



Maintaining well-being of students with implications for pedagogical approach and stress management

Agenda

1. Two views on well-being
2. Feelings and emotional intelligence
3. Stress management and well-being





Well-being includes 3 parts

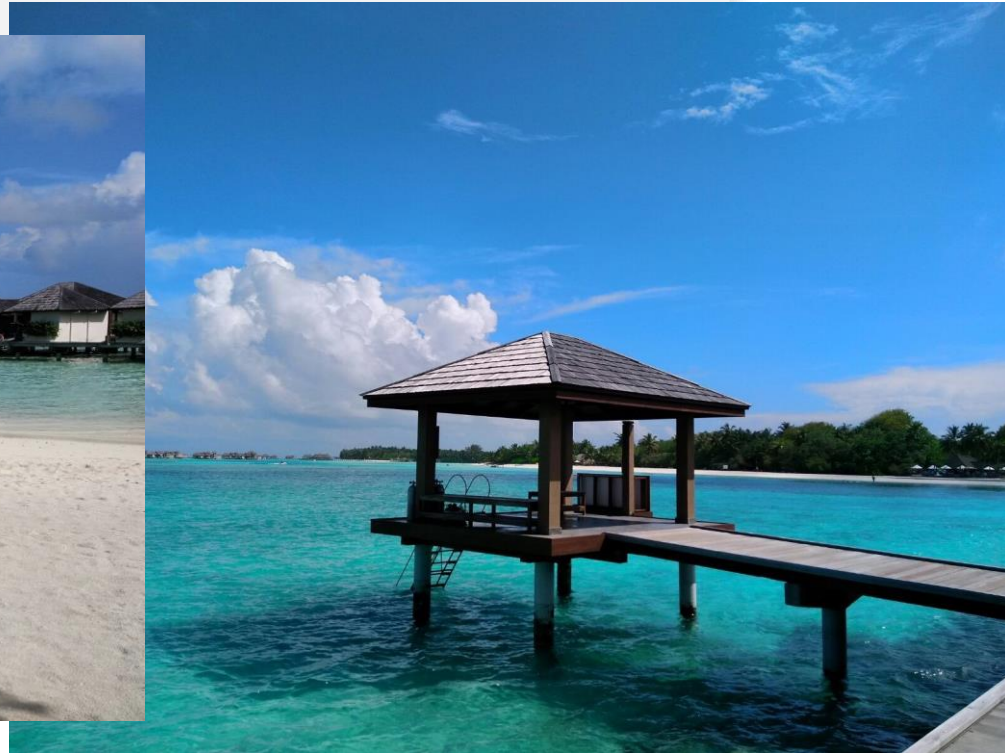
- Physical
- Social
- Psychological → psychological well-being (PWB)
- PWB ≠ Job satisfaction or motivation



Subjective well-being on its own is not sufficient to sustain our PWB. Why?



Maldives



Is he happy?



Money makes us happy?



Money and subjective well-being



Lottery winner Vs Accident victim
Who do you think is happier one year later?

Money and subjective well-being

Ratchet effect of gains

Condition	General happiness			Mundane pleasure
	Past	Present	Future*	
Study 1				
Winners	3.77	4.00	4.20	3.33
Controls	3.32	3.82	4.14	3.82
Victims	4.41	2.96	4.32	3.48

LOTTERY WINNERS AND ACCIDENT VICTIMS: IS HAPPINESS RELATIVE?

Source: Brickman, P., Coates, D., & Janoff-Bulman, R. (1978). Lottery winners and accident victims: Is happiness relative?. *Journal of personality and social psychology*, 36(8), 917.

• What brings happiness?.

How would you feel if you won the Mark 6 lottery?

Happy? Is it short term or long term happiness?
At least in the short term you would feel happy.

Many reports demonstrate that lottery winners sometimes feel less happy than before? Why does it happen?
They take less pleasure in everyday events.



How to sustain our happiness.

Life has ups and downs, so just focus on something that is meaningful and purposeful to us.



