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The Heart and Soul of Well-Being

Jessica Grossmeier

How full is your fuel tank today?

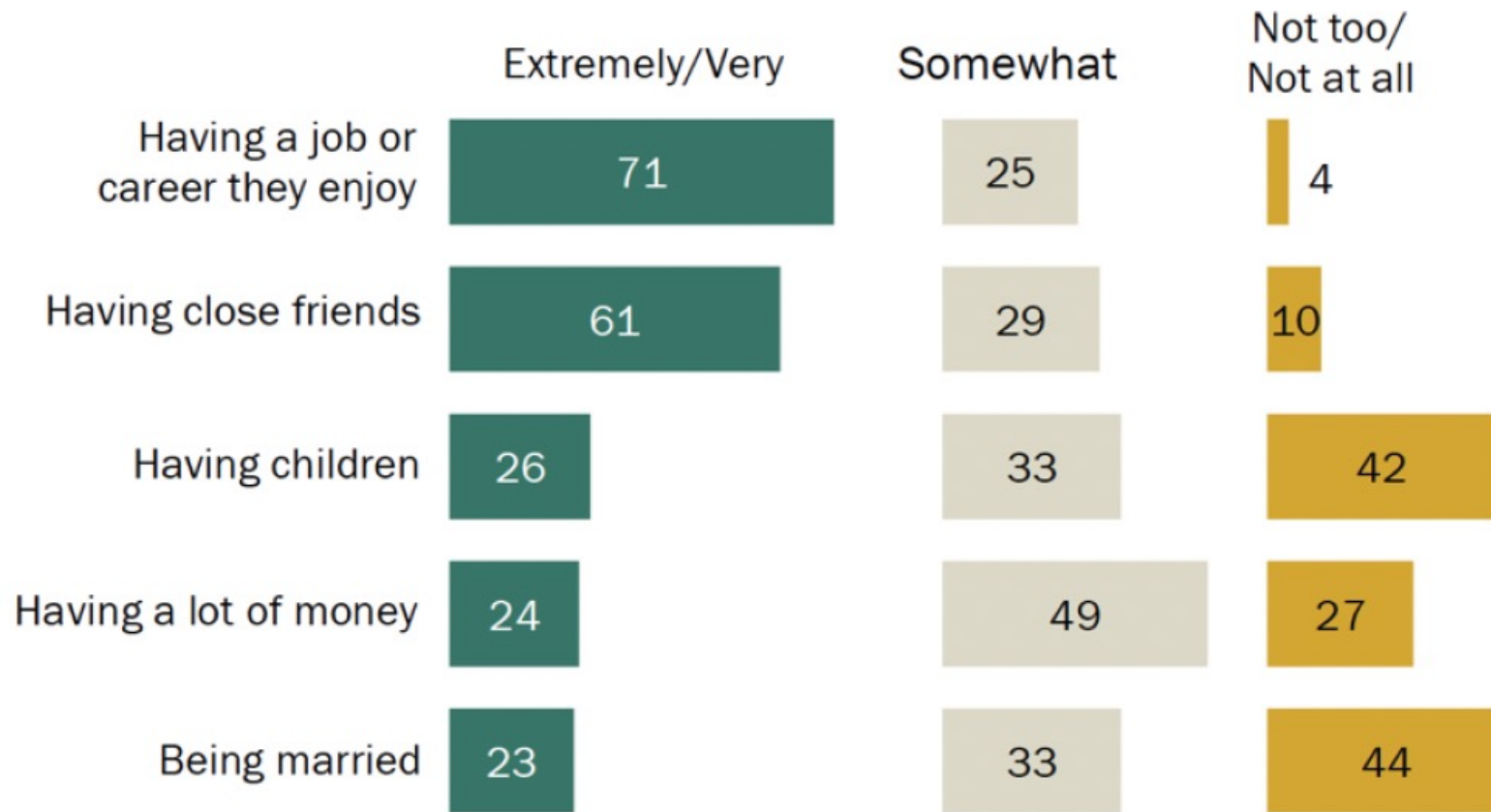


- Full tank
- Enough to meet needs
- Concerning levels
- Just above empty
- Running on fumes

Photo by Erik McLe



What contributes to a fulfilling life?

