



What is *the Science of Workplace Wellbeing*?

For decades, organisations have tried to improve wellbeing through isolated initiatives, workshops, EAP promotions, resilience trainings, wellness days and other perks. But despite best intentions, burnout continues to rise, stress levels remain high, and attrition quietly drains capability and culture.

Why?

Because separate wellbeing initiatives don't address the *real* drivers of stress.

To understand why, we need to look at **the science of wellbeing** and what decades of research have shown us about human thriving.

Positive Psychology: The Science of Human Thriving (PERMA)

Positive Psychology is not “positive thinking.”

It is a rigorous scientific discipline that has spent more than 25 years studying:

- What helps humans function at their best
- What protects people from burnout
- What strengthens resilience
- What increases engagement, motivation, and fulfilment
- And importantly: **what environments allow people to thrive**

This research led to one of the most respected wellbeing frameworks in the world: **PERMA**.

P - Positive Emotion

Experiences of optimism, appreciation, hope, and psychological safety.

Outcome: Lower stress, reduced burnout risk, stronger emotional regulation.

E - Engagement

Using and developing personal strengths; deep absorption in meaningful work.

Outcome: Higher intrinsic motivation, better performance, increased innovation.

R - Relationships

High-quality, trusting, psychologically safe interactions.

Outcome: Stronger teams, reduced conflict, healthier communication.

M - Meaning

Feeling connected to a sense of purpose larger than oneself.

Outcome: Higher loyalty, increased retention, deeper commitment.

A - Accomplishment

Clear progress, mastery, and achievement.

Outcome: Higher confidence, productivity, and satisfaction.

PERMA has already been *successfully applied in workplace settings worldwide*, leading to:

- **22%–59% fewer safety incidents**
- **Higher engagement and morale**
- **Stronger retention and reduced turnover**
- **More innovation and problem-solving**
- **Better mental health outcomes (even in high-stress sectors like the military)**

This is wellbeing science in action, and it is proven.

Systems Theory: Why Nothing in a Workplace Is Separate

Systems Theory helps us understand a workplace as a **living ecological system**, where:

- Everything is interconnected
- Culture emerges from patterns, not policies
- Behaviour is influenced by context, not individuals
- Stress is a *systemic outcome*, not a personal failing

This is why isolated wellbeing initiatives rarely create meaningful change:

You cannot fix systemic issues with individual-level solutions.

Wellbeing does not exist *outside* leadership, culture, communication, workload, processes, or expectations.

It's all connected.

When We Combine PERMA + Systems Theory

When organisations embed the science of wellbeing directly into:

- Leadership practices
- Communication patterns
- Team rituals

- Decision-making
- Workflows
- Policies and systems

...what emerges is an environment where human beings can actually thrive.

This is what I mean when I say:

Leadership Development is your wellbeing strategy.

Research shows leadership behaviour is the **single greatest influence** on employee wellbeing.

So instead of trying to counteract poor systems and stressed leadership with one-off wellbeing initiatives...

We harness the natural influence leaders already have, and **equip them with evidence-based skills that create thriving conditions**, such as:

- Emotionally intelligent communication
- Psychological safety
- Strengths-based feedback
- Values-aligned motivation
- Supportive, relational leadership behaviours
- Meaningful recognition
- Healthy team norms
- Work design that supports engagement
- Micro-practices that reduce stress and build resilience
- Systems alignment that reduces friction and burnout

When leaders understand and apply PERMA, the effects ripple across:

Leaders

- Greater confidence and clarity
- More effective communication
- Lower stress
- Better team relationships
- Higher leadership impact

Staff

- Higher engagement and morale
- Lower burnout
- Better collaboration

- Stronger motivation
- Deeper sense of belonging

Culture

- Higher retention
- Reduced absenteeism
- Improved psychological safety
- Increased productivity
- Healthier team dynamics
- A workplace where people *want* to be

This is what it looks like to **build cultures of wellbeing** from the inside out.

Ready to Bring This Into Your Organisation?

If 2026 is your year to:

- Reduce burnout
- Strengthen leadership
- Improve team culture
- Increase retention
- Build a healthier, thriving workplace

...this is the perfect time to begin.

I'm happy to talk through what best fits your context, with a complementary Zoom call.



The business card features a circular logo on the left with a stylized green and blue figure. The background is a textured blue and green gradient. Contact information is provided on the right side.

Meegan Heart
BA Psychology & Sociology
M.Ed. Solution-Focused Practice
*Former EAP Counsellor, Manager
& Workplace Wellbeing Specialist*

☎ 0211 779 224
✉ meeganheart@gmail.com