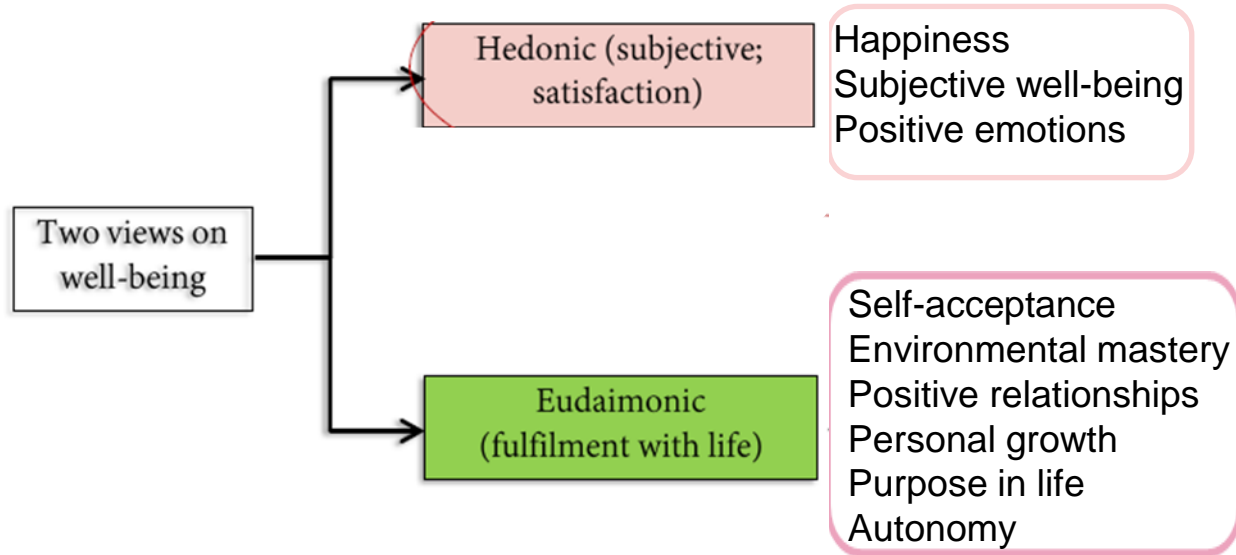


2 important facets of PWB

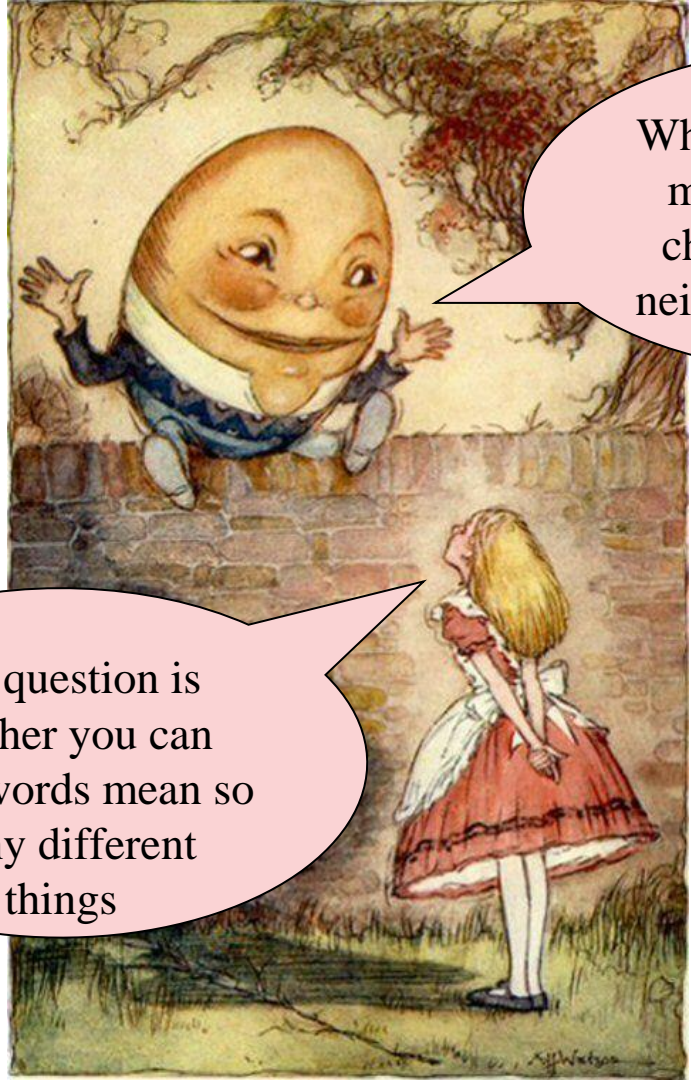
- Subjective happy feeling brought on by something we enjoy → Hedonic well-being
- Feeling that what we are doing with our lives has some meaning and purpose (Cooper, C. L., Johnson, S. & Robertson, I., 2018, p6-7) → Eudaimonic



