



Welcome to the Commons

A Conversation about Flourishing Workplaces

February 23, 2023



This work is licensed under a Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International Public License

This means you can adapt this work and share its contents freely for non-commercial purposes, provided you credit Social Impact Commons.

OUR TEAM
Thaddeus Squire
Josh Sattely
Asta Petkeviciute

What is flourishing? There are many definitions...

“To flourish is to find fulfillment in our lives, accomplishing meaningful and worthwhile tasks, and connecting with others at a deeper level.”

- Dr. Martin Seligman

Resilience, however, is only “the capacity to withstand or to recover quickly from difficulties.”

Positive Emotion: Within limits, we can increase our positive emotion about the past (e.g., by cultivating gratitude and forgiveness), our positive emotion about the present (e.g., by savoring physical pleasures and mindfulness) and our positive emotion about the future (e.g., by building hope and optimism).

Engagement: Engagement is an experience in which someone fully deploys their skills, strengths, and attention for a challenging task.

Relationships: Relationships are fundamental to well-being. The experiences that contribute to well-being are often amplified through our relationships, for example, great joy, meaning, laughter, a feeling of belonging, and pride in accomplishment.

Meaning: A sense of meaning and purpose can be derived from belonging to and serving something bigger than the self.

Accomplishment: People pursue achievement, competence, success, and mastery for its own sake, in a variety of domains, including the workplace, sports, etc.

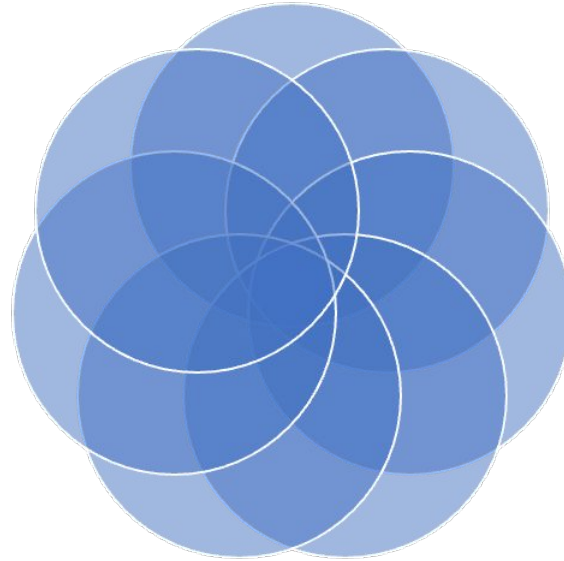
**Accomplishment &
Positive Thinking**

**Compensation
& Benefits**

**Trust &
Mutuality**

**Belonging &
Participation**

**Meaning &
Purpose**



**Self-
determination**

**Work-life
Awareness**

QUESTIONS

- Do you feel your organization has a responsibility to support flourishing among your staff team *and* your project teams?
- Is a flourishing workplace part of the intentional, strategic development of your organization?
- How do you foster flourishing in your workplace; what are some of your regular practices?

Dimensions of Flourishing Workplaces

- Accomplishment & Positive Thinking
- Trust & Mutuality
- Meaning & Purpose
- Work-life Awareness
- Self-determination
- Belonging & Participation
- Compensation & Benefits