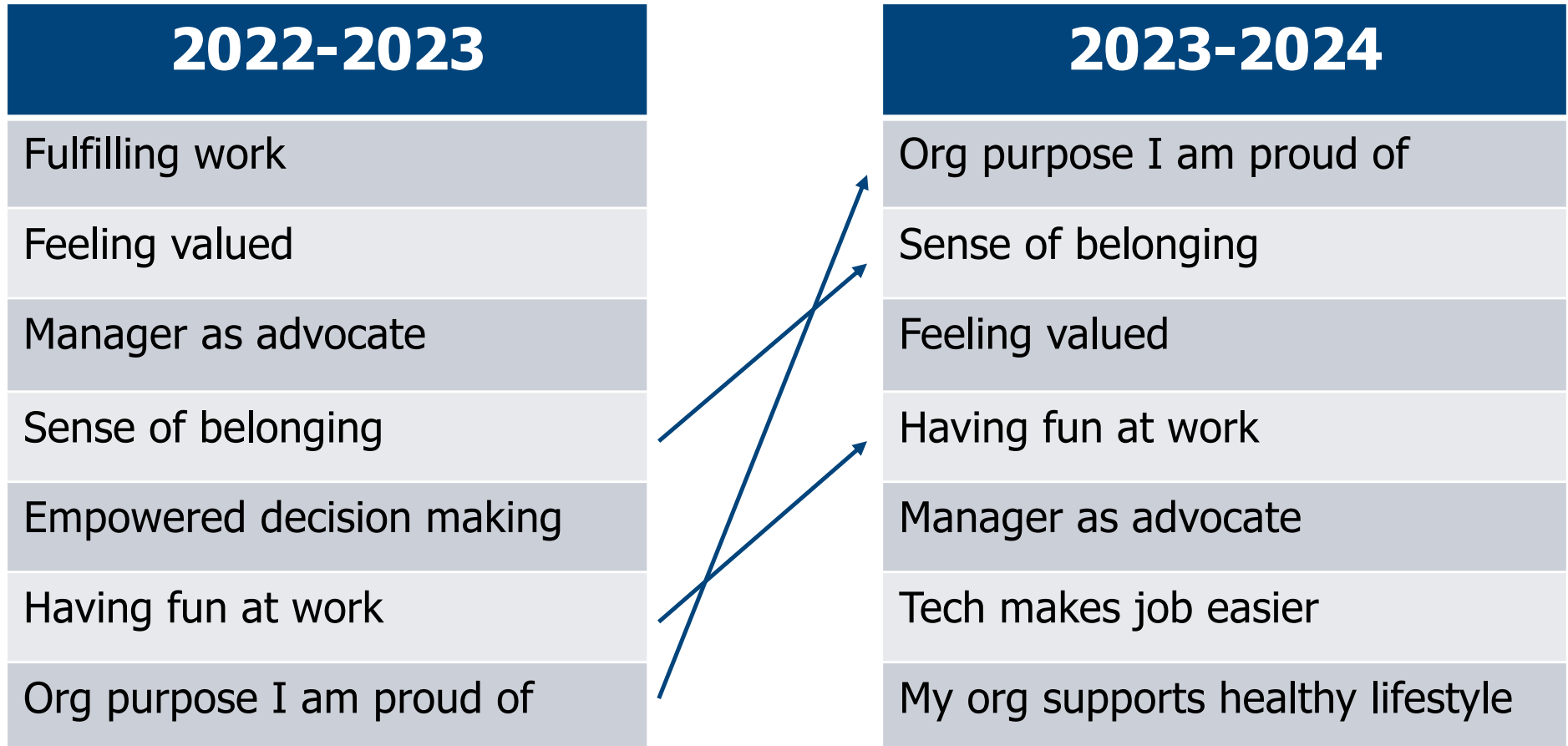


Source: Pew Research Center

About **half of all employees**
find their jobs fulfilling or say
they can truly be themselves
at work