Understanding well-being



Cooper, C. L., Johnson, S., & Robertson, I. (2018). Well-being: Productivity and happiness at work. (2nd ed.). London: Springer International Publishing



When I use a word it means just what I choose it to mean, neither more nor less

The question is whether you can make words mean so many different things

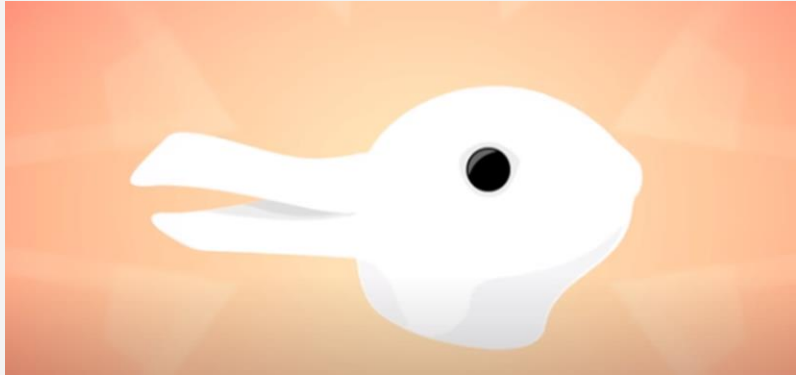
A Question of Meaning



A Question of Meaning

I beg the reader to be aware of the fact that words, in and by themselves, have no reality, except in terms of the context in which they are used, in terms of the intentions and character of the one who uses them.

Erich Fromm (1993) *The Art of Being*

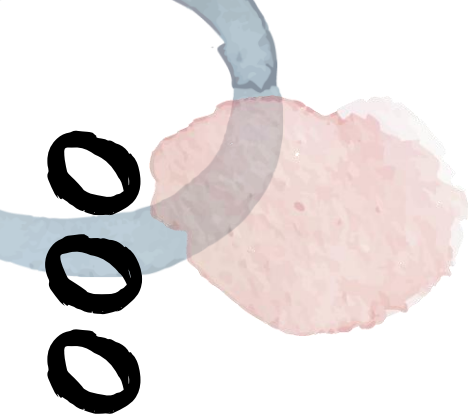




**Surroundings and contexts
change the meaning of
words.**

Definitions of Work

- Activity involving physical or mental effort done in order to achieve a purpose or result.
- Be engaged in physical or mental activity in order to achieve a result.
- The outcome of mental and physical activity, especially of a creative kind.
- A place of employment



Stress management and well-being



What is stress?



Stress is a psychological and physiological imbalance caused by demanding circumstances and the individual's ability to meet to those needs.

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Tiramisu



- 1) Where does it come from?
- 2) What is implied by its name "Tiramisu"?

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Tiramisu

The name “Tiramisu”, which means ‘pull me up’ in Italian, was first used in cookbooks in the 1960s.

It is coffee-flavored Italian dessert which is made of coffee, eggs, sugar and mascarpone cheese.

It is popular in northern Italy where it is served in cafes.

It became popular in the United States in 1993, when Tom Hanks mentioned it in the movie “Sleepless in Seattle”.



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Symptoms of stress

Although we all experience stress differently, some common symptoms include:

Difficulty concentrating
Difficulty sleeping
Weight gain or weight loss
Stomach pain
Teeth grinding
Panic attacks
Headaches

Sweaty hands or feet
Heartburn
Excessive sleeping
Social isolation
Fatigue
Nausea
Feeling overwhelmed
Obsessive or compulsive behavior

Overview of the stress process

Potentially stressful objective events
e.g. a major exam, a big date, trouble with one's boss, or a financial setback, which may lead to frustration, conflict, change, or pressure.

