

## Optimum Performance: Upbeat and Resilient Leadership



TLMI Horseshoe Bay  
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Presented by Geoffrey Tumlin

## Upbeat and Resilient Leadership: Eight Key Strategies

$$H = .5S + .1C + .4V$$

**Happiness =**

**50% Set point + 10% Conditions + 40% Voluntary Thoughts & Acts**

*(From the research of Sonja Lyubomirsky and Martin Seligman)*

1. Think about inheritance & accidents (S = set point)
2. Use your 10% as a lever (C = conditions)
3. Get some Vitamin C & T (V = voluntary thoughts)
4. Fight positive adaptation
5. Extend upbeat emotions w/the savoring triple play
6. Buy some joy
7. Learn from maximizers & satisficers
8. Remember who you are and what you like

## Vitamin T

1. Please tell me about the person you admire the most...
2. Please tell me about someone who did you a big favor...
3. Please tell me about the best day or night of your life...
4. Please tell me about the best vacation you've ever taken...
5. Please tell me about something you love to do...

## Buying Joy: Five Strategies

1. Choose an experience, not a thing
2. Buy back your time
3. Throw money at some problems
4. Invest in other people
5. Treat yourself occasionally

# General Happiness Measure

1. In general, I consider myself:

Not a very happy person						A very happy person
1	2	3	4	5	6	7

2. Compared to most of my peers, I consider myself:

Less Happy						More Happy
1	2	3	4	5	6	7

3. Some people are generally very happy. They enjoy life regardless of what is going on, getting the most out of everything. To what extent does this characterization describe you?

Not at all						A great deal
1	2	3	4	5	6	7

4. Some people are generally not very happy. Although they are not depressed, they never seem as happy as they might be. To what extent does this characterization describe you?

*Please note that this scale is reversed!*

A great deal						Not at all
1	2	3	4	5	6	7

\_\_\_ **TOTAL SCORE DIVIDED BY 4 =** \_\_\_ **AVERAGE SCORE**

Average Happiness Scores:

Source: Lyubomirsky, S. and Lepper, H.S. (1999). A measure of subjective happiness. *Social Indicators Research* 46 (2)137-155.

# Maximizer and Satisficer Assessment

Please indicate how much you agree with each of the following by writing a number 1 (completely disagree) to 7 (completely agree) next to each of the following statements:

- \_\_\_ 1. No matter how satisfied I am with my job, it's only right for me to be on the lookout for better opportunities.
- \_\_\_ 2. When I am in the car listening to the radio, I often check other stations to see if something better is playing, even if I am relatively satisfied with what I'm listening to.
- \_\_\_ 3. When I watch TV, I channel surf, often scanning through the available options even while attempting to watch one program.
- \_\_\_ 4. I treat relationships like clothing: I expect to try a lot on before finding the perfect fit.
- \_\_\_ 5. I often find it difficult to shop for a gift for a friend.
- \_\_\_ 6. Renting movies is really difficult. I'm always struggling to pick the best one.
- \_\_\_ 7. When shopping, I have a hard time finding clothing that I really love.
- \_\_\_ 8. I'm a big fan of lists that attempt to rank things (the best movies, the best singers, the best athletes, the best novels, etc.).
- \_\_\_ 9. I find that writing is very difficult, even if it's just writing a letter to a friend, because it's so hard to word things just right. I often do several drafts of even simple things.
- \_\_\_ 10. I never settle for second best.
- \_\_\_ 11. Whenever I'm faced with a choice, I try to imagine what all the other possibilities are, even ones that aren't present at the moment.
- \_\_\_ 12. I often fantasize about living in ways that are quite different from my actual life.
- \_\_\_ 13. No matter what I do, I have the highest standards for myself.

\_\_\_ **TOTAL SCORE DIVIDED BY 13 = \_\_\_ AVERAGE SCORE**

**Extreme Satisficer:**

**Satisficer:**

**Maximizer:**

**Extreme Maximizer:**

Source: Schwartz, B., Ward, A., Monterosso, J., Lyubomirsky, S., White, K., & Lehman, D. R. (2002). Maximizing versus satisficing: Happiness is a matter of choice. *Journal of Personality and Social Psychology*, 83, 1178-1197.