Source: PWC Global Workforce Hopes and Fears Survey 2023

Drivers of employee thriving



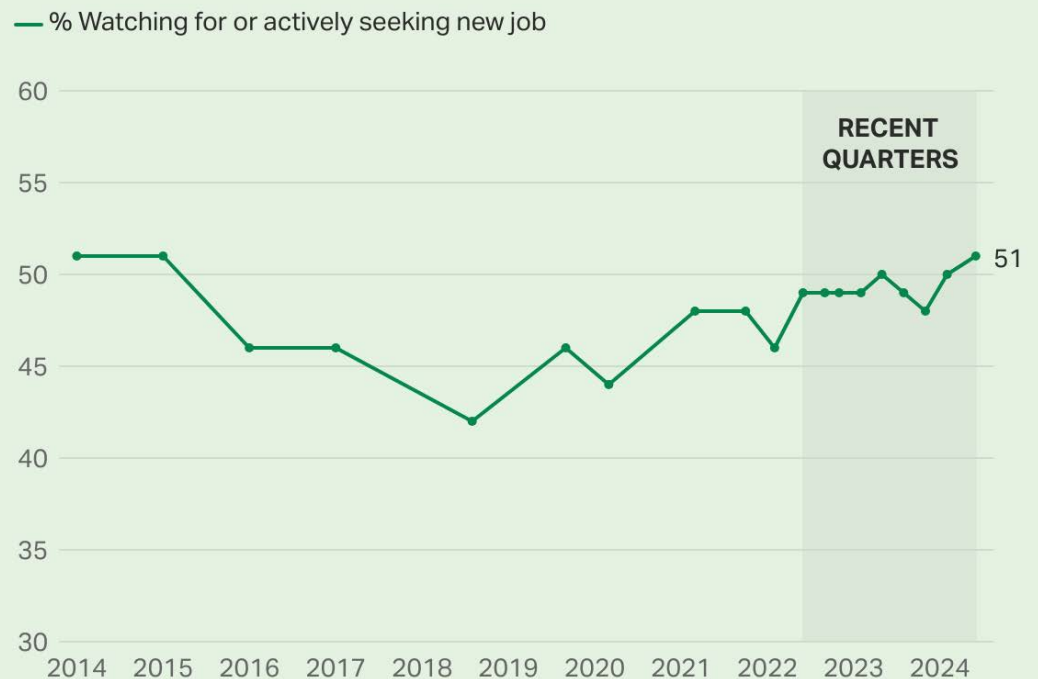
Source: Mercer Global Talent Trends 2022-2023 – North American employees

Nearly half of US employees are looking for a new job in 2024

Source: Gallup

One in Two U.S. Employees Are Open to Leaving Their Organization

To what extent are you currently looking for a different job than the one you have now?



WF Q4 2023, U.S. Employees MOE: ± 1 point (Annualized data from 2014 to 2023)

