

BLACK SWAMP SAFETY COUNCIL

Positive Psychology: **The Science of Being Happy**

Presented by Ruth Bowdish
Managing Director from On Demand Healthcare



PLEASE

SILENCE

YOUR CELL PHONE



BWC MONTHLY UPDATE

August 2023

SAFETY COUNCIL 2024

- FY24 Began July 1, new year to participate
- Increased rebate from 2% to 3% rebate, with \$5K cap
- 10 meeting credits needed
- Up to 2 meeting credits for qualifying BWC classes or qualifying external safety classes
- Must have one person present per policy

BWC NEWS/IMPORTANT DATES

Grants Update

The team awarded **1016 grants** totaling **\$20.5 million** between July 1, 2022, and June 30, 2023.

To compare, in Fiscal Year 2022 (FY22), the team awarded 298 grants totaling \$3.4 million.

Team consist of 9 employee, 2 supervisors

BWC NEWS/IMPORTANT DATES

Transitional Work Program increases grant money

- For companies ranging from 11 to 200+ employees. Reimbursed up to 100% of your maximum grant amount, effective July 1, 2023.
 - 11-49 employees up to \$3,700; 50-199 employees up to \$6,800; 200+ employees up to \$8,200.
- Eligible if not received a transitional work grant from BWC in the past five years, may apply for funds to help contract with a BWC-accredited transitional work developer.
- Guide: [Transitional Work Bonus Program Guide](#) effective with the July 1, 2023, Transitional Work Bonus period.
- Contact Karen Schmiesing, Employer Services Specialist at 419-223-2446 for more information

BWC NEWS/IMPORTANT DATES

Firefighter Exposure to Environmental Elements Grants (FEEEG) Program has been expanded to include turnout gear for volunteer firefighters. With the change, volunteer fire departments can now apply for up to \$15,000 every three years for firefighting gear such as trousers, boots, suspenders, and jackets.

OSHA NEWS

- OSHA electronic reporting – OSHA 300 reports
- New **NEP** on Warehousing and Distribution
- Proposed Rule Change to Construction PPE Standard (*specifically, PPE must be properly FITTED*)

External Credit

In-Person Classes** [View the full schedule](#)

- Running Effective Safety Meetings
(August 30) Cleveland

Virtual Training Classes**

- Safety series 1 – Module 1: Intro to OSHA requirements and safety culture basics
(August 15)
- Wellness in the workplace
(August 23)
- Health hazards and toxicology fundamentals
(August 31–Sept 1)
****submission of attendance certificate to safety council sponsor by 6-30-2024.**

NO EXTERNAL CREDIT

Webinars

- Accident investigation: Ergonomic injuries (August 15)
- Online E-Courses – check out on our website for all courses available



UPCOMING TOPICS/SPEAKERS

- September 19, 2023 – Ohio 811 - “Call Before You Dig”
- October 17, 2023 – PPE: Smart Communications, Respiratory, Hearing
- November 21, 2023- Fire Safety- Food drive

Dates are also located on the Black Swamp Safety Council Website



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Positive Psychology: **The Science of Being Happy**

Presented by **Ruth Bowdish**
Managing Director from On Demand Healthcare



TODAY'S SPEAKER : Ruth Bowdish

Ruth Bowdish is currently the Managing Director for On Demand Healthcare, a published author and successful life coach. She has spent several years as a certified employee assistance professional, a substance abuse professional and is currently a licensed independent chemical dependency counselor. She has over two decades of experience working with safety compliance, employee motivation, and addiction awareness. Ruth has moved into the role of a nationwide consultant, trainer, and public speaker.



Positive Psychology: The Science of Being Happy

Ruth M. Bowdish

MSPsy, LICDC, CEAP, SAP



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OCCUPATIONAL MEDICINE

Agenda

- What is Positive Psychology
- Define Happiness
- The Physical Benefits of Happiness
- Putting Strategies into Practice

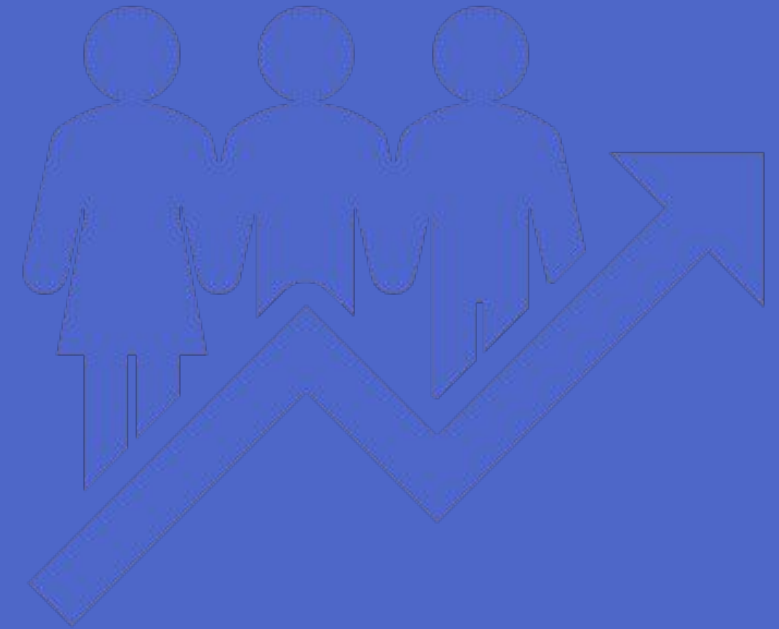


Why are you at a safety council meeting talking about positive psychology?

Think about what we've been through: record inflation, political unrest, increased substance use, and work trends such as employees quitting their jobs at record rates.

Positive psychology can be implemented in workplaces regardless of size or industry to promote aspects that empower individuals, organizations, and communities to thrive by changing their mindset

Think about safety on the job – it requires focus, attention to detail, being in the here and the now.



How
important do
you think
emotions are
in a work
environment?