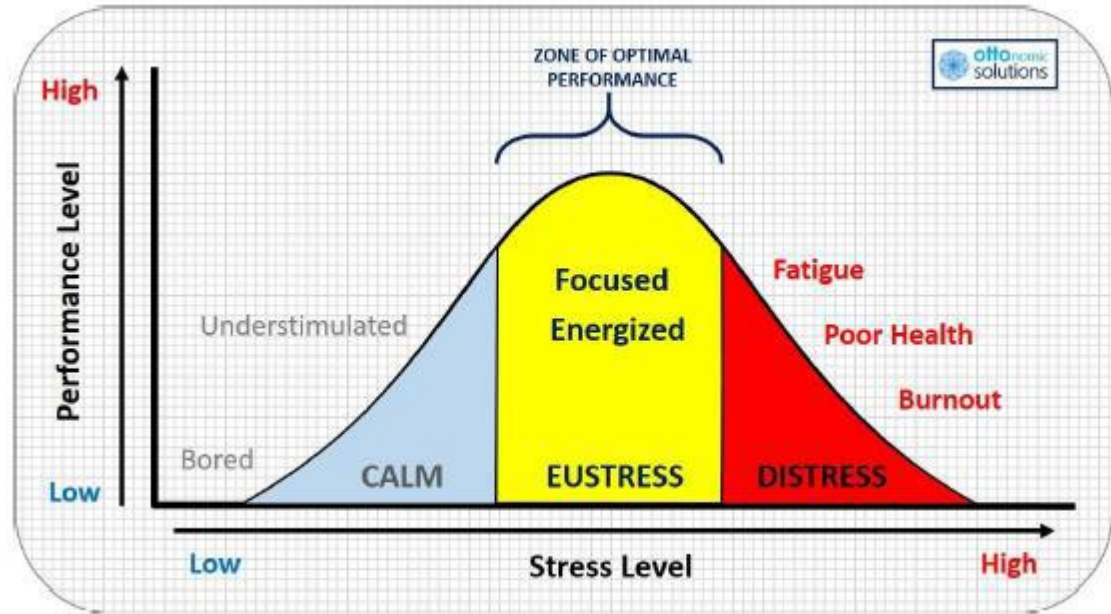
Subjective cognitive appraisal
Personalized perceptions of threat, which are influenced by familiarity with the event, its controllability, its predictability, and how soon to come.

Emotional response
Annoyance, anger, anxiety, fear, dejection, grief

Physiological response
Automatic arousal, hormonal fluctuations, neurochemical changes

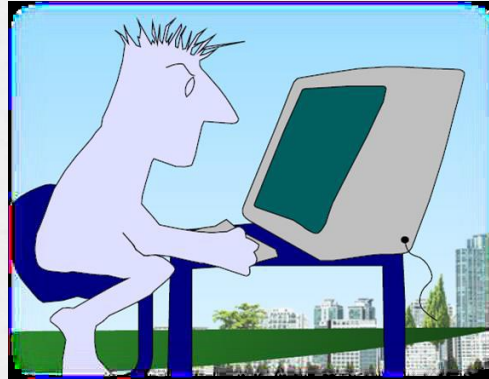
Behavioral response
Coping efforts, such as blaming oneself, seeking help, solving problems, and releasing emotions

Stress and performance connection



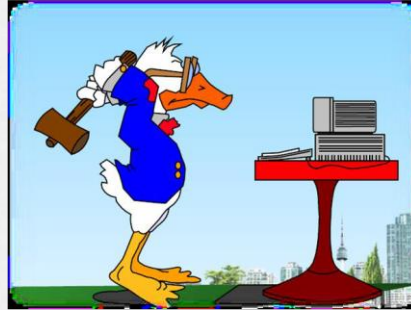
Why and when is stress helpful?

Eustress or positive stress occurs when your level of stress is high enough to motivate you to move into action to get things accomplished and when you believe you can deal with that.

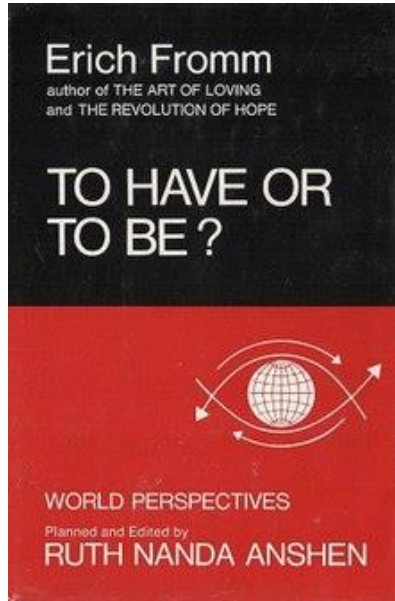


Why and when is stress harmful?

Distress or negative stress occurs when your level of stress is either too high and you believe that you cannot overcome it. Thus, your body and/or mind begin to respond negatively to the stressors.

