



**Measuring and building
wellbeing and resilience at scale**



Today

- Background: SAHMRI Wellbeing and Resilience Centre
- PERMA+ Wellbeing Framework
- Our approach to *Lead, Measure, Build and Embed*
- US Army Large Scale Resilience Intervention
- Hear from our project participants

THE SOUTH AUSTRALIA HEALTH AND MEDICAL RESEARCH INSTITUTE (SAHMRI)



SAHMRI Research Themes



Positive mental health and wellbeing for a resilient society.

Position South
Australia as the
State of Wellbeing

LEAD

Measure the
wellbeing of all
South Australians

MEASURE

Teach, build and
embed wellbeing
science in South
Australia

**BUILD
EMBED**

Generate and
publish research on
how to build
wellbeing efficiently,
at scale, across the
life course

RESEARCH

Organisations, Government, Schools, Ageing, Youth, Community

Mind and Brain Theme

Whole spectrum of mental ill health to optimum wellbeing

Potential opportunities for research and collaboration:

- fMRI
- Neuroplasticity
- Exploring link between mental health and other chronic illnesses (i.e. obesity)



A man with short grey hair, wearing a dark suit, white shirt, and orange tie, is speaking at a podium. He is gesturing with his hands. A microphone is positioned in front of him. The background is dark with a blue screen on the left and a red banner on the right.

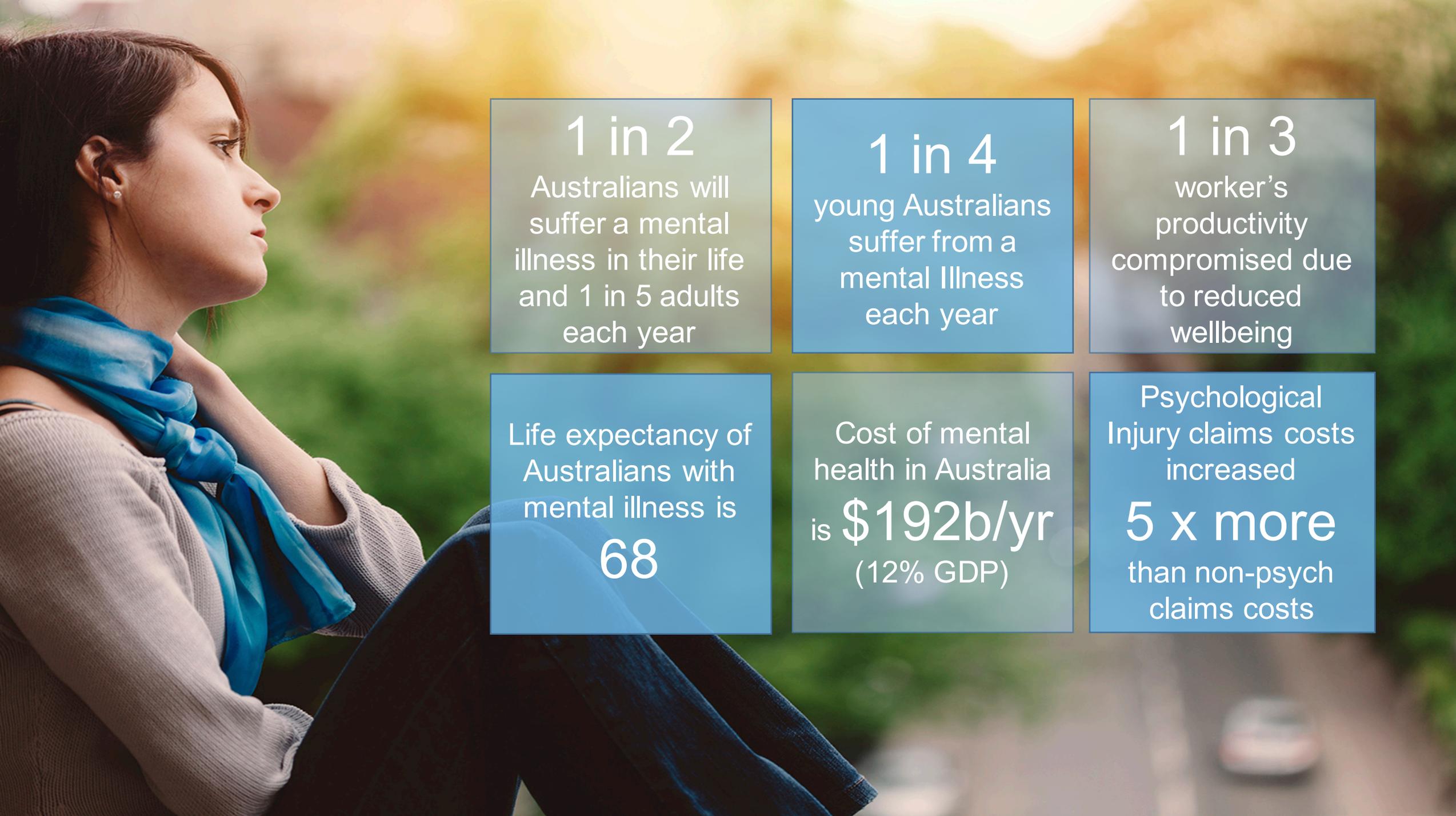
“And what else are
we striving for if it’s
not for the wellbeing
of all of our citizens ”

