



## **SOARING Into Positive Wellbeing Initiative for Health and Human Service Agencies**

As CEO & Founder of the nonprofit Soaringwords, I'm excited to share our proven, empirically based SOARING Into Positive Wellbeing Initiative for health and human service agencies and the clients who they serve. The initiative is a seven-module, virtual, asynchronous workshop series with the goal of bolstering resilience and productivity amongst clients, clients' families, and health care professionals and their team members. This empirically based program enhances and elevates the positive culture amongst employees and combats burnout in order to amplify their resilience, empathy, core skills, wellbeing, and performance, which can also lead to superior client outcomes. The Soaringwords workshop series can provide continuing education credits for professionals, funded through your company's Continuing Education Credit budget.

No other organization has synthesized such a wide array of relevant findings from wellbeing science into an award-winning, accessible workshop series. These immersive modules motivate participants to fully engage in each workshop and make meaningful changes in order to experience enhanced wellbeing in their lives.

### **About Soaringwords**

[Soaringwords'](#) mission is to inspire individuals and health care professionals to take active roles in self healing to experience greater physical, emotional, and mental wellbeing. Since 2000, Soaringwords' interventions have been shared with more than 500,000 individuals in communities experiencing health inequity or serious illness. We are proud to have partnered with 196 hospitals around the world and health and human service agencies throughout North America. In 2020, Soaringwords provided the content for the launch of the World Economic Forum's Healthy Cities initiative working with the Jersey City Department of Health & Human Services. Soaringwords has additionally led numerous Caring For The Caregiver workshops and programs to support families facing a loved one's acute or long-term medical crisis in addition to leading numerous end-of-life and bereavement groups. Soaringwords has provided programs for 150,000 employees at Fortune 50 companies including Accenture, Cigna, Cisco, Deloitte, Lilly, Meta, Google, Johnson & Johnson, JPMorgan Chase, New York Life, Sony, Verizon, and Viacom.

### **The Need**

Since the COVID outbreak and resurgence, communities are focused on responding to emerging, long-term mental health issues. As you well appreciate, the services of health and human service teams are needed now more than ever.

At Soaringwords, we appreciate that agencies are facing the following challenges, according to The Mayo Clinic State of Well-Being 2022-2023 Report:

- 51% of health care employees reported heightened burn-out and lack of cohesion/ belonging, which diminishes psychological safety, loyalty, and productivity
- 58% of employees reported emotional problems such as anxiety, depression, and irritability



In addition, according to the Gartner Future of Work research, 2022:

- Employees are facing mental health fissures expressed through heightened stress and anxiety, exacerbated by the long-term physical and emotional impact of COVID on staff
- Decreased performance and engagement
- Exhausted workforce with 60% of employees reporting daily job stress
- Competitive talent landscape

### **The Solution: The SOARING Into Positive Wellbeing Initiative**

Soaringwords' SOARING Into Positive Wellbeing Initiative is a seven-module, asynchronous program which provides health and human service agencies with a turn-key solution to bolster the health and wellbeing of their agency's community. When an agency participates in the initiative, it is given access to all modules to use for the entire year. This comprehensive Soaringwords Initiative creates more resilient teams within each agency.

I am the host of each workshop video, leveraging my experience as Soaringwords' CEO & Founder and bringing expertise as the president of the International Positive Psychology Association's (IPPA) Positive Health & Wellbeing Division. I am a graduate of the Master of Applied Positive Psychology program at The University of Pennsylvania under the direction of Dr. Martin Seligman, the founder of the field of Positive Psychology.

In each module, participants watch a 60-minute video and engage in Appreciative Inquiry prompts through a companion interactive workbook which aids in the internalization of core learnings. At the end of each module, participants are invited to create a pay-it-forward expressive arts/writing project as a peak emotional experience, synthesizing what they learned in each module. Projects are donated to pediatric patients in hospitals in their local area

Shifts in participant wellbeing as a result of engaging in the workshop are measured through pre- and post-workshop surveys based on the SOARING Into Positive Wellbeing Model. The results are aggregated to measure meaningful shifts in wellbeing and qualitative and quantitative data are shared in an Executive Summary. The comprehensive Positive Dose Effect follow-up system includes three-minute reminder videos so participants can continue to practice and internalize core concepts from each workshop.

The results from Soaringwords empirical based initiatives in 2021-2022 include:

- Enhancing Resilience: 91.7% of participants reported a decrease in worry
- Amplifying Agency: 87.5% of participants reported an increase in pride
- Bolstering Self-Regulation: 100% of participants report decreased anger; 87.5% increase in joy; 75% increase in gratitude; 50% decrease in sadness


When employees are seen and heard, it reinforces organizational values and norms, which leads to better communication and more effective, high-performance teams. When clients are given an opportunity to connect with their community through the workshops, they feel less isolated and more engaged. And, when family members are provided with relevant tools that decrease anxiety, depression, and stress while giving a sense of agency and hopefulness, it has an immediate and positive impact on employees working in health agencies. Overall, the SOARING



Into Positive Wellbeing Initiative positively impacts the entire constellation of care and bolsters the entire healthcare community.

### SOARING Into Positive Wellbeing Model

In 2012, Soaringwords codified its unique approach into a scientific model, which was published in 2013. This empirical data and case studies from Soaringwords initiatives have been presented at 17 international scientific conferences including the International Positive Psychology Association, European Conference on Positive Psychology, and Healthcare Information and Management Systems Society (HIMSS). Soaringwords has also been featured in leading media including Good Morning America, USA Today, CEO to Watch in Chronicle of Philanthropy, 2022 Authority Magazine’s Mental Health Champion, and Fortune Small Business.

	SOARING Into Positive Wellbeing Model
<b>S</b> trengths	Creating shifts in one’s mind, body, relationships, and overall wellbeing.
<b>O</b> ptimism	Choosing to look towards the good, even when times are difficult or painful, with hopeful expectation that things will be good in the future.
<b>A</b> ltruism	Building community by giving to others without expectation of return.
<b>R</b> esiliency	Bouncing forward through challenges.
<b>I</b> magery	Connecting to your inner self through reflection.
<b>N</b> arrative	Sharing the power of positive storytelling.
<b>G</b> ratITUDE	Noticing and appreciating the good things in and around you.

### Next Steps

Please email [workshops@soaringwords.org](mailto:workshops@soaringwords.org) to schedule a meeting to discuss bringing the SOARING Into Positive Wellbeing Initiative to your health and human service agency’s employees and clients. Our Soaringwords team is eager to inspire them to go from strength to strength as they experience greater resilience, agency, belonging, and hope by learning how to incorporate the latest Positive Psychology discoveries and insights to enhance their physical, emotional, and mental wellbeing.

Warmest regards,

Lisa Honig Buksbaum, CEO & Founder, Soaringwords