and reassess what is important to them. For others, keeping up that same level of focus and intensity feels a lot more ambitious, and there are also those whose inability to predict and envision the future has triggered their brain into threat mode as many people become aware that what has worked for them in the past is not going to work in the future. Furthermore, the boundaries between home and work have become blurred, and for some people their aspirations for how they want to live their lives are changing.

Most people would not see themselves as having a mental health issue so many businesses who do have resources available are not providing the best support or positioning them in the right way so that people are motivated to access them. There is often the perception that this support is 'for other people and doesn't really apply to me.'

My proposition is that we need to start to position wellbeing for everyone as an essential part of personal and business success. Mental health is a continuum that ranges from severe mental health issues at one end to achieving full potential, fulfilment, happiness and success at the other. For HR leaders, this means investing money to build and embrace the psychological and social assets for their people and organisation.

### *Personal fulfilment and individual success equal business success.*

Many leaders are not equipped with the skills and capability to lead and motivate their people and teams for wellbeing in a challenging and uncertain environment: they may lack the ability and techniques to have more meaningful conversations. We all know the phrase that if you look after your people, they will be happier and perform better for themselves and you. What's changed is **how** to look after them.

*"Probably the biggest insight... is that happiness is not just a place, but also a process. Happiness is an ongoing process of fresh challenges, and it takes the right attitudes and activities to continue to be happy." – Ed Diener*

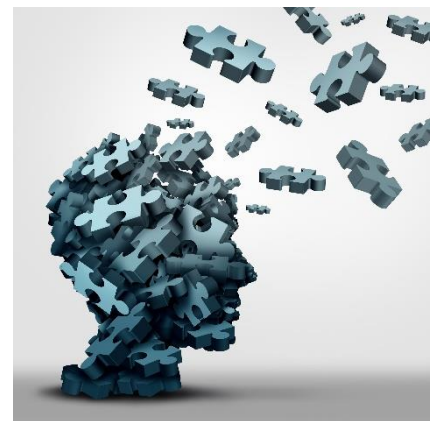
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***My proposition is that we need to start to position wellbeing for everyone as an essential part of personal and business success. Mental health is a continuum that ranges from severe mental health issues at one end to achieving full potential, fulfilment, happiness and success at the other. For HR leaders, this means investing money to build and embrace the psychological and social assets for their people and organisation.***

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*There is often the perception that this support is 'for other people and doesn't really apply to me.'*

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*Are your people grappling with their wellbeing? Is this impacting their performance?*

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# Building Psychological Assets for organisations and their people

It's become fashionable to talk about wellbeing from the boardroom to management teams, yet with the focus on cost cutting, companies must take care that wellbeing does not become a tick box exercise. In my thirty years of working with hundreds of organisations on their change programmes, I have been struck by the lack of attention given to the human dimension. *I have always loved the saying 'We cannot change what is happening in our external environment, but we can change how we respond to it.'* This seems to me to be relevant today more than ever. As a business psychologist I have been intrigued by questioning what it is that encourages people to flourish and to find their potential. For me, this means equipping people with an understanding of human emotions, behaviours, and motivation and how they can affect and influence their optimal potential, happiness, and performance.

## Webinars on wellbeing in the workplace

I have put together a series of webinars that do not focus on the traditional mental health topics such as anxiety and stress but instead focus leaders and their teams on topics that share what successful and happy people do and help them understand and dig deeper into the how to impact their happiness, success and performance. The sessions provide an understanding of, and strategies and tools for, managing human emotions, mindsets, motivation, and behaviours to achieve optimal wellbeing and success for everyone. *They provide tools and practical strategies based on evidence-based research.* At the heart is the principle of aligning personal and business ambitions and embracing the connection between individual happiness and business success. *Our webinars are facilitated by highly experienced people with decades of practical business experience.*

The best companies to emerge during this time will be those that have supported people to build capability in positive wellbeing.

Here are some highlights of what the sessions cover:

### 1. KNOWING YOUR PURPOSE AND CREATING MEANING IN UNCERTAIN TIMES

*How to connect to what is important to you to enhance your happiness and contribution*

### 2. YOUR PERSPECTIVE HAS THE BIGGEST IMPACT ON THE QUALITY OF YOUR LIFE

*Techniques for managing your mindset for positive wellbeing*

### 3. EMOTIONAL INTELLIGENCE IS MORE IMPORTANT NOW THAN EVER

*Harnessing your skills to manage your own emotions and forge stronger relationships*



*Personal fulfilment and individual success equal business success. Many leaders are not equipped with the skills and capability to lead and motivate their people and teams for well-being in a challenging and uncertain environment: they may lack the ability and techniques to have more meaningful conversations.*

*The sessions provide an understanding of, and strategies and tools for, managing human emotions, mindsets, motivation, and behaviours to achieve optimal wellbeing, performance, and success for everyone.*



# Building Psychological Assets for organisations and their people

## 4. CONNECTIVE INTELLIGENCE FOR MORE COHESIVE TEAMS IN A VIRTUAL WORLD

*Having quality conversations for a more energised, collaborative and effective team*

## 5. ADAPTABILITY AND AGILITY WITH COGNITIVE AND EMOTIONAL FLEXIBILITY

*Thinking strategies to respond flexibly and optimistically*

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*“There has never been a better time not to focus purely on your human capital but to build the psychological assets in your people. My prediction is that the best companies to emerge during this time will be those that provide sessions for their leaders and people to genuinely care about individuals and their individual success. Now is the time to not only embrace your human capital but build and fortify your psychological assets.”*

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### Questions

- 1. Are your leaders equipped with the skills and capability to care for the wellbeing of their people?*

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- 2. Are your people grappling with their wellbeing which is impacting their performance?*

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- 3. Are people struggling with their sense of purpose and meaning in a fast-changing work environment?*

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- 4. Are your people in need of support to change their perspective and manage their emotions in challenging times?*

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- 5. Do people need to be more adaptable in response to changing demands of customers, suppliers and partners?*

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- 6. Are your distributed teams having honest quality conversations that builds trust and strong relationships?*

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- 7. Are you investing in team development to drive performance to the next level?*

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*Are your leaders equipped with the skills and capability to care for the wellbeing of their people?*

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### About the author

Sue Conder is a former Deloitte Partner and business leader, with 25 years + in organisational change consulting and leadership development and as a business psychologist, supporting executives and their teams to embrace the people dimension of success in life and in business. She delivers webinars, masterclasses, workshops and coaching for executives and for leaders and their teams.

She is the founder of Conder & Company who believe in the power of ‘company’ and bring together a large network of accomplished professionals. What unites Sue and those with whom she works in partnership, is a shared philosophy on the importance of wellbeing and how individual success contributes to organisational success.

They come with years of practical business experience and with evidence-based frameworks and tools, which take into account both the complexities of business and importantly an understanding of working with people’s mindsets, emotions, behaviours and motivations. This enables individuals to gain personal success and wellbeing so that they can also perform at the highest levels.

To find out more about their ethos and approach, get in touch with Sue Conder on [letstalk@conder.co](mailto:letstalk@conder.co) or visit [www.conder.co](http://www.conder.co)