Wellbeing and Resilience Centre launch, April 2015

tafesa



Government of
South Australia



1 in 2

Australians will suffer a mental illness in their life and 1 in 5 adults each year

1 in 4

young Australians suffer from a mental illness each year

1 in 3

worker's productivity compromised due to reduced wellbeing

Life expectancy of Australians with mental illness is

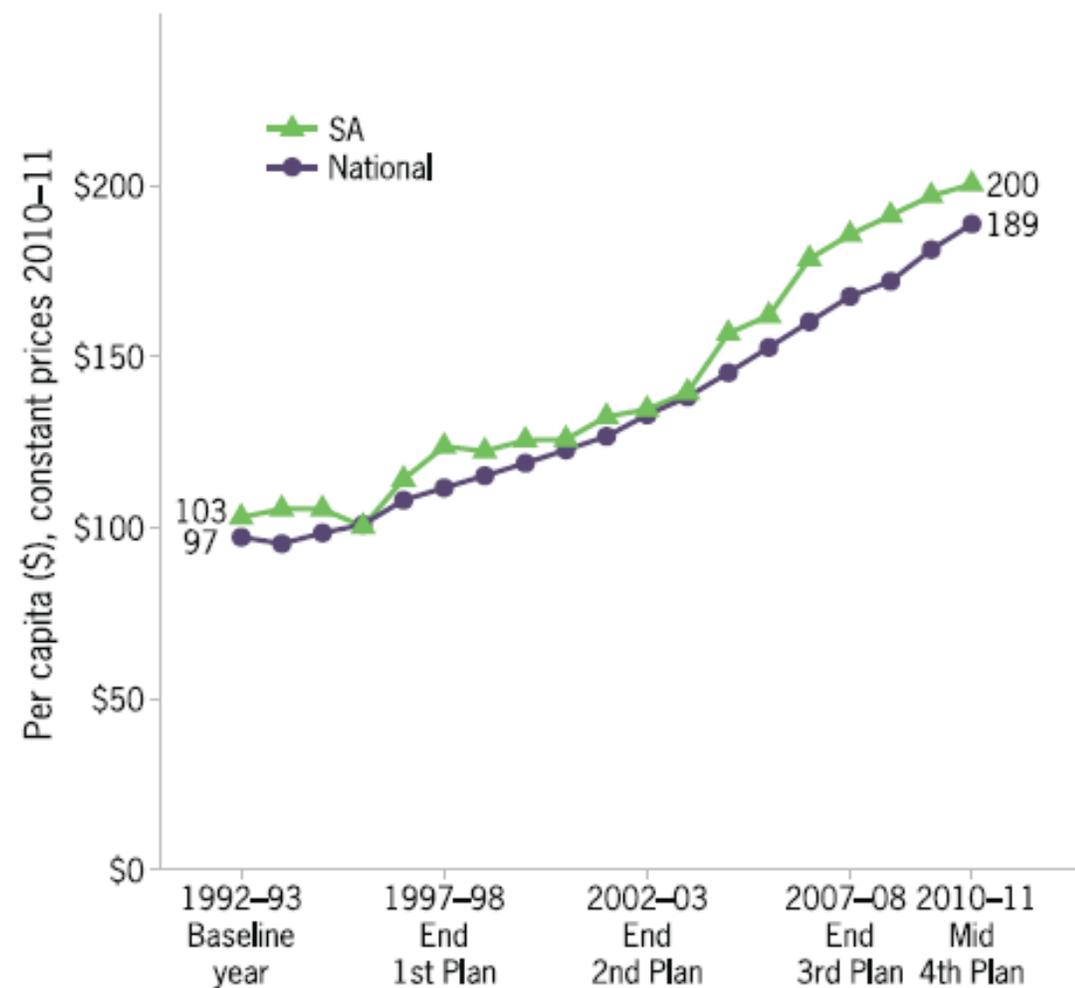
68

Cost of mental health in Australia is **\$192b/yr** (12% GDP)