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MANAGERS ESPECIALLY CAN BENEFIT FROM HIGH EI



ONE STUDY OF MANUFACTURING SUPERVISORS FOLLOWING EI TRAINING REVEALED SIGNIFICANT IMPROVEMENTS:

1/2

Lost-time accidents
reduced by 1/2

20%

Formal grievances
reduced 20%

\$250,000

Plant productivity revenues
\$250,000 beyond goal

Maslow's Hierarchy of Basic Human Needs

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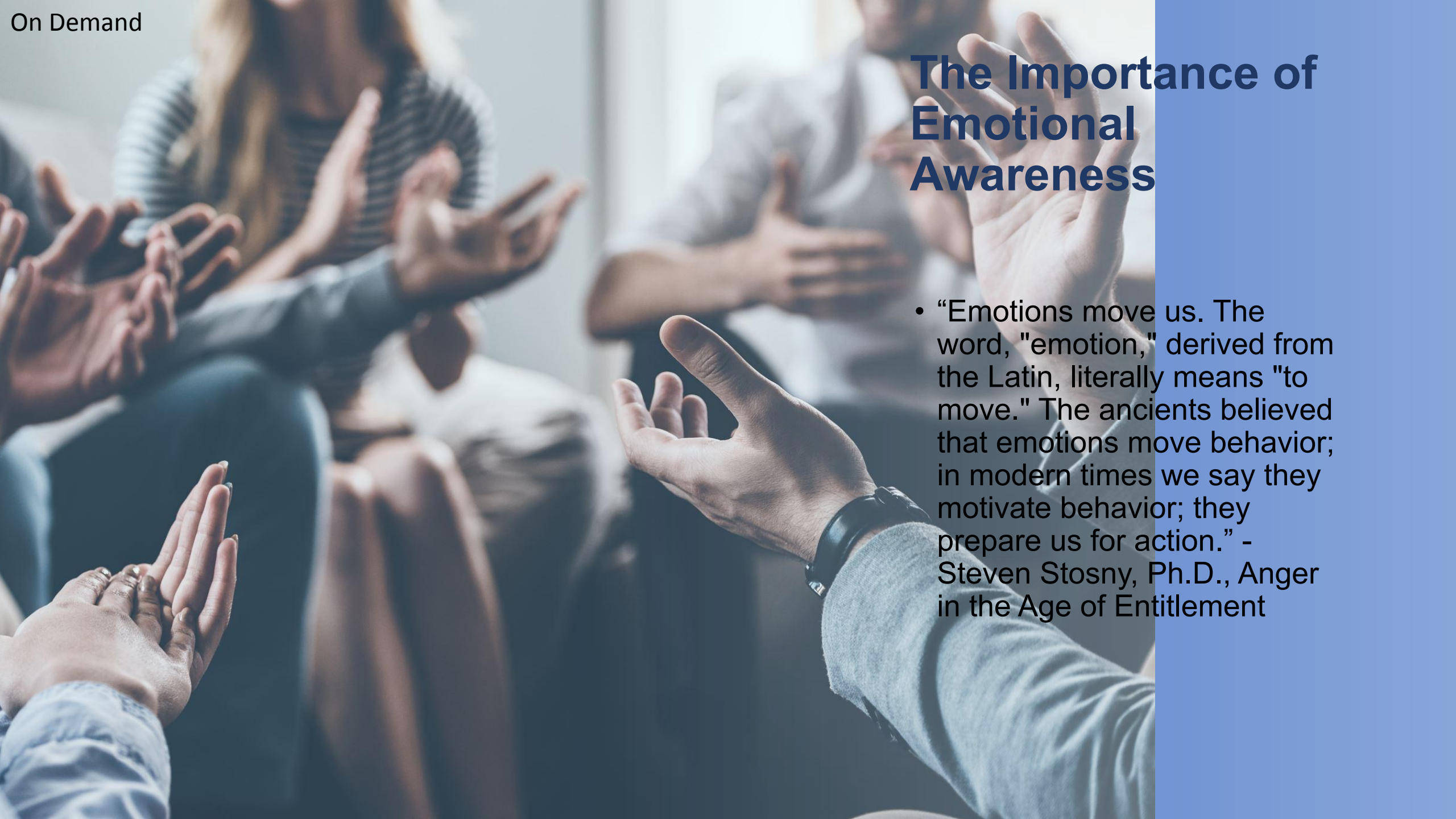




Introduction

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- More than simply a positive mood, happiness is a state of well-being that encompasses living a good life, one with a sense of meaning and deep contentment.
- The fundamental goal of Positive Psychology is to enhance flourishing lives, businesses, and communities by implementing positive tools and interventions throughout the lifecycle.



The Importance of Emotional Awareness

- “Emotions move us. The word, "emotion," derived from the Latin, literally means "to move." The ancients believed that emotions move behavior; in modern times we say they motivate behavior; they prepare us for action.” - Steven Stosny, Ph.D., Anger in the Age of Entitlement

Emotional Influence

- Research carried out by the Carnegie Institute of Technology shows that 85 percent of your financial success is due to skills in “human engineering,” your personality and ability to communicate, negotiate, and lead. Shockingly, only 15 percent is due to technical knowledge.



Work-Life Balance?

- Work-life balance is a myth - Instead of focusing on a comprehensive life, we are acting as if work and life are at opposite ends of a spectrum and thereby competing against one another.
 - How can we find peace if two parts of who we are end up in conflict with one another?
 - You are who you are regardless of your environment.
 - If you focus on building yourself up, on establishing positive psychology skills, then balancing work and life become just one thing - yourself, balancing yourself.

Learning



Only a small percentage in people's reports of happiness can be explained by differences in their circumstances.

