

Small Steps: Build wellbeing in ways that work

If you have recently subscribed to this newsletter, hello – it is great to have you join us.

And if you are a regular, thank you for being here!

Qoligenic® helps people take small steps to improve their well-being and support desired change. Qoligenic® supports you to thrive - to boost your quality of life, using small shifts and building resources along the way. It's for you – and people like you – wherever you are.

This month, small steps offers you **two** high value, easy to digest ideas and resources to help enhance your wellbeing and that of those around you.

So – let's make a start.

What? So What? Try This!

1. Person-Activity Fit

“When you choose wisely, you will feel motivated to try a particular happiness activity, persist at it and experience its rewards.”

(Lyubomirsky, 2007)

Those who found time to read my June newsletter may be familiar with **Person-Activity Fit** and what it means. In short, the originator, Professor Sonya Lyubomirsky, proposes that any wellbeing or happiness strategy will match you better if it feels natural and if you are truly motivated to pursue it.

In short, she indicates that the likelihood that you will start and stick to your change efforts will be boosted if the activities you choose:

- > **Fit with what you want** (and don't want)
- > **Fit with your strengths**
- > **Fit with your lifestyle**

A key advantage of being intentional about personal change, of planning actions that reflect person-activity fit and support self-efficacy, is that you improve the chances that you will succeed.

I'm conscious that the link I provided in the previous newsletter wasn't live – my mistake - and I do apologise.

So if you are interested in testing out the concepts, you can find the [Activity Fit Questionnaire here](#) (I have checked the link and it definitely works).

NOTE: I have Professor Lyubomirsky's permission to share this with you.

As she says, *“I still believe (know) that the diagnostic is extremely useful”.*

If you wish to revisit last month's newsletter and read more about the context, you will find the [June 2023 Small Steps newsletter here](#)

2. Strengths Spotting

“A strength is a pre-existing capacity for a particular way of behaving, thinking, or feeling that is authentic and energising to the user, and enables optimal functioning, development and performance.”

(Linley, 2008)

Many of you likely have an informal sense of what your strengths are, even if you don't necessarily have a list of strengths or a strengths vocabulary at the ready. Increasingly staff in organisations are urged to focus on their strengths. Strength's identification and use shows up in recruitment processes, performance reviews, team building activities and even in email footers.

Quite apart from focusing on our own strengths, one way we can all take small steps to enrich and improve our relationships, at home and at work, is to find or spot strengths in others.

Strengths-spotting occurs when strengths are used to "tap into and see the goodness in people." (Niemiec & McGrath, 2019). Being able to find strengths in others, even those you don't get along with, can help you see their possibilities and potential. At its most basic level, it can strengthen your connections and help to build interpersonal relationships.

There are four steps involved in strengths-spotting: **notice**, **name**, **explain** and **recognise** (or acknowledge). To find out how easy it is to start strengths spotting in those around you, read my blog about strengths spotting. You can find the link to [When Best Matters Most here](#)

At the bottom of that blog page, you'll find the link to a downloadable poster that offers a step-by-step reminder of how to spot strengths in others. If you want to cut straight to the chase, the [Strengths Finding Poster can be found here](#)

And if you like the poster and are super keen, email me at julie@goligenic.com if you'd like a free A1 size coloured version. Some of my clients have them displayed in their workplaces - in conspicuous places - to remind their staff to strengths spot the goodness in others.

Qoligenic® News

1. Senior Practitioner Coach Award

I'm thrilled to announce that I was recently awarded Senior Practitioner Coach designation by the European Mentoring and Coaching Council (EMCC). This is a global accreditation, scrutinised and assessed, at multiple levels, against rigorous global standards.

You may have seen my announcements on LinkedIn about this.

I will post on LinkedIn regarding why this accreditation matters. Bottom line, it means that I am recognised and endorsed as one of a self-regulating group of elite coaches who provide accountability to clients and the coaching profession as a whole, and that I have soundly demonstrated the legitimacy of my commitment to excellence in coaching.

Ultimately this is not about the award – it's a stamp of quality approval for the people I work with as a coach.

2. World Congress of the International Positive Psychology Association

I've recently returned from the World Congress in Vancouver – a highlight of the year to date. Expect to see plenty of activity from me as I share some of my learnings. I invite you to follow me on LinkedIn, if you don't already, to make sure you hear about them first!

www.linkedin.com/in/julieweste/

3. Live workshops and facilitation

I'm running live and online workshops and facilitation in the next couple of months, along with offering several new initiatives to support those in my wellbeing community to learn, grow and prosper. If you – or someone you know – needs a facilitator or workshop conducted, speak with me about what I offer that might work for you.

Thank you for reading! I look forward to speaking with you next time.

What Else?

If you enjoy reading this monthly newsletter, [please share it with others](#) who might be interested.

If you'd like to explore how coaching might be useful, contact me for an initial chat – free of charge and no obligation.

[Know someone you think would benefit from coaching?](#)

[Please share this email and let them know to get in touch.](#)