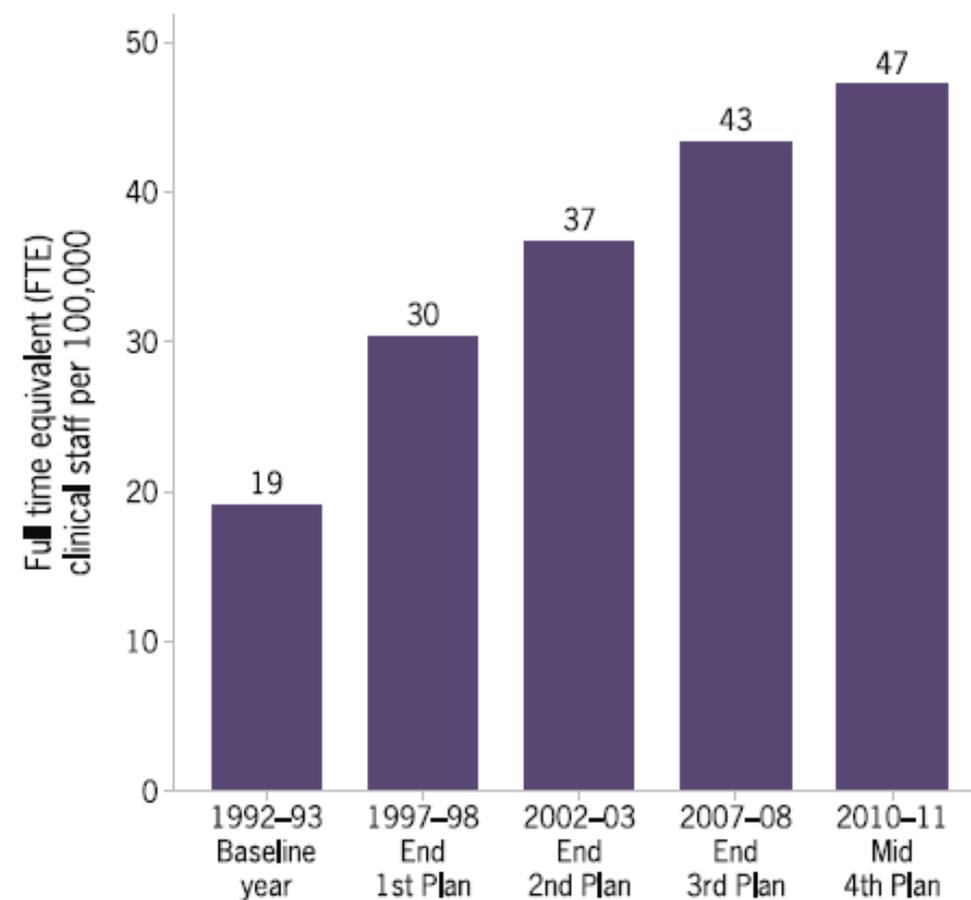
Psychological Injury claims costs increased

5 x more than non-psych claims costs

Overall spending on mental health



Full-time equivalent (FTE) direct care staff per 100,000 population employed in ambulatory mental health care services, 1992-93 to 2010-11