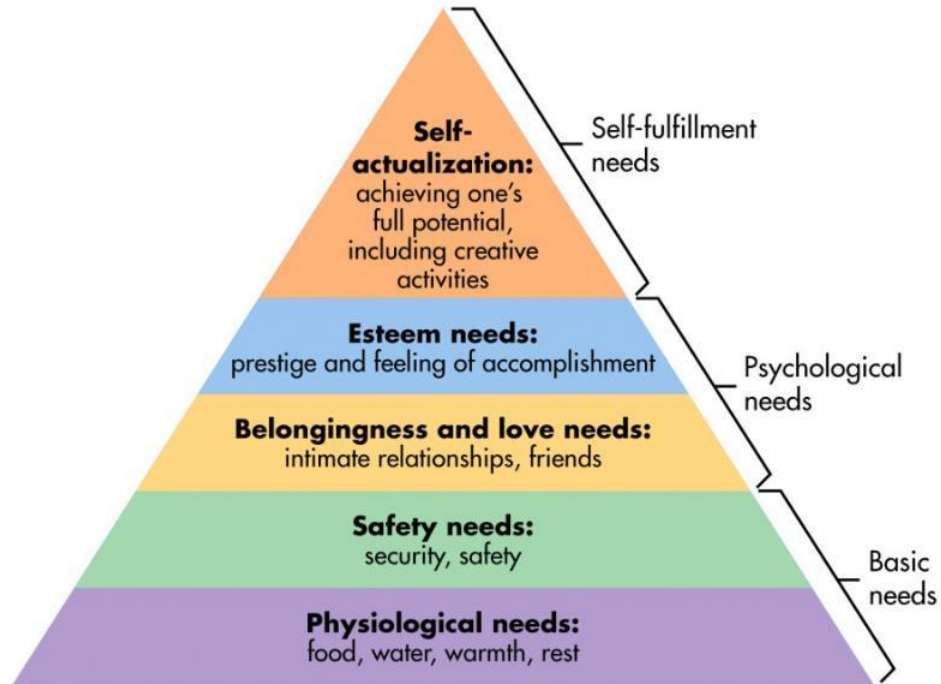


To Have Or To Be?



Only a fundamental change in human character from a preponderance of the having mode to a predominantly being mode of existence can save us from a psychological and economic catastrophe.

Maslow's Hierarchy of Needs



Self-Actualization

Self-actualizing people are those who have come to a high level of maturation, health and self-fulfillment the values that self-actualizers appreciate include truth, creativity, beauty, goodness, wholeness, aliveness, uniqueness, justice, simplicity, and self-sufficiency.

Abraham Maslow



Self-Actualization

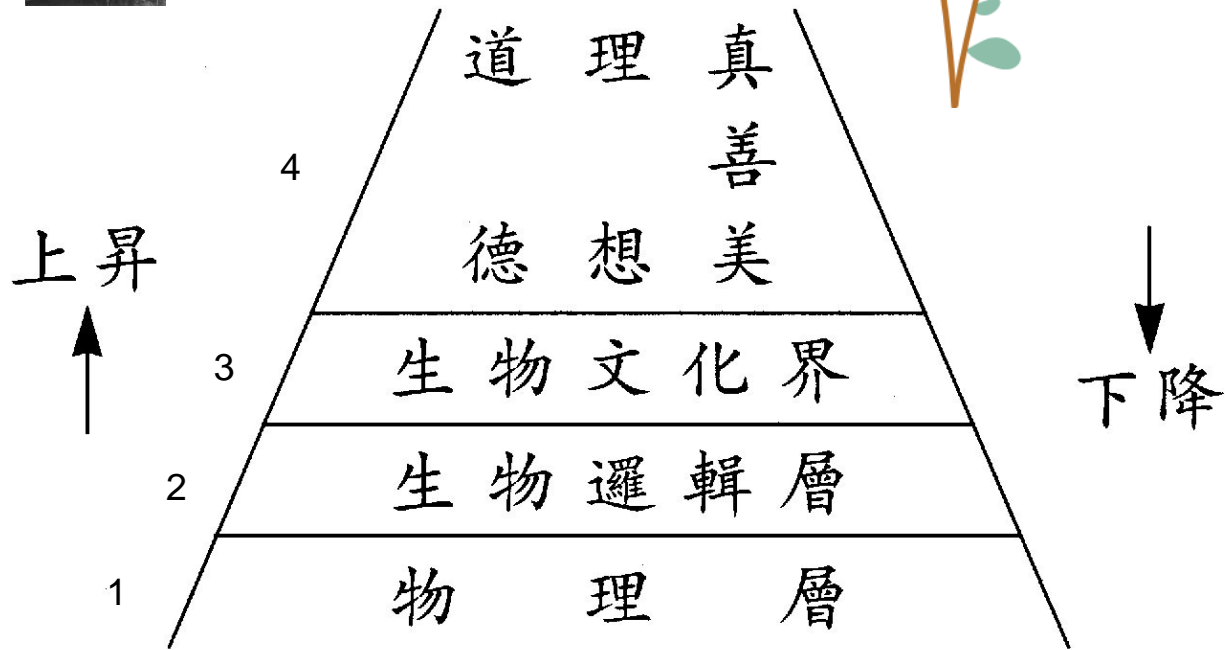
The self-actualized person must find in his life those qualities that make his living rich and renewing. He must find meaningfulness, self-sufficiency, effortlessness, playfulness, richness, simplicity, completion, necessity, perfection, individuality, beauty and truth.