GALLUP

Elements of a holistic approach



Connection and belonging



Purposeful work



Transcendence
Connection to something
bigger than yourself

purpose

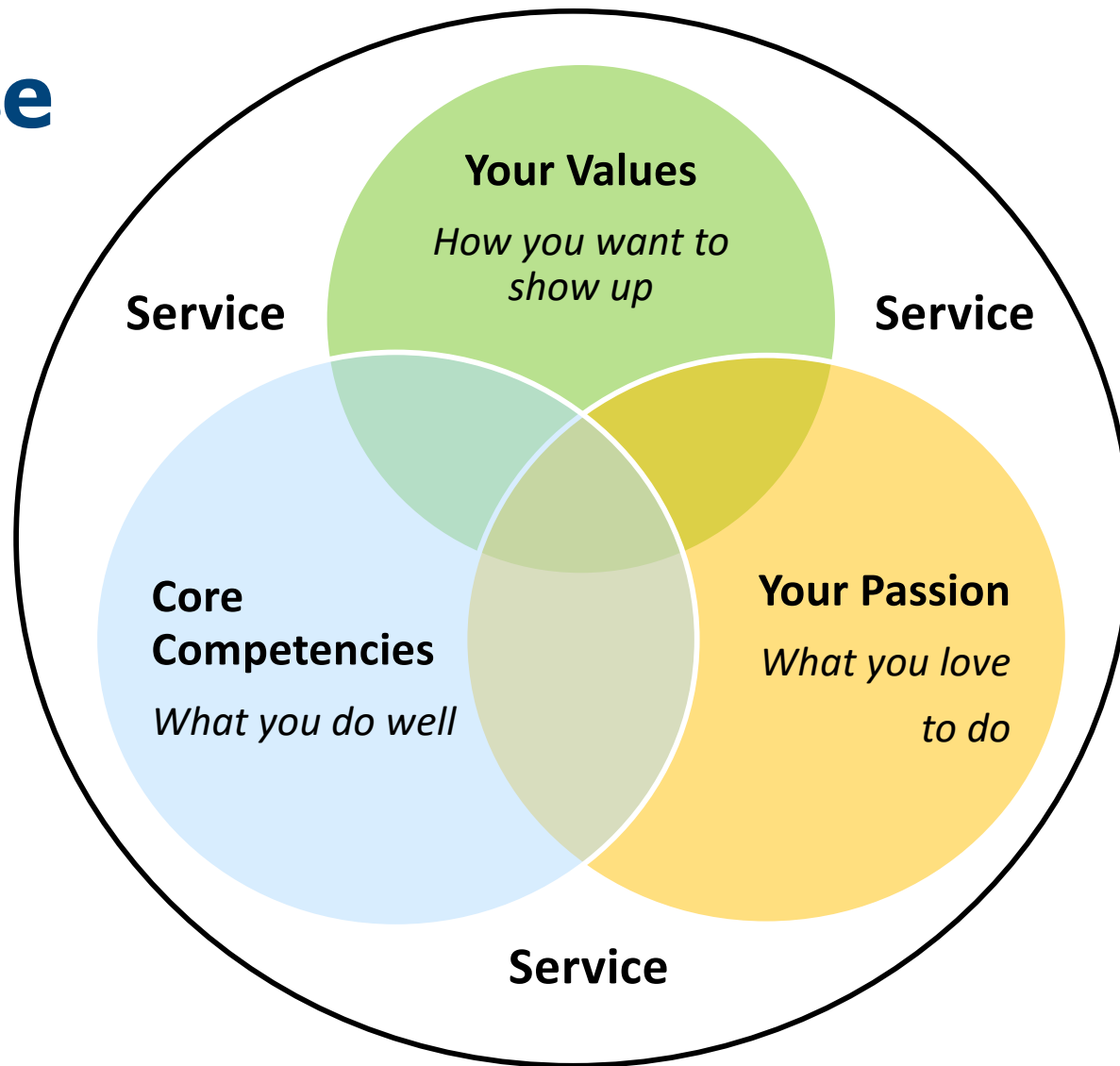


Purpose is...

- A sense of direction for life
- Why am I here?
- What matters most to me?
- What causes do I care about?
- How do I want to show up?
- How do I want to contribute?
- What am I good at?



Purpose





Eberhard Grossgasteiger / Pexels

**Reflecting on our values
activates the brain,
increasing open-
mindedness about
behavior change**



Strengthen your sense of purpose

Identity



Future Dreams



Hobbies/interests



Causes



Strengths/Superpowers



Values

Supporting others in finding purpose



Ahmed Zayan / Unsplash

- Notice strengths
- Support volunteerism
- Ask what matters most
- Share stories
- Identify mentors
- Identify a team purpose



Social Connection

Purpose often includes relationships



Who are the most important people in your life?