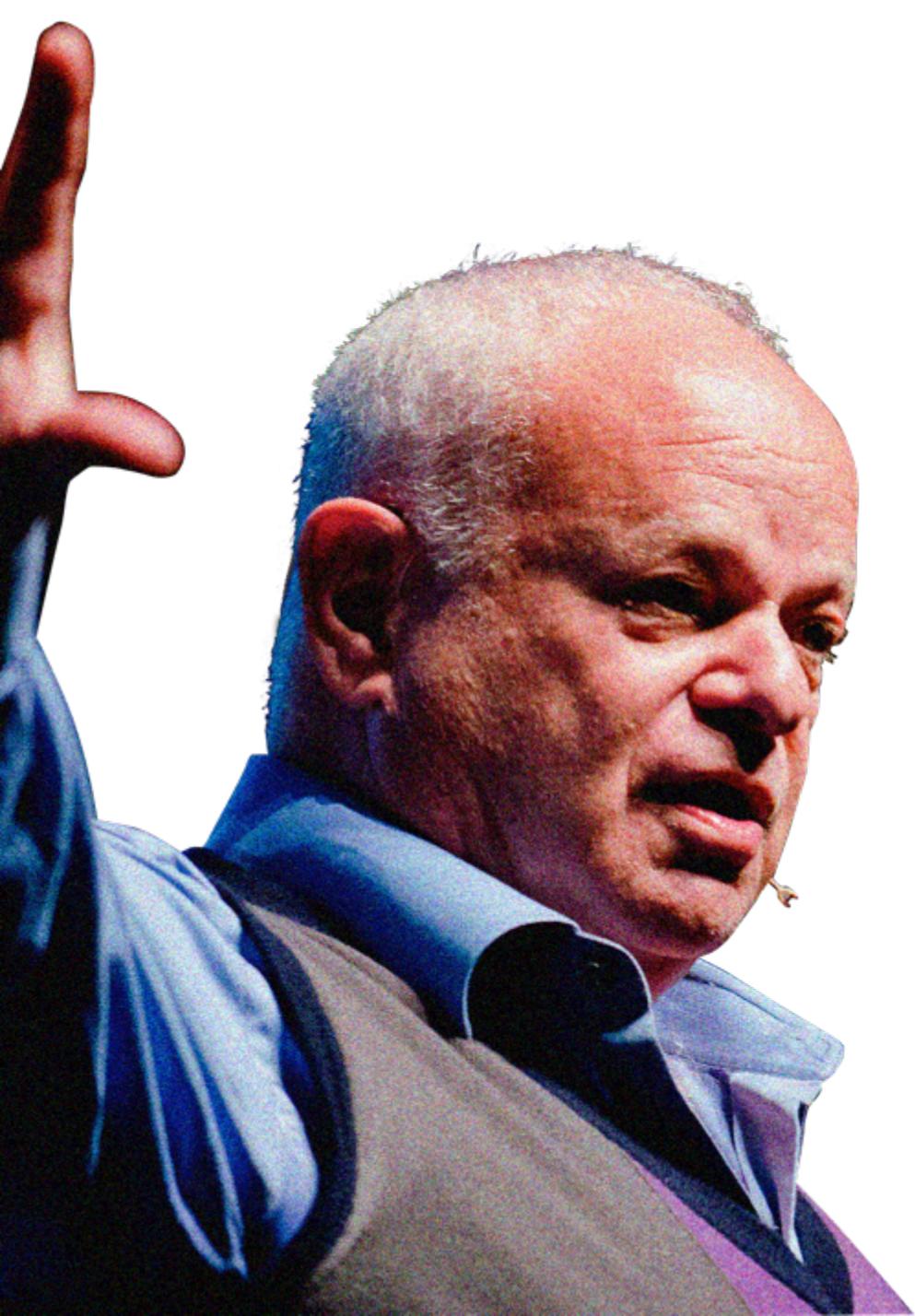


Could the science of Wellbeing, Resilience and Positive Psychology reduce mental illness and build population mental health?

Martin Seligman

- Thinkers in Residence 2012/13
- Founder of Positive Psychology
- Global Publications
- Author *The Optimistic Child, Authentic Happiness and Flourishing*

