



6 Sources of Well-Being: Create Your PERMA-H Formula

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PERMA is a [theory of well-being](#) developed by Dr. Martin E.P. Seligman and includes the following five dimensions: Positive emotions, Engagement, Relationships, Meaning, and Achievement (also called Accomplishment). According to Dr. Seligman, people thrive or flourish when they prioritize all of these dimensions. While Dr. Seligman has not formally added “health” to his theory, my colleagues and I think it is an indispensable aspect of well-being.

INSTRUCTIONS FOR PART 1:

Answer the questions below and then assign a value for each category, for a total of 40 points (your “PERMA-H Score”).



POSITIVE EMOTION: What positive emotions do you experience regularly? What activities facilitate those emotions?

VALUE: _____



ENGAGEMENT: What activities cause you to lose track of time and make you feel like you’re “in the zone?”

VALUE: _____



RELATIONSHIPS: Who are the people at work and home who most contribute to your sense of well-being? Who makes you feel the most authentic?

VALUE: _____



MEANING: What contributes to your sense of meaning and purpose?

VALUE: _____



ACHIEVEMENT: What activity types drive you? What does achievement mean to you?

VALUE: _____



HEALTH: Burnout prevention requires self-care. How do you re-charge your batteries at work and outside work? What prevents you from fostering good self-care habits?

VALUE: _____

INSTRUCTIONS FOR PART 2:

Step 1. Create a PERMA-H Score that represents how you feel when you’re at your best.

Step 2. Now create a second PERMA-H Score for how you feel on a typical day.

Step 3. What are the similarities and differences?

(The PERMA model was created by Dr. Martin E.P. Seligman. Thanks to my colleague Gretchen Pisano for introducing me to the concept of creating a formula.)