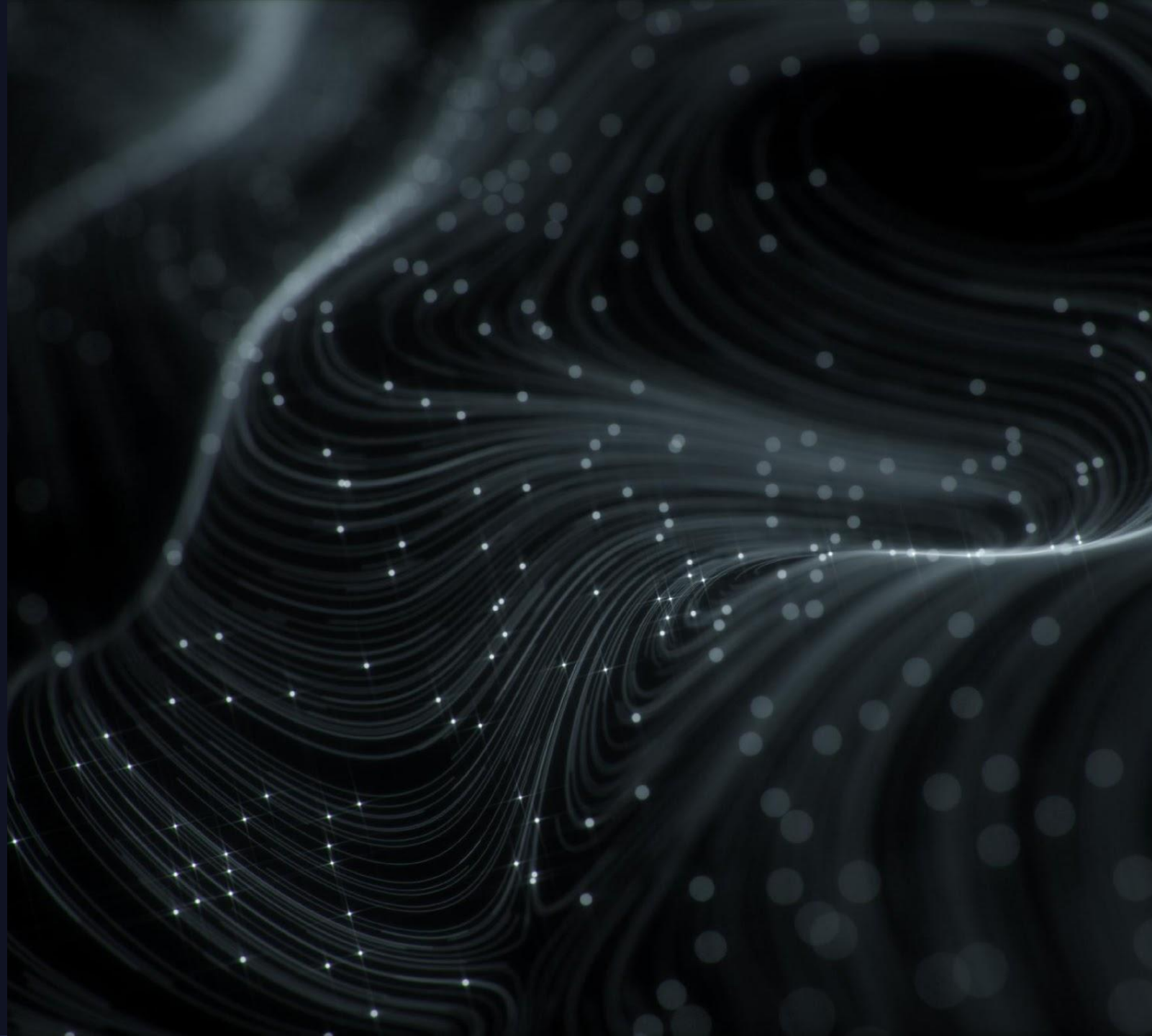
- It appears that the bulk of what determines happiness is due to personality and — more importantly — thoughts and behaviors that can be changed.



This means if you are willing, you can *learn* how to be happy — or at least happier

Are you happy?

- ❑ When was the last time you felt joy?
- ❑ Are you able to take a bad situation and turn it into a positive?
- ❑ Do you feel at peace?
- ❑ Can you balance both the light and dark sides of yourself?



What is Happiness?

First things First...

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A close-up photograph of a roulette wheel, focusing on the green zero pocket where a white ball has just landed. The wheel's surface is a mix of red and black segments with white numbers. The lighting is dramatic, highlighting the textures of the wheel and the ball. On the left side of the image, there is a green rectangular area containing white text.

A close-up photograph of a roulette wheel. The wheel is made of dark wood and has a silver metal rim. The pockets are colored red, black, and green. A white ball is resting on the green zero pocket. The numbers on the wheel include 0, 00, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36.

Happiness is a choice

It's hard work, and there are no shortcuts to sustained happiness.

Being happy may not come naturally and will require daily practice

You must become more aware of your outlook and make cognitive choices about your perspective

Our default emotions may be maladaptive - but can be changed if we *choose* to do so

Mindfulness

What does it mean to be mindful?

Dr. Jon Kabat-Zinn defines this as - "Paying attention in a particular way: on purpose, in the present moment and non-judgmentally."

What are your default reactions?

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Mindfulness

What does it mean to be mindful?

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Mindfulness is awareness cultivated through meditation and other mind-body practices to regulate and shape our attention and emotions.

AUTOPILOT

Automatic thoughts & feelings trigger unhelpful habits of mind & lead us to react in unskillful ways.

stimulus > reaction

MINDFULNESS

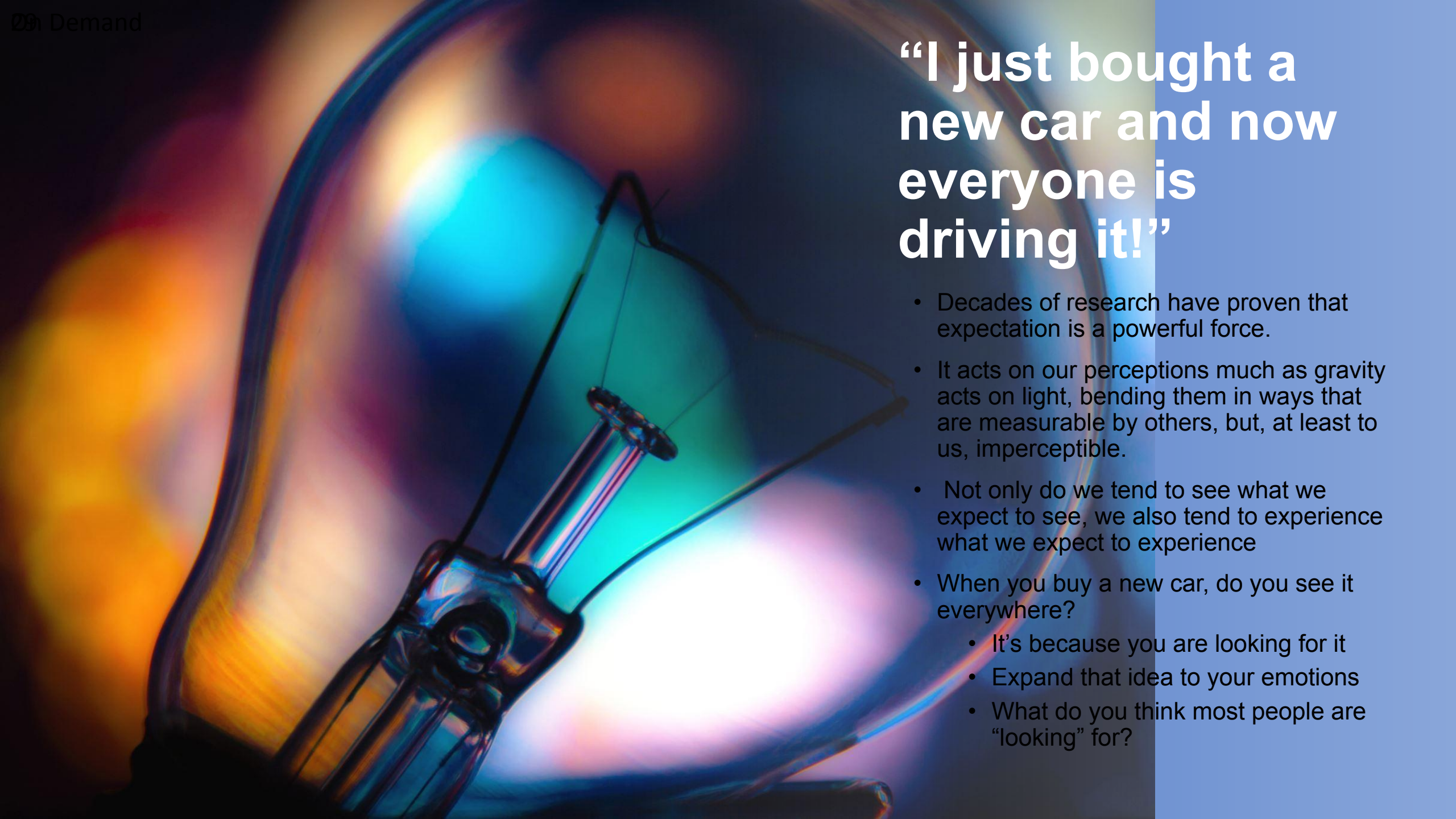
Mindful awareness disrupts automatic tendencies to create space to choose a different response.