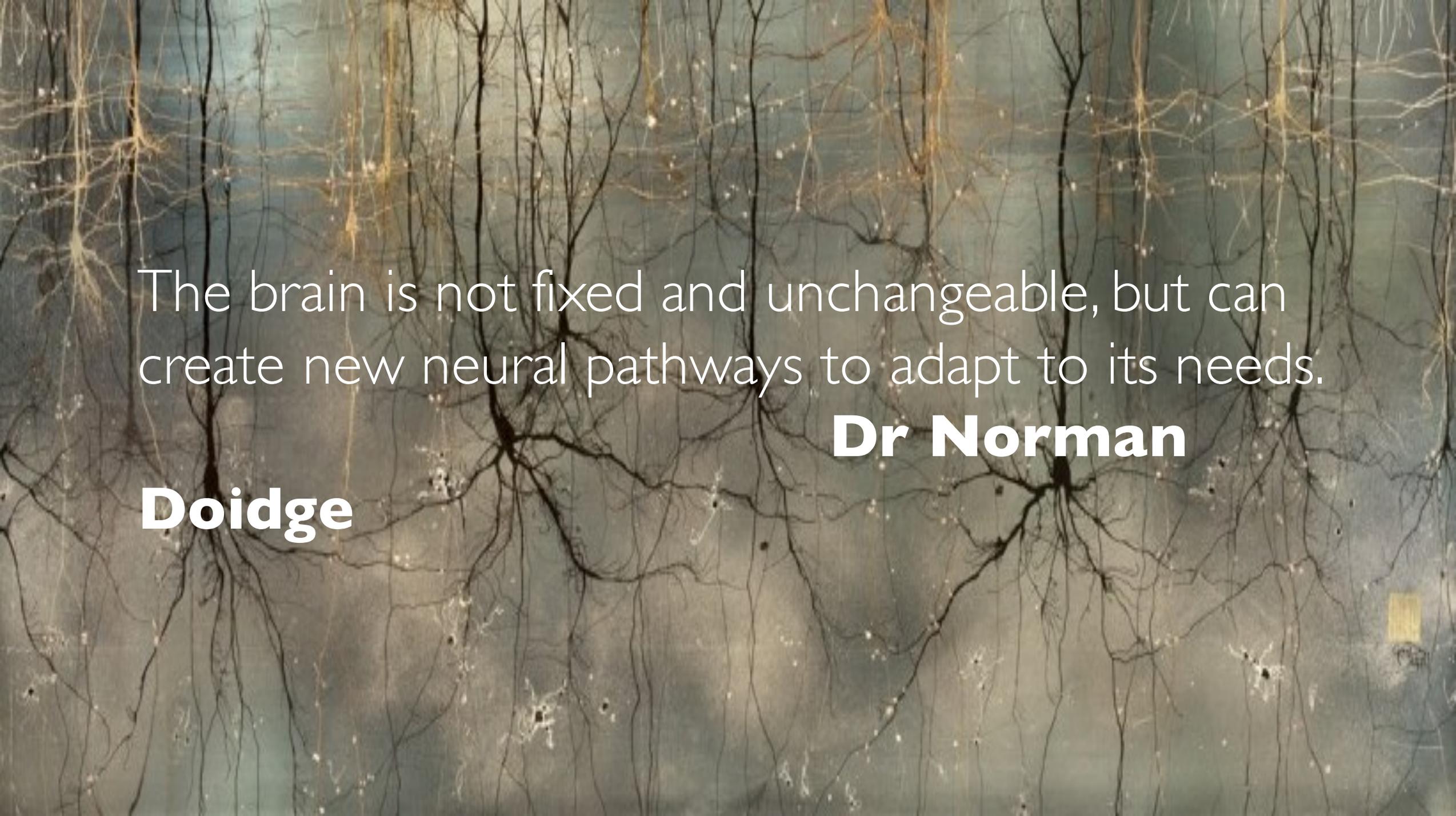




Key Message

“Wellbeing is measurable, teachable and learnable”



A detailed microscopic image of neural pathways, showing a dense network of dark, branching structures against a lighter, textured background. The structures resemble a complex web of fibers and nodes, typical of neural tissue.

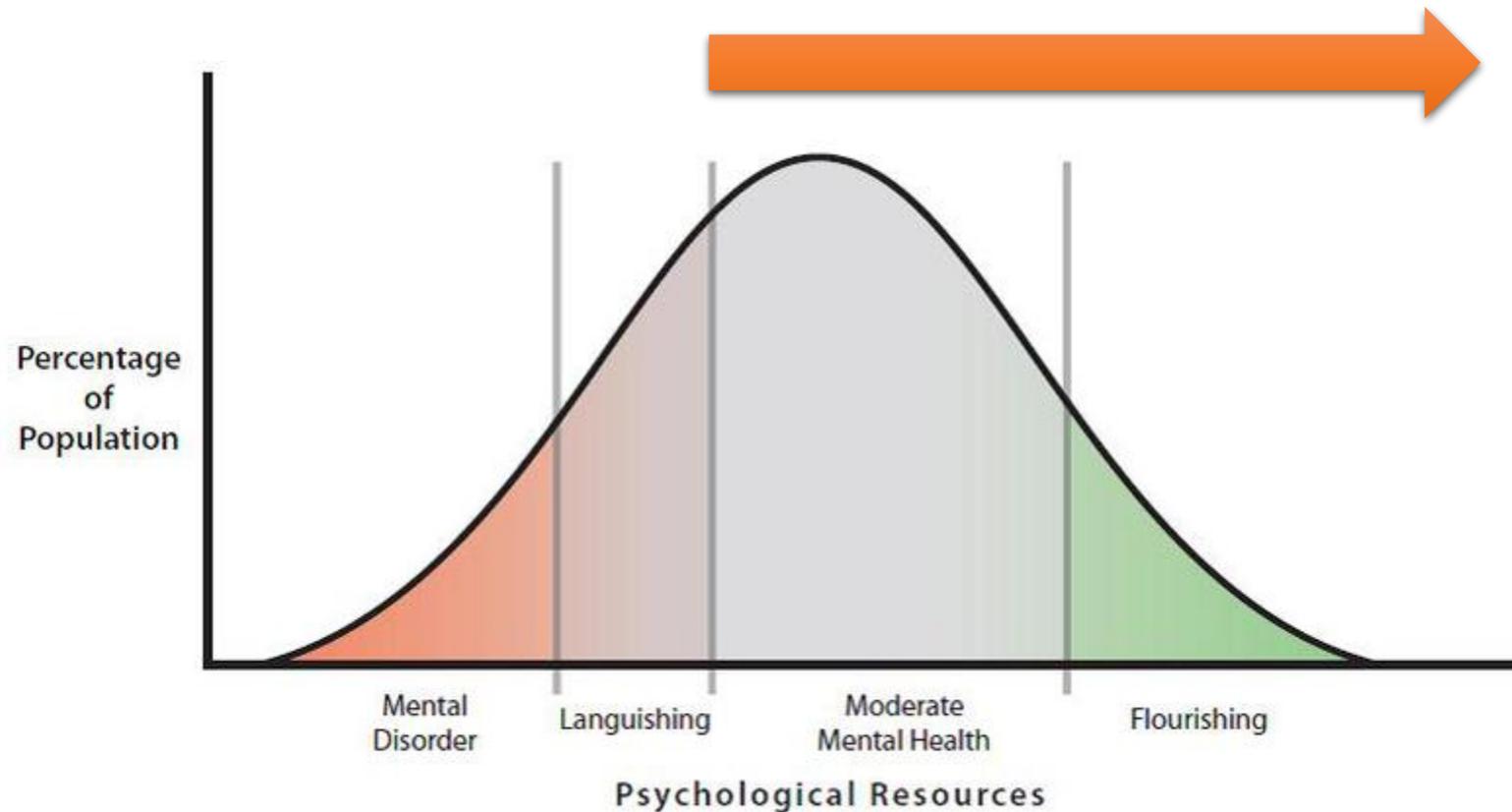
The brain is not fixed and unchangeable, but can create new neural pathways to adapt to its needs.