Our Epidemic of Loneliness and Isolation



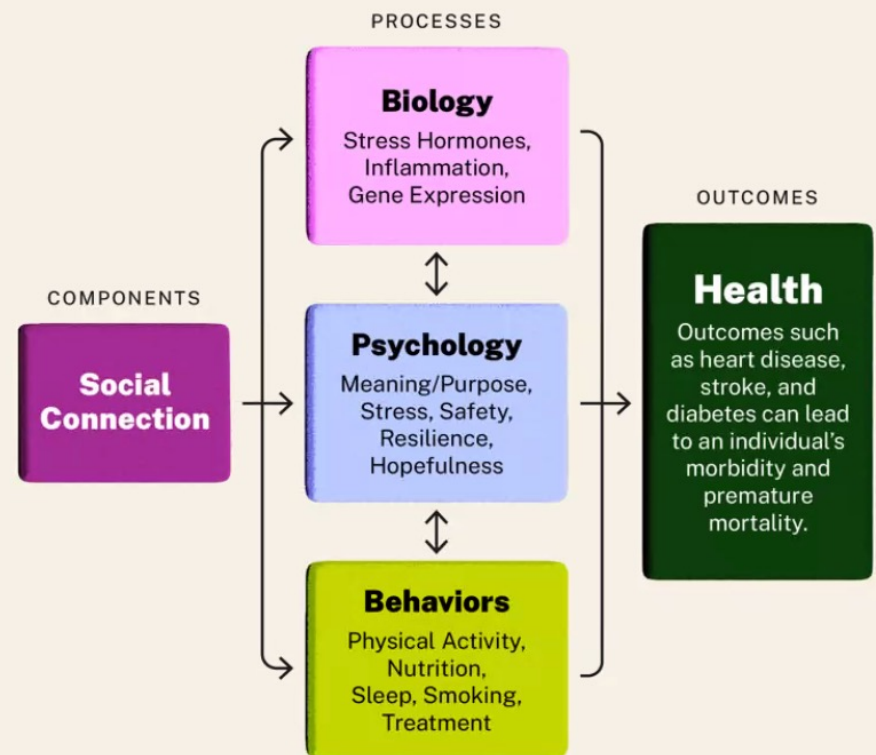
2023

The U.S. Surgeon General's Advisory on the Healing Effects of Social Connection and Community



How Does Social Connection Influence Health?

Social connection influences health through **three principal pathways**: biology, psychology, and behavior.



Source: Holt-Lunstad J. The Major Health Implications of Social Connection. *Current Directions in Psychological Science*. 2021;30(3):251-259.

1 in 5 employees report feeling lonely daily

Daily Loneliness Among Employees

*Did you experience the following feelings A LOT OF THE DAY yesterday?
How about loneliness?*



Results among employed individuals, across 140+ countries, 2023

GALLUP

Source: Gallup 2024 . <https://www.gallup.com/workplace/645566/employees-worldwide-feel-lonely.aspx#:~:text=Globally%2C%20one%20in%20five%20employees,those%20aged%2035%20and%20older.>

Elements of social connection

- Structure
- Function
- Quality



How connected do you feel in your work?



Authenticity is key to belonging

*Belonging is the **spiritual practice** of believing in and belonging to yourself so deeply that you can share your **most authentic self** with the world...*

*True belonging does not require you to change **who** you are; it requires you to **be** who you are*