stimulus > mindfulness > response

Mindfulness trains our minds, which over time, trains our brains.



- o Reduces stress & anxiety
- o Improves mood & working memory
- o Prevents relapse of depression
- o Increases emotional intelligence
- o Develops awareness & resilience



“I just bought a new car and now everyone is driving it!”

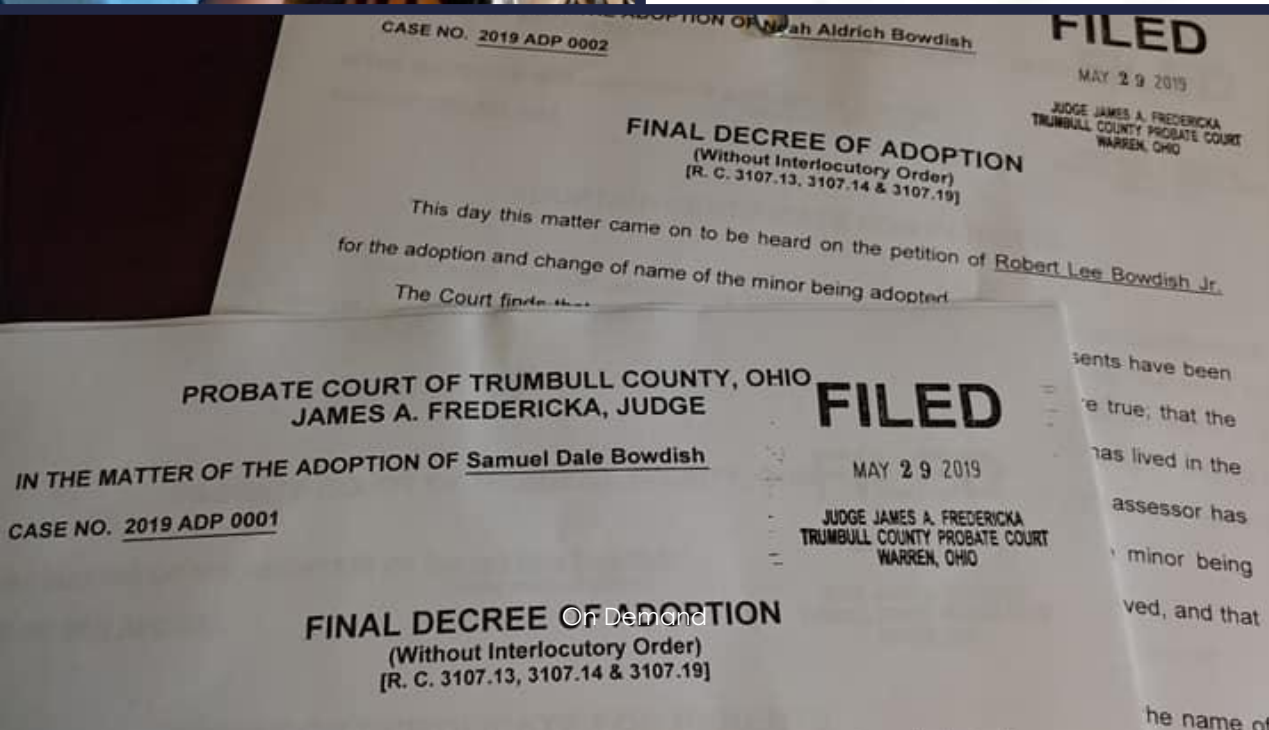
- Decades of research have proven that expectation is a powerful force.
- It acts on our perceptions much as gravity acts on light, bending them in ways that are measurable by others, but, at least to us, imperceptible.
- Not only do we tend to see what we expect to see, we also tend to experience what we expect to experience
- When you buy a new car, do you see it everywhere?
 - It's because you are looking for it
 - Expand that idea to your emotions
 - What do you think most people are “looking” for?