Dr Norman

Doidge

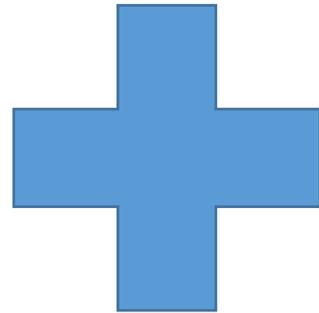
Building the *State of Wellbeing*

Shifting the population curve up the scale of mental health



Wellbeing framework PERMA+

Positive Emotion
Engagement
Relationships
Meaning
Accomplishment



Physical Activity
Nutrition
Sleep

LEAD

Leadership
Champions
Communication
Change
management

EMBED

Sustainability
Targeted
interventions
Behavioural
change

MEASURE

PERMA+
Baseline
Repeat Measure
Evaluation
ROI and Impact

BUILD

Resilience Skills
Train the Trainer
Supporting tools



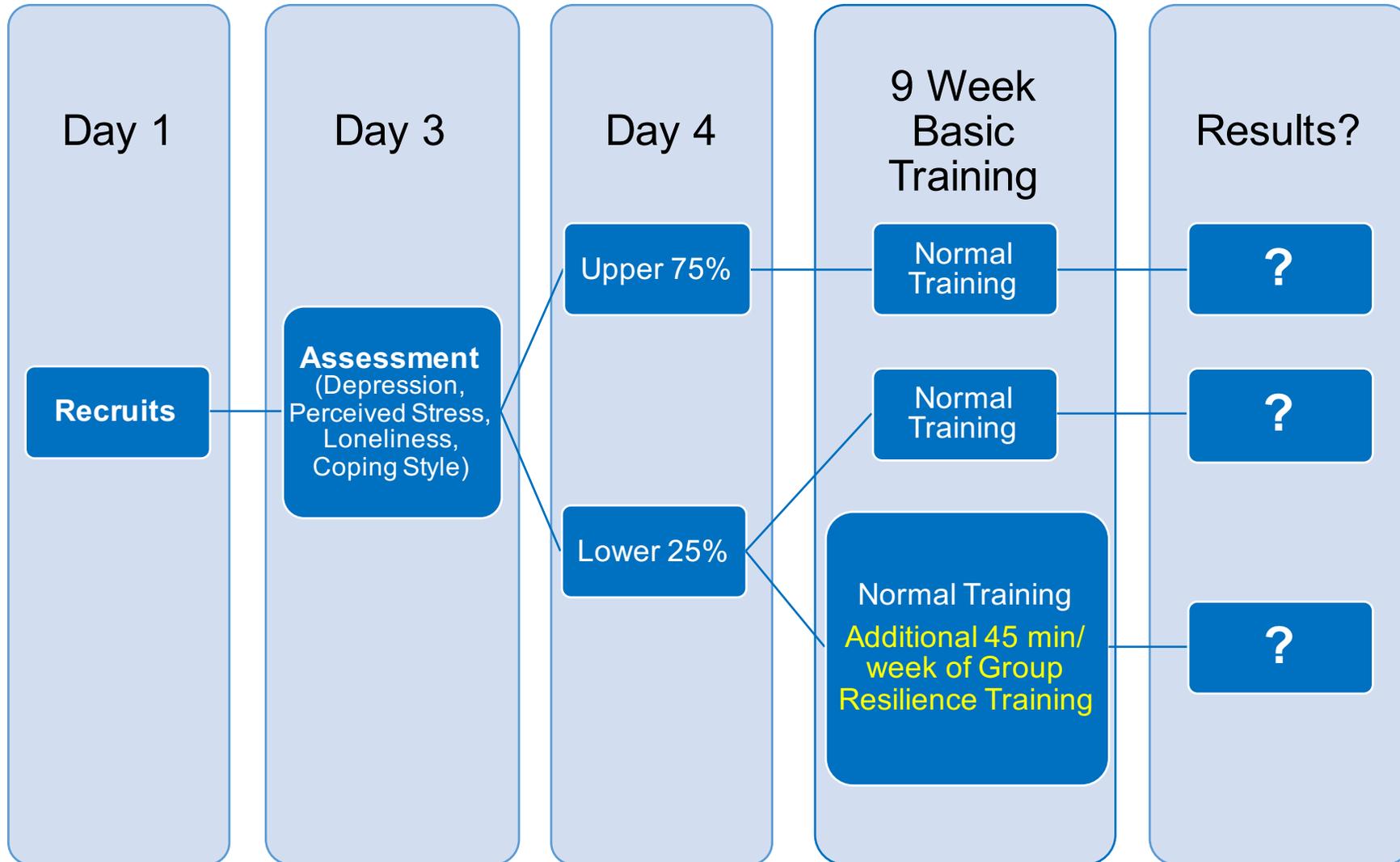


Approach based on US Army Large Scale Intervention

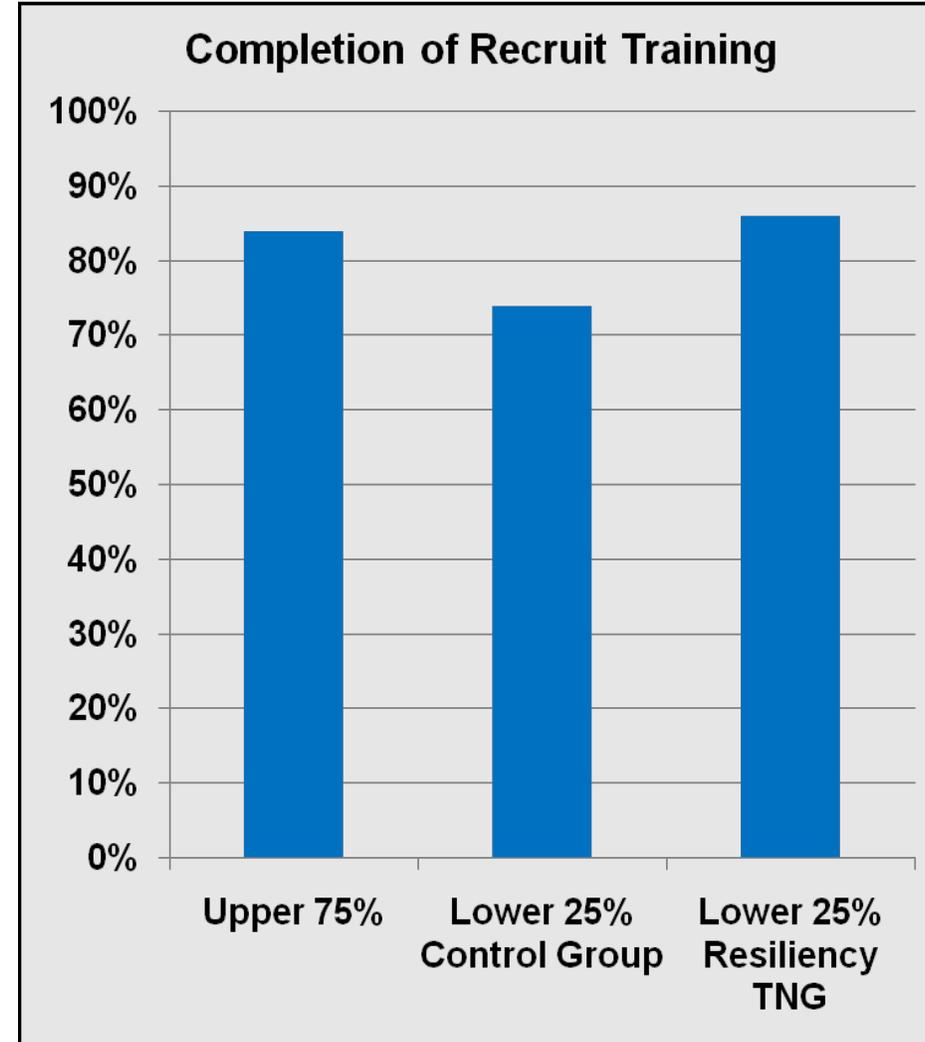
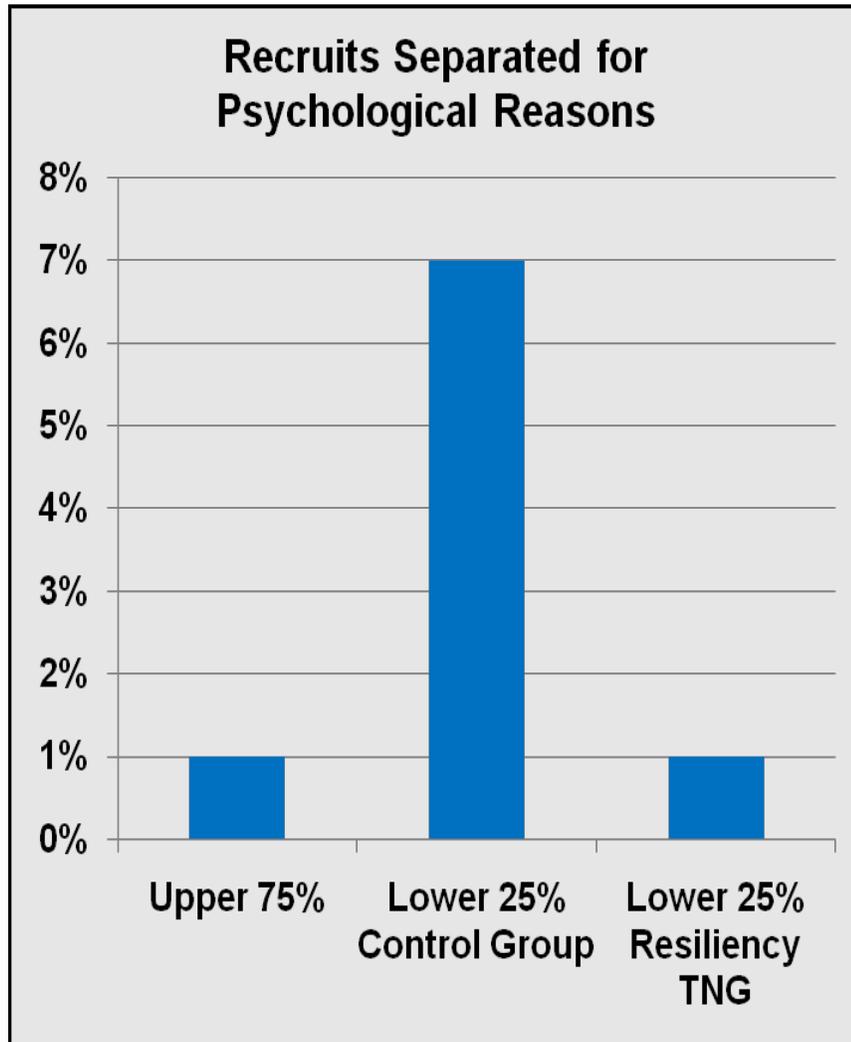
- Brigadier General (ret.) Rhonda Cornum led the **Comprehensive Soldier Fitness** initiative in the US Army 2008-2012
- ***Physically Fit, Mentally Tough, Emotionally Strong***
- CSF is a systematic approach to build resilience and reduce mental illness in the US Army using positive psychology interventions with evidence based outcomes



