

# Managing to Flourish

Peggy Andrews, PHD, SPHR

***Please take a few minutes to fill out the assessment form at your seat while we are getting settled...***

How DOES  
she do it?

---

*You can feed the kids and the gerbils.  
Pass out the kisses.  
And get to  
work by  
5 of 9!*



*You can bring home  
the bacon.  
Fry it up in a pan.  
And never let him  
forget he's a man!  
Because you're a  
woman!*



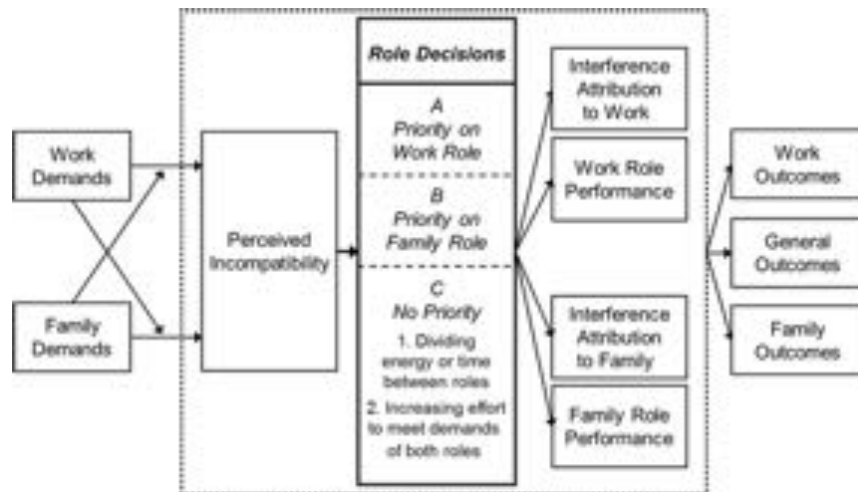
**ENJOI**  
Compliments of Charles of the R12  
*the new 8 hour perfume  
for the 24 hour woman.*

Back in the  
90's.....

---













# Balance...



But isn't  
the point  
to soar?



Would you  
rather juggle...



...or savor?



# Superwoman (or man)





Community



Tradeoffs?



Or simply “too much of all the stuff I love”?





## Flourishing (Keyes, 2002)

- Flourishing refers to being in an optimal range of human functioning. Specifically:
  - To ***feel well***
  - To be ***functioning well*** psychologically and socially









Your design here...



# How can I increase my sense of flourishing?

Talk about it! Start using the language of flourishing in every day life and at work.

Set micro goals to increase wellbeing for specific symptoms of flourishing.

Re-take the assessment.

Engage in reflective practices on your own and within community.

Help others around you flourish

# References

- Brofenbrenner, U. (1988). Strengthening family systems. In E. Zigler & M. Frank (Eds.), *The parental leave crisis: Toward a national policy*. New Haven, CT: Yale University Press.
- Halpern, D. (2005). Psychology at the intersection of work and family: Recommendations for employers, working families and policy makers. *American Psychologist*, 60(5), 397–409.
- Keyes, C. (2002). Complete mental health: An agenda for the 21<sup>st</sup> century. In C. Keyes & J. Haidt (Eds.), *Flourishing: Positive psychology and the life well-lived*. Washington, DC: American Psychological Association.