Abraham Maslow





殷海光(Yin Haiguang)
人生的意義(The meaning of life)



Well-being

- Hedonic Wellbeing
Focus on happiness, generally defined as the presence of positive affect and the absence of negative affect.
- Eudaimonic Wellbeing
Focus on living life in a full and deeply satisfying way.

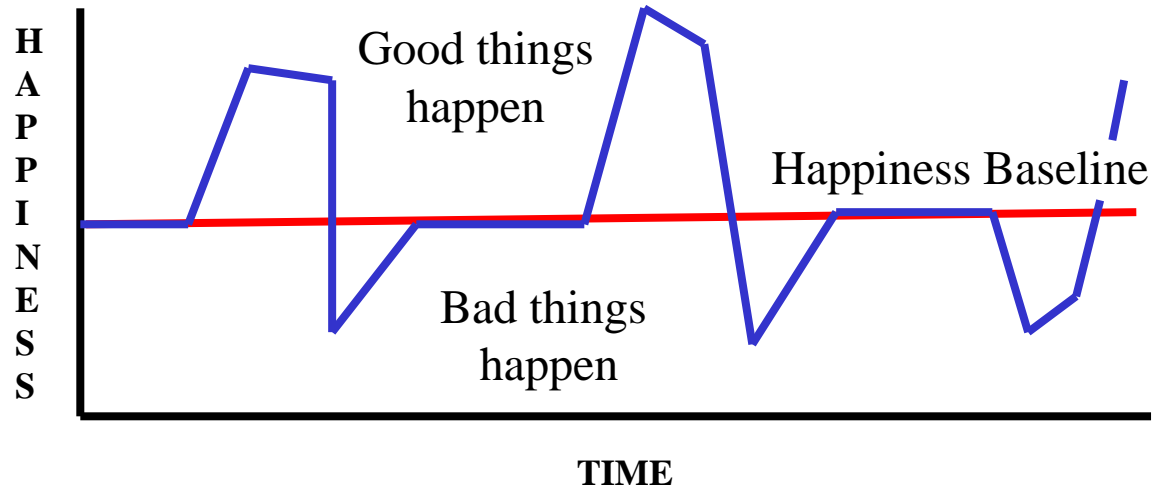
(2001)