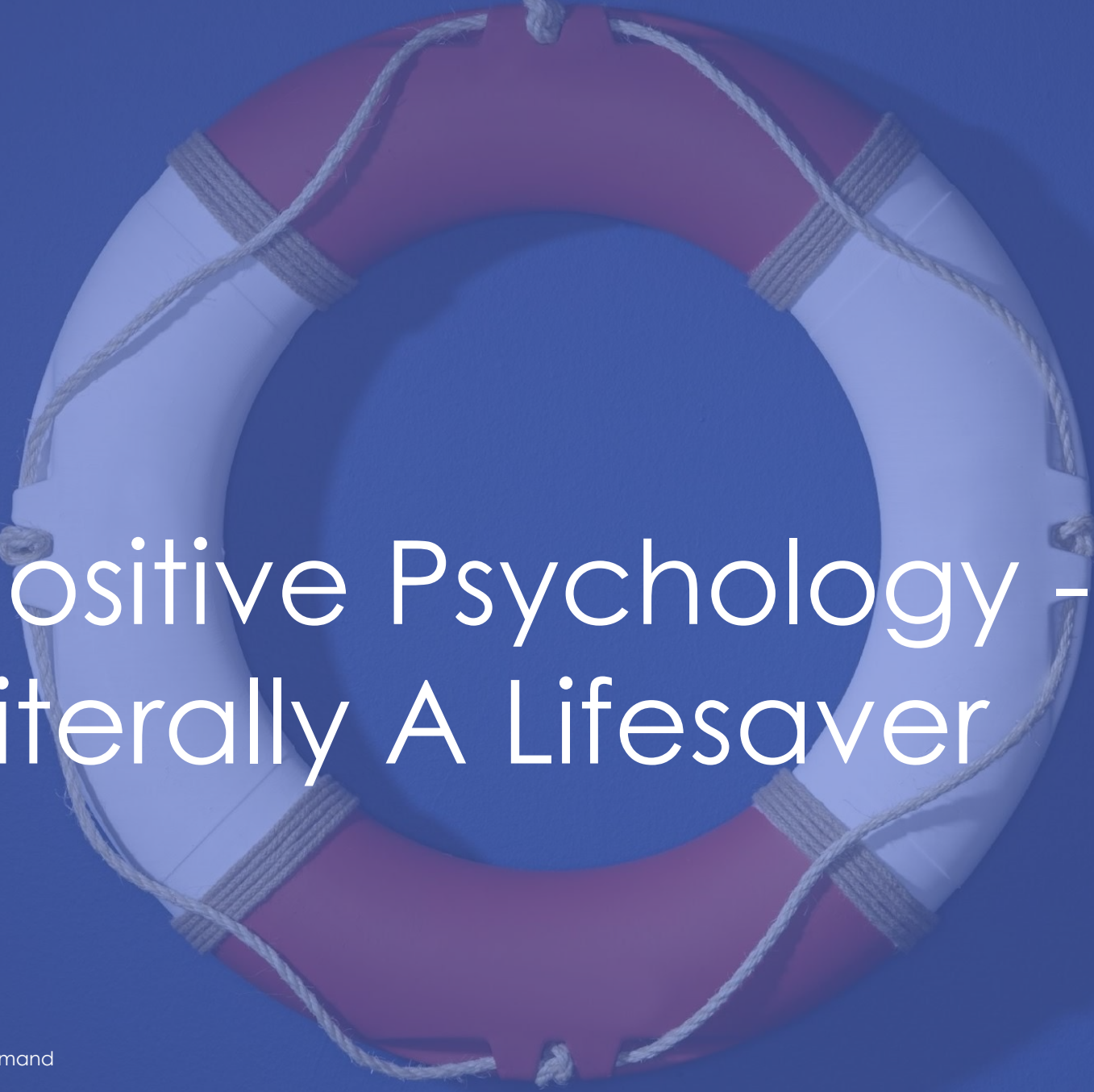
- Happiness causes—rather than results from—many positive outcomes - such as relationships and career success.
- Positive psychology researcher Sonja Lyubomirsky elaborates, describing happiness as “the experience of joy, contentment, or positive well-being, combined with a sense that one’s life is good, meaningful, and worthwhile.”

Life isn't as
easy as we
think

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A life preserver with alternating red and white segments and a rope handle is centered in the background. The text "Positive Psychology - Literally A Lifesaver" is overlaid in white. On the left side, there is a blue arrow pointing to the right.

Positive Psychology - Literally A Lifesaver

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Understanding thriving is different than surviving



Positive Psychology allows us to look within ourselves to achieve the most fulfilling life possible



Life is made up of both the good and the bad and the good doesn't have to be just the absence of bad



Our well-being and purpose are in our control

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What is
Positive
Psychology?



History

Humanistic Psychology has been present since the 1950's

Positive Psychology was born of these ideals in the 1990s

Instead of psychology focusing on disorders and deficits, we can look at strengths and perspectives

The goal of treatment is to get a patient “back to baseline” (not clinically sick) Then treatment stops – positive psychology picks up to help move forward

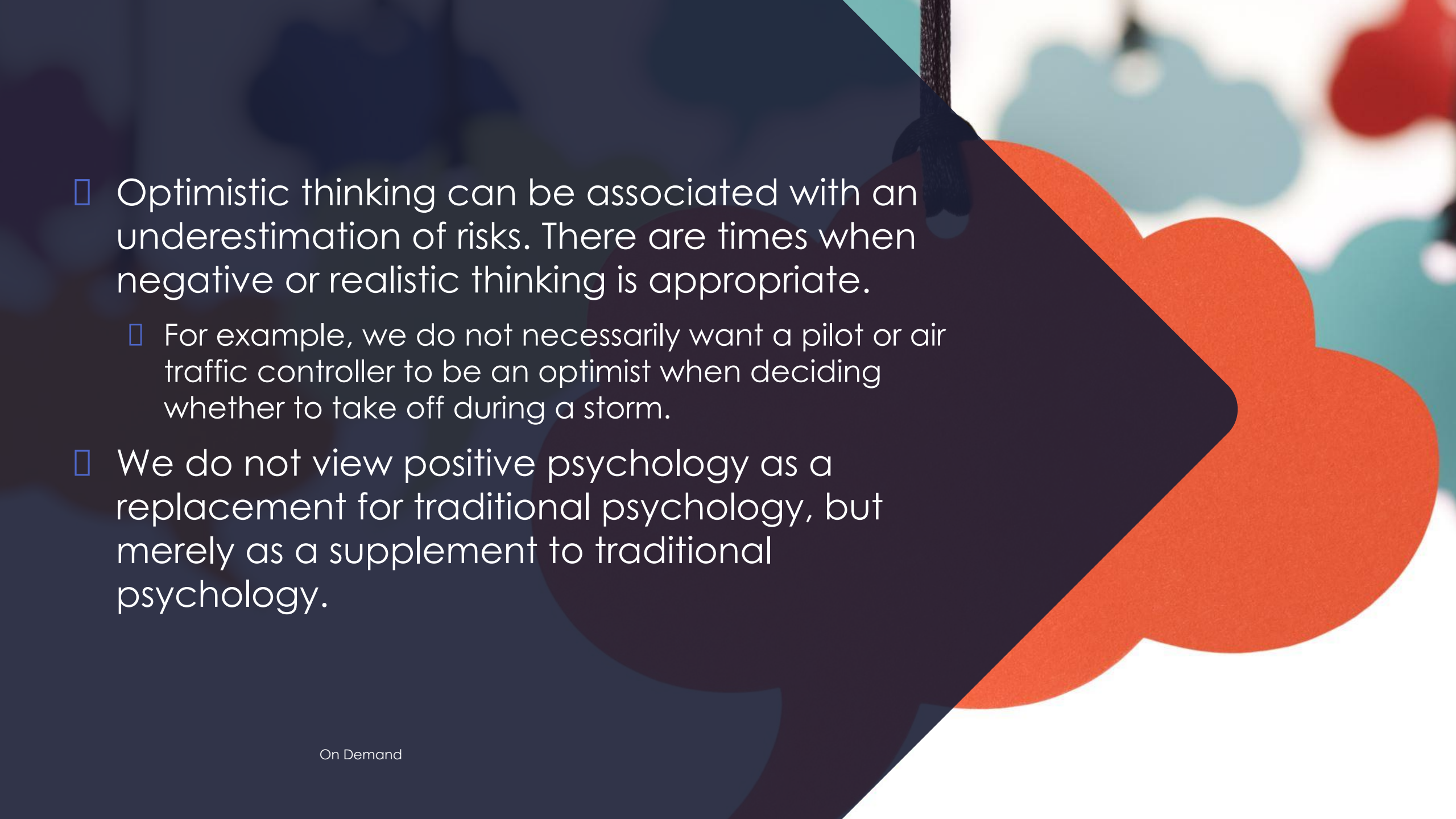
Positive Psychology vs Positive Thinking

Positive psychology is different from positive thinking in three significant ways.