~ Brene' Brown, The Atlas of Love



Fostering positive connections

Appreciation

Non-judgmental

Humility Authenticity

Active listening

Trust Kindness

Curiosity Respect

Vulnerability

Positivity Forgiveness

Compassion

Empathy

Design for social connection



Create Conditions

- Smaller groups
- Quiet space
- Comfortable
- Inviting



Provide Training

- Listening
- Compassion
- Appreciation
- Kindness



Connect Interests

- Book clubs
- Cooking
- Drone flying
- Photography



Story Sharing

- Verbally
- Photos
- Video
- Social media

Transcendence: connection to something bigger than yourself



Transcendent mental states

- Awe
- Consciousness
- Flow
- Inspiration
- Joy
- Wonder



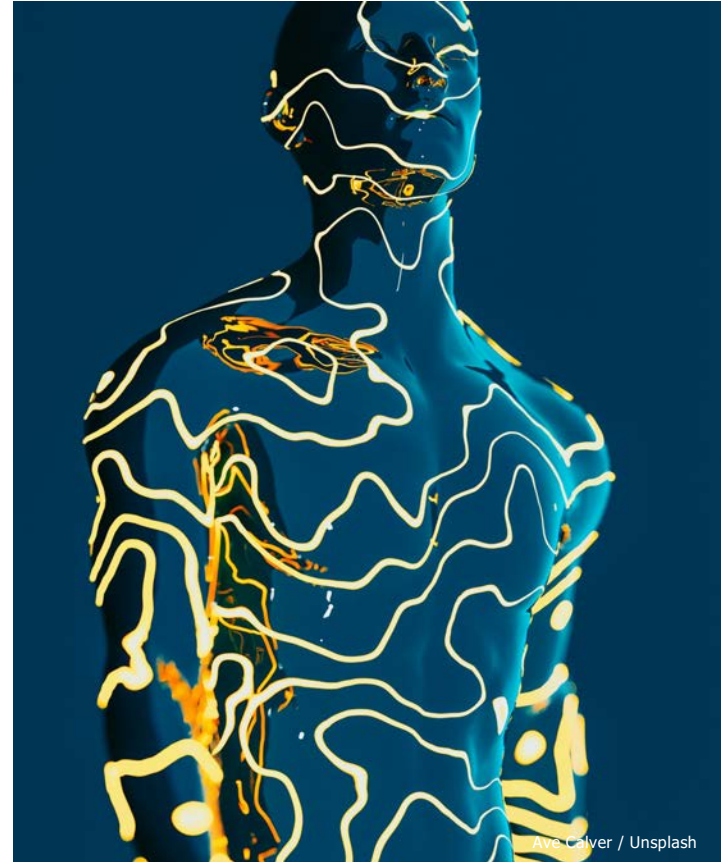
Swapnil Sharma / Pexels

What fills you, brings joy, activates heart?

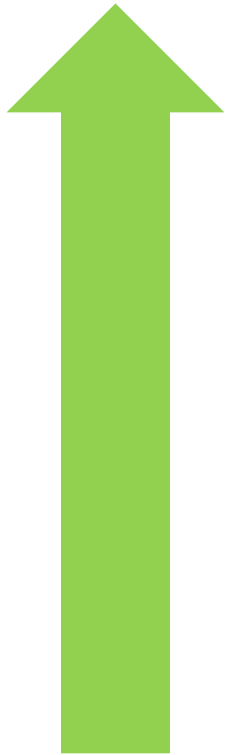


Pathways to well-being

- Brain chemistry
- Hormone levels
- Nervous system
- Immune function
- Inflammatory response
- Cardiovascular system