US Navy Resilience Program



US Navy Resilience Program



Proven benefits

US Army outcomes

- Social Fitness
- Organisational Trust
- Optimism
- Adaptability
- Positive Coping
- Less catastrophic thinking
- Lower: depression, anxiety, PTSD, substance abuse problems

Higher resilience also leads to:

- Lower blood pressure
- Better sleep
- Healthier immune functioning
- Longer life span

UK study found workers in the top 25% of resilience and psychological health, were on average **30% more productive** than the bottom 25%



BUILD: Precision Resilience Skills

15 - 20 (approx) empirically **validated interventions** with a solid evidence base linking to of PERMA+, including

- Strengths (using VIA)
- Fixed and growth mindsets (Dweck)
- Gratitude
- Learn about how to build GRIT (Duckworth)
- Mindfulness.....and more

Building upon the fields of:

- Cognitive behavioural therapy
- Acceptance commitment therapy
- Positive psychology
- Theories of organisational development and behavioural change

Building Resilience in the Auto-manufacturing industry

FUTURiS



To summarise....

1. Research has proven that wellbeing and resilience **can be measured and taught**
2. The brain is not fixed - **anyone at any age** can learn how to boost their wellbeing and resilience
3. Evidence shows the link between individual wellbeing and resilience to **physical and mental health outcomes**, as well as organisational outcomes such as **productivity and performance and population health outcomes**
4. The ***Lead, Measure, Build, Embed*** approach utilising validated measures and evidence based interventions can be tailored and scaled to the varying needs of organisations and community groups for real impact



Thank you

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