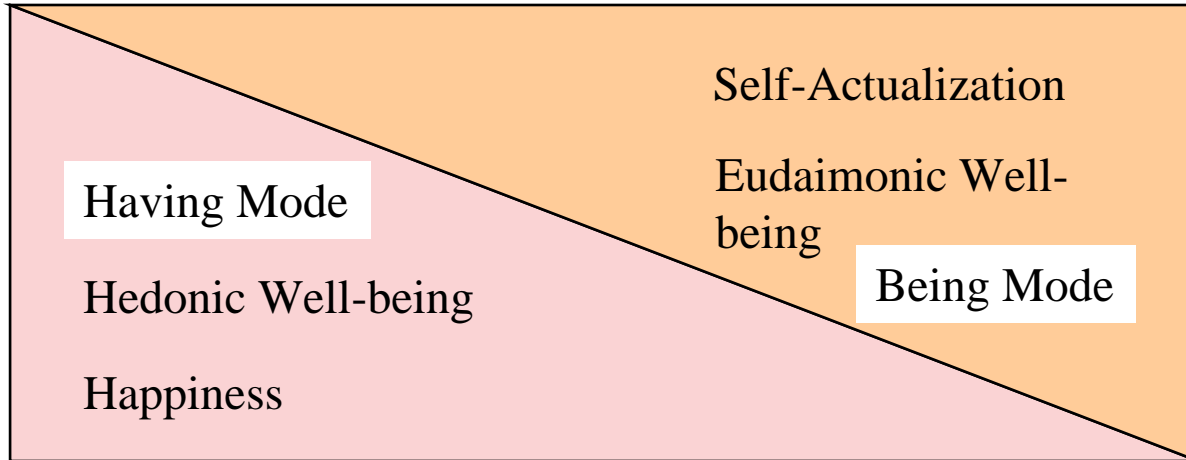
Deci and Ryan

The Hedonic Treadmill

A hypothesis proposing that people's happiness tends to return to a preexisting baseline after positive or negative life events have occurred.



The Mode of Existence and Well-being Continuum







Loving Work: Rhetoric v Reality

For organizations to maintain their competitive advantage, their people need to be performing to the best of their abilities. But in a world of increasing stress and pressure, of rapid technological change and digital overload, supporting and developing employees has never been more difficult.

Synopsis of *Employee Experience* by Ben Whitter
(2019)



You

Winter is not cold when I see you,
You send a delicious warm feeling
throughout my body.

A terrific yearning,
A longing,
For something I want so much and
yet cannot have.
That feeling which makes me feel
so happy
Yet a little sad,
When I see you.

These and many other things,
Which make me long for you even more,
But I can only dream,
And hope for something I want so much,
And that I will never have –
You



Some Impediments to a Fulfilling Working Life

- An absence of any of the basic ingredients
- Procrastination
- Cliques
- Micro-management
- Scapegoating, bullying and gaslighting
- Them and us mentality

Procrastination

Procrastination is attitudes natural assassin.
There's nothing so fatiguing as an unfinished
task.

Nothing is so fatiguing as the eternal hanging
on of an unfinished task.



William James (1842-
1910)



Source: 明日歌 The song of tomorrow

明代Ming Dynasty in China
(1368 - 1644)

Author: 錢福 Qian Fu

明日復明日，明日何其多！
**For tomorrow after
tomorrow, how many
tomorrows;**
我生待明日，萬事成蹉跎。
**Day by day to wait for
tomorrow, everything
is wasted.**



Job, Career or Calling? It's Your Choice

Three bricklayers are asked: "What are you doing?". The first says, "I am laying bricks." The second says, "I am building a church." The third says, "I am building the house of God." The first bricklayer has a job. The second has a career. The third has a calling.

Angela Lee Duckworth (2018) *Grit: The Power and Passion of Perseverance*

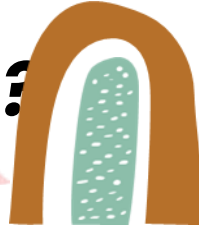
To Have Or To Be



He is an exceptionally clear thinker. If only he would read more he could have outstanding success. A very promising boy.

This boys answers are “dead on” the questions asked. If he works hard and masters more detail he should do well.

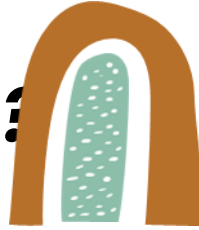
To Have Or To Be?



Handles his material with with shrewdness and ability and with wider reading should be able to produce first class work.

He is able to get to the root of the problem quickly and realize its implications.

To Have Or To Be?



A keen and thoughtful pupil who is often prepared to approach questions in an original manner At present his answers are inclined to be brief but this would be improved by more intensive reading.

A thoughtful writer who wastes few words



The problem is the human mind dwelling on problems.

→ feeling of stress as one unsolved problem builds on another.



Any solution?



Reference

Cooper, C. L., Johnson, S., & Robertson, I. (2018). Well-being: Productivity and happiness at work. (2nd ed.). London: Springer International Publishing

Deci, E. L. & Ryan, R. M. (2001). On Happiness and Human Potentials: A review of Research on Hedonic and Eudaimonic Well-Being. *Annual Review of Psychology* 52(1): 141-166.

Goebbels, J. & Mjølner (1932). *Die verfluchten Hahenkreutzer, Etwas zum Nachdenken*. Munich:Verlag Frz. Eher)