Link to individual well-being

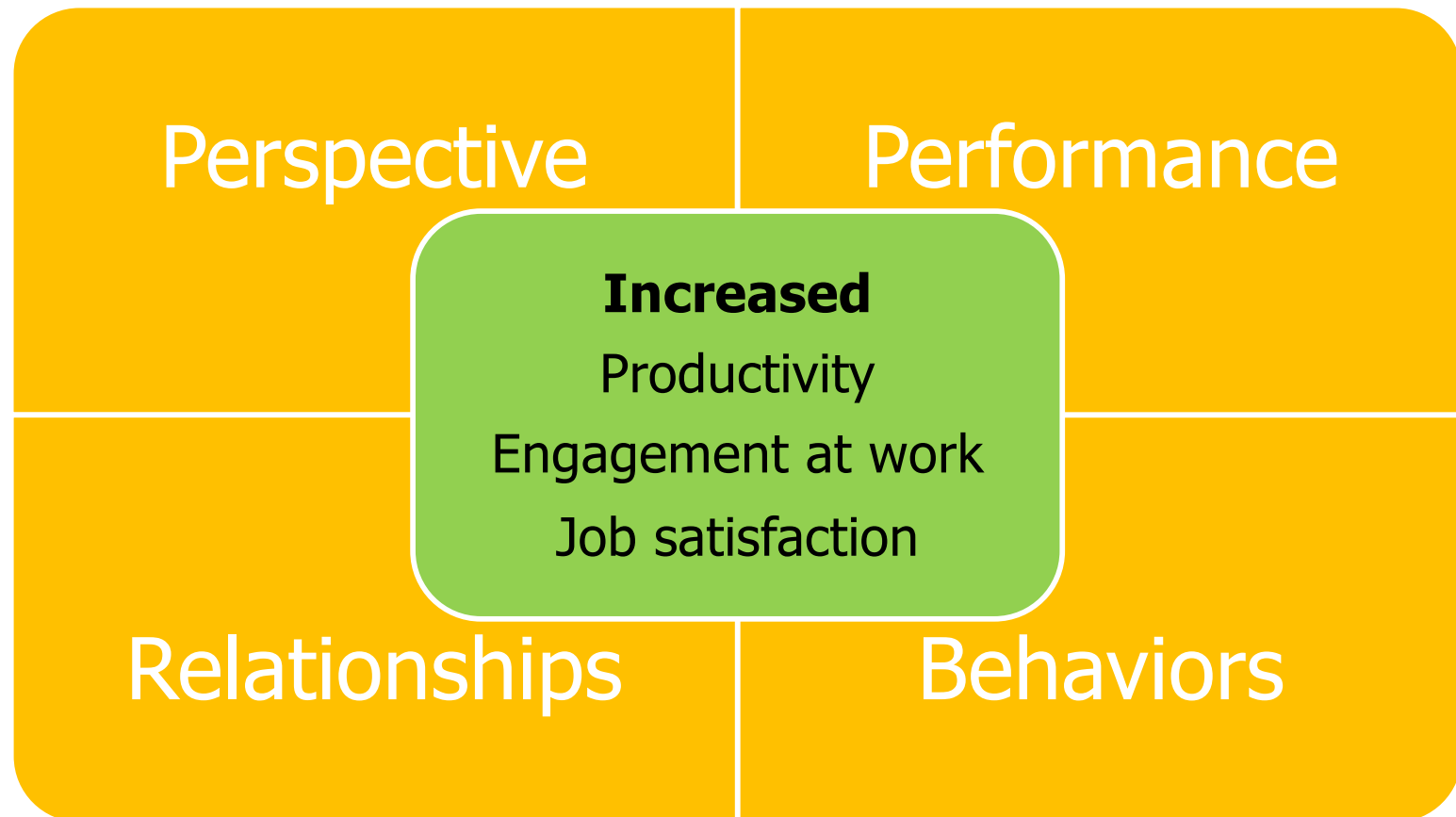


- Altruism
- Compassion
- Connectedness
- Energy
- Insight
- Life satisfaction
- Sociability



- Anxiety
- Burnout
- Depression
- Inflammatory response
- Isolation
- Loneliness
- Premature aging

Link to workplace effectiveness



Fostering transcendence

Presence



Mathilda Khoo / Unsplash

Nature



Aleksandr Ledogorov / Unsplash

Mindfulness



Rafael Garcin / Unsplash



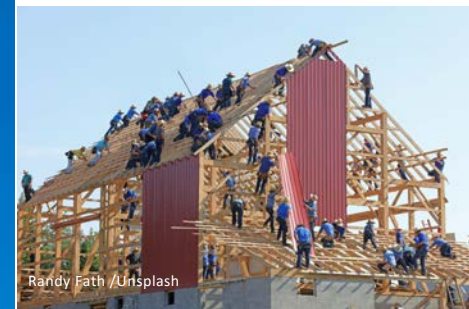
Yannic Läderach / Unsplash

Movement



Felipe Santana / Unsplash

Celebrate / Rituals



Randy Fath / Unsplash

Volunteer

Transcendence at work

- Mindfulness classes or resources
- Reflection spaces
- Monotasking not multi-tasking
- Exposure to nature
- Gratitude challenge
- Sponsored volunteerism
- Rituals and celebrations



Practical application



What's most important?



What fuels your energy?



How do you want to show up?



Your Fullest Life

Who is most important?





Purpose

Connection

Transcendence

Some recommendations for individuals

Purpose

- Reflect on what matters most to you & values
- Reflect on how you want to show up in the world
- Share what matters most to you with others you trust

Connection

- Identify relationships that matter most to you
- Pick one relationship and be intentional about strengthening it

Transcendence

- Practice presence (focused attention on NOW)
- Take a meditation course or strengthen an existing practice
- Weave opportunities to BE in nature into daily life

Some recommendations for organizations

Purpose

- Provide resources to support purpose development
- Identify and engage around team or organization values
- Find out what matters most to others

Connection

- Address people as humans, not just as roles/functions they serve
- Create a culture of psychological safety
- Pair up new hires with tenured employees

Transcendence

- Encourage mono-tasking over multi-tasking
- Provide meditation resources
- Incorporate nature into working spaces; encourage nature breaks

Resources to dig deeper

Purpose

Boccalandro B. Six simple ways to job purpose.

<https://www.beaboccalandro.com/wp-content/uploads/2023/09/Six-simple-ways-to-job-purpose-1.pdf>

Smith, J. How to find your purpose in life. https://greatergood.berkeley.edu/article/item/how_to_find_your_purpose_in_life

Connection

Karpinski, E. 7 ways to improve your relationships with coworkers.

https://greatergood.berkeley.edu/article/item/seven_ways_to_improve_your_relationships_with_coworkers

US Surgeon General Advisory on Social Connection. <https://www.hhs.gov/surgeongeneral/priorities/connection/index.html>

Transcendence

Allen S. Eight reasons why awe makes your life better

https://greatergood.berkeley.edu/article/item/eight_reasons_why_awe_makes_your_life_better

Kim, L. 10 mindfulness techniques to practice at work.