1. Positive psychology is grounded in scientific study.
2. Positive thinking urges positivity on us for all times and places, but positive psychology does not.
3. Many scholars of positive psychology have spent decades working on the “negative” side of things – depression, anxiety, trauma, etc. But our lives don’t stop there

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- 
- ❑ Optimistic thinking can be associated with an underestimation of risks. There are times when negative or realistic thinking is appropriate.
 - ❑ For example, we do not necessarily want a pilot or air traffic controller to be an optimist when deciding whether to take off during a storm.
 - ❑ We do not view positive psychology as a replacement for traditional psychology, but merely as a supplement to traditional psychology.

Creating Balance



- It asserts that human goodness and excellence is just as authentic as distress and disorder, that life entails more than the undoing of problems.
- We ask the question of not how can I get well but how can I get better?

Misconceptions About Being Happy

Money can buy you happiness

Money might be able to buy happiness, but not long term

- It is more about freeing you from stressors that are holding your peace back, but happiness is not just the absence of stress, there is more to it.

More options means you'll be happier

- If humans are presented with too many options, their decision-making abilities kind of shut down research has found.
- Some neuroscience research has also shown that making choices is exhausting and can hurt cognitive abilities in other areas.


You should try to be happy all the time.

- A big misconception about happiness is that it's something to attain, and keep, forever
- In order to maximize happiness, humans seem to need to know what the bad moments look like



It's All in Your Head

- ❑ Humans are hardwired to pay more attention to negative experiences. This keeps our species alive
- ❑ Positive psychology aims to bring a person's attention, expectation, and memory away from the negative. It focuses on the positive in an attempt to achieve a balanced perspective.



Because the two sides of your brain process information differently, they work together to keep your emotions in check.

Here's an easy way to explain it:
The right hemisphere identifies, and the left hemisphere interprets.

The right brain identifies negative emotions, like fear, anger or danger. It then alerts the left brain, which decides what to do by interpreting the situation and making a logical decision about how to act in response.

Mood Regulation

There's actual scientific evidence that recalling a negative memory can put you in a bad mood and thinking about a happy memory can put you in a good mood.

So, what's the big deal?

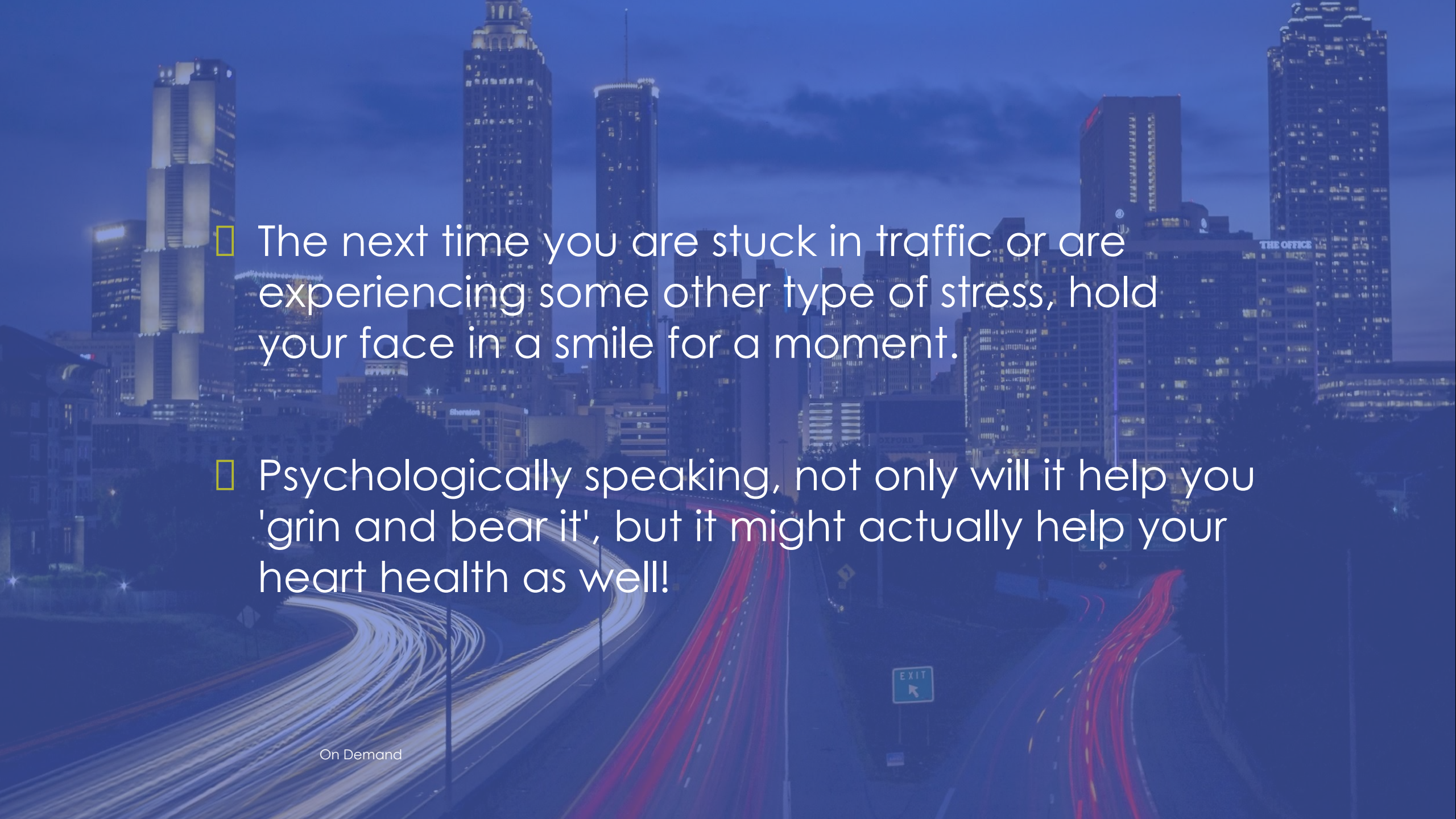
It turns out that memory recall can be used to regulate mood in people who are experiencing depression, because thinking about positive memories causes the brain to release dopamine. So, when someone tells you to cheer up, it may be a simple matter of thinking happy thoughts

Physiology of Happiness

- Just the simple act of smiling can help.
- When we are happy, our natural response is to smile. But if you flip that around, does the reverse hold true? When we smile, is our natural response then to be happy?
 - Smiling can trick your brain by elevating your mood, lowering your heart rate, and reducing your stress. The smile doesn't have to be based on real emotion because faking it works as well.

