

THRIVE PROGRAM GETTING STARTED

Preliminary Information. Updated November 2021



- Positive Psychology research suggests that people with well-being experience **Positive emotion, Engagement, Relationships Meaning, and Accomplishment (PERMA)** (Seligman, 2011). The *PERMA-Profiler* measure of well-being (Butler & Kern, 2015) also recognizes *physical health* as an essential sixth component. Two modifications to the PERMA acronym are suggested to include physical health as the word *Wellness* and to change *Relationships* to *Love* so all six components are end states of being, newly defining well-being as **WELMAP: Wellness, Engagement, Love, Meaning, Accomplishment, and Positive emotion** (Versagli, 2018).
- The **THRIVE** program teaches practical well-being skills in six key areas, each believed to evoke one of the WELMAP states of well-being: how to manage **Thoughts** (to evoke Engagement), how to maintain physical **Health** (to evoke Wellness), how to engage in healthy **Relationships** (to evoke Love), how to make a positive **Impact** (to evoke Meaning), how to pursue a worthwhile **Vision** goal (to evoke Accomplishment), and how to regulate **Emotions** (to evoke Positive emotion) (Versagli, 2018).
- **THRIVE is distinguished from other wellness programs** in the way it provides a clear, comprehensive, memorable, easy-to-use system for organizing the complex span of well-being information and resources. It is research-based and highly-endorsed, and it explains how all components *work together* to evoke individual and collective well-being to validate why they're all important to learn and practice. THRIVE teaches practical well-being skills and offers opportunities to directly experience their benefits.
- Each THRIVE meeting focuses on teaching a different area of well-being (i.e., one meeting focuses on Thoughts, the next meeting focuses on Emotions, etc.). Some sections extend over multiple meetings. The sections are taught in the following order focused first on basic human needs and moving on to higher-order needs: Health, Vision, Relationships, Thoughts, Emotions, Impact.
- Each THRIVE section is taught using the following components:
 - **Lesson to teach a THRIVE skill-set area.** The lesson explains (a) *why* you need to practice the well-being skill-set according to research and (b) *how* you can do so practically, using videos and activities for illustration and intrigue. For example, the Impact section lesson explains why and how you need to make a positive difference in others' lives.
 - **In-Class Activities to increase engagement with the lesson.** Continuing with the Impact section example, participants fill in a questionnaire to assess their current degree of giving, and they watch an inspiring video on the impact of giving.
 - **Group Discussions to experience meaningful support and connections with each other.** For example, participants share inspiring personal stories of past giving and discuss together various aspects that can make it difficult or easy to give.
 - **Guest Speakers to make support resources more accessible.** (Optional) Instructors invite experts on each topic to the meetings to share their tips and resources for participants beyond the program. For example, a Civic Center Director visits to share advice for effective philanthropy and the volunteer opportunities available on and around their campus.
 - **Experiences to experience the well-being area in the real world.** (Optional) The instructor sets up an on- or off-site activity outside of the classroom to boost learning and engagement. For example, the group visits a local Children's Hospital to play with the kids, or the group hands out gift cards to strangers on campus as a random act of kindness.
 - **Homework to personalize the material to the specific participant.** Participants complete simple homework exercises in their online profile or workbook, in their own time, designed to be easy, interesting, rewarding, and brief. For example, they write a gratitude letter to someone who positively influenced their lives. The instructor can determine the workload amount. The website also gives suggestions for how instructors can offer the program as a course for credit.
 - **Online Profiles to make well-being development easy, and even fun.** Participants, instructors, organizations, and businesses can create THRIVE profiles to organize, share, save, and explore their well-being strategies and resources.
- The THRIVE curriculum is available online via www.discoverhowtothrive.com, and the platform offers five plan options:
 - an **instructor plan** that provides all materials and e-learning tools required to *teach* a THRIVE course to a group,
 - a **participant plan** that provides all materials and e-learning tools required to *take* a THRIVE course within a group,
 - an **individual plan** to take a self-guided THRIVE course independently at one's own pace, without a live instructor,
 - a **free-user plan** to create and share a profile of one's well-being strategies and explore others' (no course access),
 - a **promoter plan** to set up a profile to share the well-being resources that organization has to offer (no course).
- The first three curriculum plans provide users with all materials needed to complete the course **in-person or online**. It's highly recommended that the program be offered in-person to evoke meaningful connections and experiences among participants, but **the program can be offered online** individually or collectively. The site provides directions for how to do each effectively.
- If participants or instructors wish to have offline materials, the [THRIVE workbook](#) is available for sale via Amazon or via the THRIVE website for bulk orders at a discount. The THRIVE program can **accommodate teaching diverse groups of any size**.
- Instructors can send emails to their participants directly through the online instructor dashboard inviting participants to create an account on the THRIVE website to participate in the program. All users consent to Terms & Conditions protecting all parties.
- The **program format and duration are very flexible** and can be customized to suit the needs of the organization or individual. The standard program meets for 13 weeks with each meeting lasting 2-hours long. More time is needed for experiential events.
- **Please email us** at info@discoverhowtothrive.com for assistance in setting up a THRIVE program at your location!

References:

- Butler, J. & Kern, M. L. (2015). The PERMA-Profiler: A brief multidimensional measure of flourishing. Retrieved from <http://www.peggykern.org/questionnaires.html>
- Seligman, M. E. P. (2011). *Flourish: A visionary new understanding of happiness and well-being*. New York, NY: Atria.
- Versagli, C. (2018). *THRIVE: A Guide to Individual and Collective Well-Being*. Romansville, PA: THRIVE Institute LLC.