<https://www.inc.com/larry-kim/10-mindfulness-techniques-to-practice-at-work.html>

Nazario, V. Transcendent leadership practices to improve work culture.

https://www.asaecenter.org/resources/articles/an_plus/2021/december/apply-transcendent-leadership-principles-to-improve-workplace-culture

Free resources

Duke Center for the Advancement of Well-being Science

- Simple joys
- Gratitude
- Work-life balance
- Awe
- Human
- Hope
- Mindfulness

<https://caws.dukehealth.org/toolkit-on-demand>



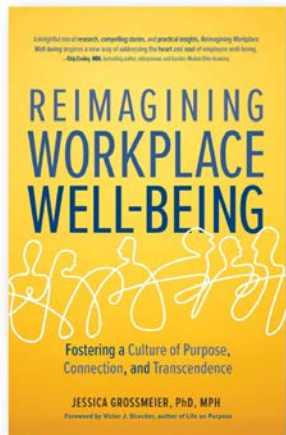
Greater Good in Action
SCIENCE-BASED PRACTICES FOR A MEANINGFUL LIFE

- Awe
- Compassion
- Connection
- Gratitude
- Happiness
- Kindness
- Mindfulness
- Empathy
- Forgiveness
- Optimism
- Parenting
- Purpose
- Resilience
- Self-compassion

<https://ggia.Berkeley.edu>

www.JessicaGrossmeier.com/resources

Password: Transcend



Workplace Spirituality Practice Guide



Workplace Spirituality Practice Guide

Level of Influence	Purpose	Connection	Transcendence
Individual	<ul style="list-style-type: none">• Offer purpose development as part of career/professional development• Offer self-assessment tools that guide individual purpose development• Offer purpose development classes, workshops, webinars, on-demand learning, and challenges• Individual purpose coaching	<ul style="list-style-type: none">• Incorporate relationship building skills into classes, workshops, webinars, on-demand learning, and challenges• Weave authentic relating into coaching• Encourage individuals to reflect on how they interact with others and consider ways to proactively build more positive interactions into their work life• Incorporate relationship building goals into professional development plans	<ul style="list-style-type: none">• Offer mindfulness or meditation classes, workshops, webinars, on-demand learning• Recognize employee service anniversaries, birthdays, and professional achievements• Incorporate training on how to create rituals that celebrate and honor everyday moments• Offer chaplain services to augment EAP
Interpersonal	<ul style="list-style-type: none">• Offer purpose-driven team building activities• Incorporate purpose-related storytelling into team meetings• Offer team purpose coaching• Create peer-led purpose discussion groups	<ul style="list-style-type: none">• Encourage employees to meet one-on-one rather than text or email• Incorporate fun, more personal, authentic conversations in team meetings• Offer community campfire series• Break larger group gatherings into small breakout groups of 4 to 6 for times of application, sharing ideas, brain storming• Provide team coaching on authentic relating and psychological safety• Incorporate identification of team behaviors and values specific to relationship building into coaching	<ul style="list-style-type: none">• Encourage employees to create norms around enjoying lunch breaks together in person or digitally• Offer employee resource groups devoted to exploration of diverse faith and ancient wisdom traditions• Teach teams to incorporate rituals into team activities
Organizational	<ul style="list-style-type: none">• Weave purpose into new employee onboarding• Organizational purpose and values guide leaders in decision making• Include front line employees in development of organizational purpose	<ul style="list-style-type: none">• Configure physical work environment to encourage informal conversation areas• Create digital work environments that promote informal conversations and personal relationship building• Create opportunities for employees to share stories, weave storytelling into employee gatherings, internal newsletters, and other communications	<ul style="list-style-type: none">• Create quiet spaces dedicated to reflective practices• Create policies that allow employees to take short restorative breaks during paid work time• Incorporate moments of reflection and silence into meetings• Create meeting policies that shorten all meetings, allowing for natural breaks between meetings

Provided by Jessica Grossmeier, PhD, MPH
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