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- 
- The next time you are stuck in traffic or are experiencing some other type of stress, hold your face in a smile for a moment.
 - Psychologically speaking, not only will it help you 'grin and bear it', but it might actually help your heart health as well!

Effects on Your Health

- For most people, happiness translates to a variety of effects on a person's health both physically and mentally, including:
- Improving a person's problem-solving ability
- Building physical, intellectual and social resources by seeking out other like-minded individuals.
- Happiness lowers your risk for cardiovascular disease, lowers your blood pressure, enables better sleep, improves your diet, allows you to maintain a normal body weight through regular exercise and reduces stress.



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Back to Basics

Most people are happy.

Most people are resilient.

Having a purpose or a goal helps to define success and to build self-esteem

Happiness, strengths of character, and good social relationships are buffers against the damaging effects of disappointments and setbacks.

Other people matter tremendously if we want to understand what makes life most worth living

Imagine you have an emotional bank account

- What is getting deposited?
- Withdrawn?
- If you fill your emotional bank account with negative references, where can you pull the positive emotions from?
- Its like have a negative balance each and every day that you keep pulling from

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Invest Wisely

Relationships are the cornerstone of our environments.

Whether it's the people you work with or the people you go home to, their mood will influence your own

Surround yourself with happy people, misery loves company but so does happiness

Happiness, strength, and relationships can buffer against disappointments.

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Do you feel like this?

- All of your responsibilities just teetering on top of you
- Fear
- Guilt
- Sense of duty
- All keeping you on edge, making you question even your most insignificant choices?

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Do You Live in the Moment?

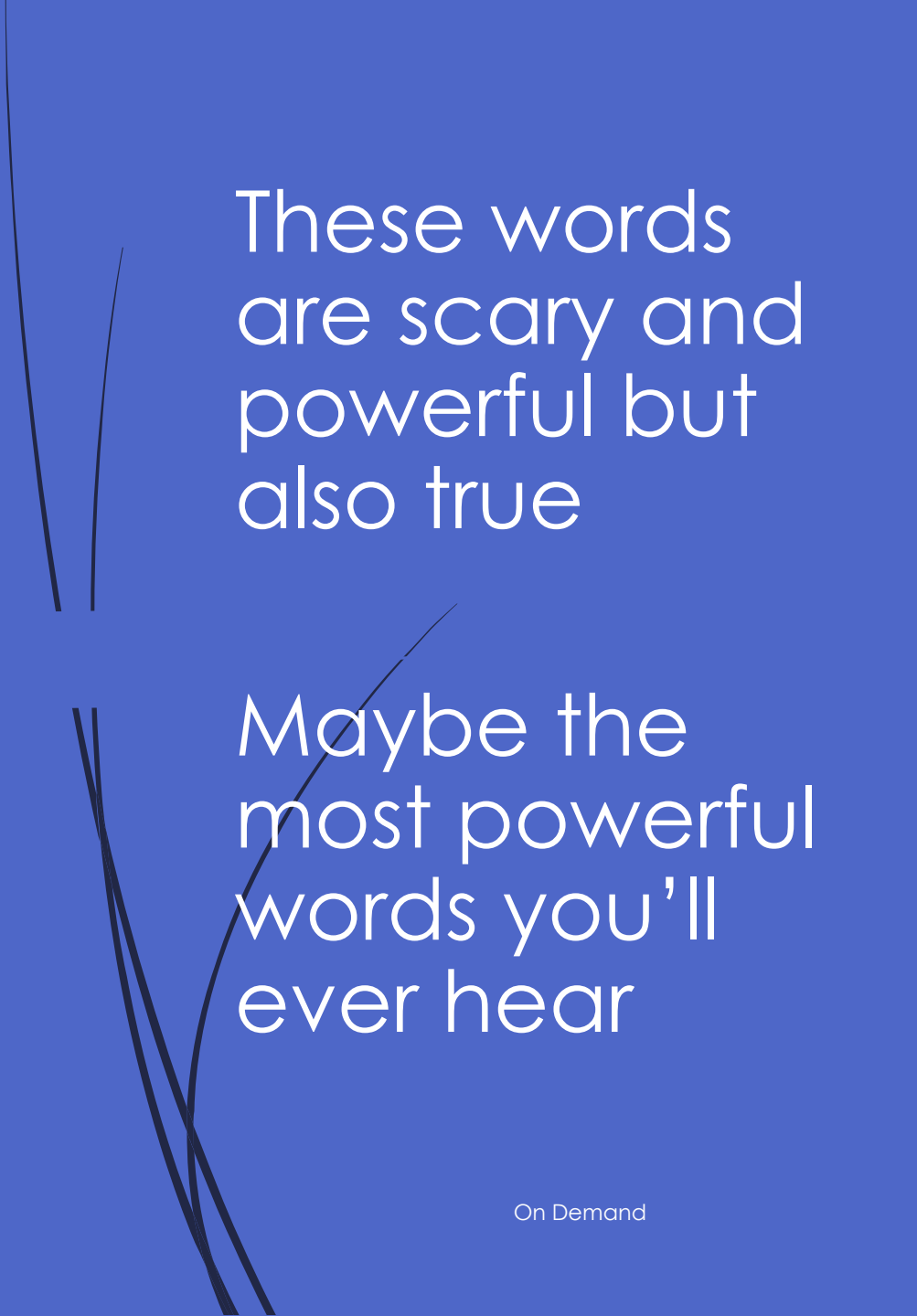
- ❑ “I’ll be happy when...”
- ❑ “Once life slows down a bit everything will be ok...”
- ❑ “I’d love to but I’m just super busy right now”

- ❑ Don’t postpone your happiness – there will always be ‘something else’ that needs your attention
- ❑ Don’t waste the time you have



We all think we have time

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Abstract black lines of varying thickness and length are drawn across the blue background, some intersecting the text.

These words
are scary and
powerful but
also true

Maybe the
most powerful
words you'll
ever hear

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You're going to
die someday



Here are the top five regrets
of the dying, as witnessed by
a palliative care nurse

“let” themselves be happier.

This connotes we have the
power to let ourselves feel happy
or to let ourselves be miserable.

Are you stopping yourself from
being happier without even
knowing you’re doing it?

Will you have regret or peace?

- ❑ 1. I wish I’d had the courage to live a life true to myself, not the life others expected of me.
- ❑ 2. I wish I hadn’t worked so hard.
- ❑ 3. I wish I’d had the courage to express my feelings.
- ❑ 4. I wish I had stayed in touch with my friends.
- ❑ 5. I wish that I had let myself be happier.

