



A WEEK IN *Learning*

ARTICLE

FLOURISH WITH PERMA

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I have been thinking a lot about our values recently. Trust, collaboration, innovation, ownership, engagement, and inclusion and diversity play a major role in the way we show up each day. The positive impact our values have on behavior, culture, and the work we do, made me realize how closely they align with Martin Seligman's PERMA model.

The PERMA model offers a clear, actionable path to individual, team, and organizational well-being. Its elements of Positive Emotions, Engagement, Relationships, Meaning, and Accomplishment provide a comprehensive way to look at what it takes for individuals and teams to thrive. When I think about how these elements tie into our core values, it's like seeing a mirror image in a different frame.

Positive Emotions

Positive Emotions are the fundamental first step to resilience. This isn't about slapping a happy sticker on everything; it's about genuinely finding joy, appreciation, and love in our daily lives. Just like our core value of trust, it is foundational. It's about knowing that, through mutual respect and appreciation, we create a baseline of positivity that keeps us resilient and forward moving despite the ups and downs.

Engagement

Engagement is that moment of flow where you're perfectly challenged and utterly absorbed in what you're doing. It is right in line with our core value of engagement, where we're not just showing up but fully participating and always bringing our best selves to the table. This element isn't passive, but an active dive into what we do to find deep satisfaction in our daily lives.

Meaning

This is a big one. It's about connecting to something more, finding fulfillment, and contributing to something bigger than ourselves. This is where the concepts of inclusion and diversity really resonate. It's about seeing our work and efforts as part of a larger narrative and something that enriches, not just us, but the community we serve together. It's the ultimate expression of our values. A place where trust, collaboration, and innovation lead to a sense of ownership and engagement.



"The PERMA model is more than a theory. It's a road map to living a fulfilling life, much like our core values guide us in our professional journey."

- Alex Cummings

Accomplishments

The PERMA model is more than a theory. It's a roadmap to living a fulfilling life, much like our core values guide us in our professional journey. By fostering Positive Emotions, diving deep into Engagement, and pursuing Meaning, we're thriving individually and collectively. It's an invitation to weave these elements into the fabric of our daily lives, enhancing our personal well-being, enriching our professional environment, and guiding our accomplishments.

So, here's to "Flourish with PERMA," an echo of our journey towards a more satisfying, inclusive, and diverse organization. Taking those steps that are guided by our values, to a place where happiness and fulfillment aren't just goals but a part of our daily reality.

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