“Many did not realize until the end that happiness is a *choice*. They had stayed stuck in old patterns and habits. The so-called ‘comfort’ of familiarity overflowed into their emotions, as well as their physical lives. Fear of change had them pretending to others, and to their selves, that they were content, when deep within, they longed to laugh properly and have silliness in their life again.”

Bronnie Ware, an Australian nurse

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Your Mission (if you choose to accept it)

Are you engaged in something you love?
Do you have passion for something you do?

If not, ask yourself these questions to
discover how you can find your purpose:

What excites and energizes me?

What are my proudest achievements?

How do I want others to remember me?



Application

- Your choices, thoughts and actions can influence your level of happiness.
- Happiness comes from a blending of three 'goods' that motivate them:
 - 1. Doing good for others,
 - 2. Doing things you are good at,
 - 3. Doing good for you (self care)



According to research, well-being can be learned by practicing the following:

Resilience, a function of the brain, resides in the ability to bounce back from adversity.

Positive outlook lies in a person's ability to see the positive, both in people and in experiences.

Attention, or a lack of, can affect a person's well-being. Being more attentive and using better listening skills can make a person more focused and positive.

Generosity equals a sense of well-being. Acts of kindness make others and yourself happy.

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Building Blocks –

People who are happy seem to intuitively know that their happiness is the sum of their life choices, and their lives are built on the following pillars:

1

Devoting time
to family and
friends

2

Appreciating
what they
have

3

Maintaining
an optimistic
outlook

4

Feeling a
sense of
purpose

5

Living in the
moment



Taking Control

We already learned
emotion is processed
by our brain as a
response to external
stimuli

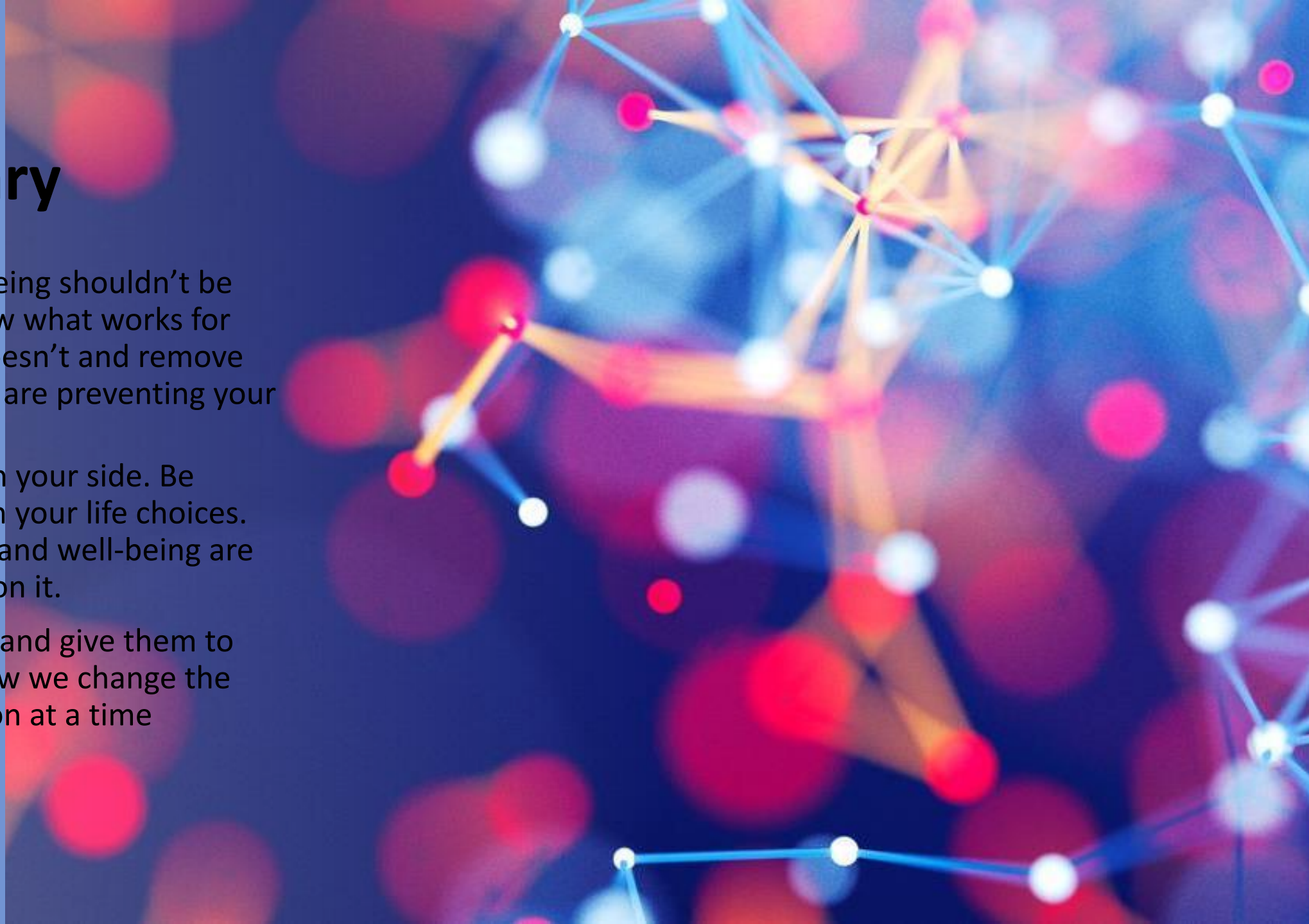
If that's the case
then how we
perceive it, how we
process it, can be
controlled.

It isn't done
overnight, and there
isn't one thought
that will bring you
bliss

Instead, you must
practice, practice,
practice!

Summary

- Your own well-being shouldn't be mysterious. Know what works for you and what doesn't and remove the barriers that are preventing your happiness.
 - Science is on your side. Be content with your life choices. Your health and well-being are dependent on it.
- Take these tools and give them to others, that's how we change the world, one person at a time





Momentum

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THERE IS NO
PATH TO
HAPPINESS:
HAPPINESS IS
THE PATH.

BUDDHA

culturetrip.com



QUESTIONS?



Questions or Comments?

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Thank You

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Resources

- <https://www.psychologytoday.com/us/blog/positive-prescription/201608/what-are-the-building-blocks-good-life>
- Flourish: A Visionary New Understanding of Happiness and Well-being, Martin Seligman
- <https://www.mayoclinic.org/healthy-lifestyle/stress-management/in-depth/how-to-be-happy/art-20045714>
- <https://www.verywellmind.com/what-is-positive-psychology-2794902>
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