

# Green Shoots Leading

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**“The scientific study of **strengths**,  
**wellbeing** and **optimal functioning**”**  
*(Dr Martin Seligman, Ph.D.)*



**“The study of the conditions and  
processes that contribute to the  
**flourishing** or **optimal functioning** of  
people, groups and institutions”.**  
*(Shelly Gable and Jon Haidt, 2005)*

# Disease Model

## *Languish*

# Health Model

## *Flourish*

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Weaknesses

Overcoming deficiencies

Running from pain

Neutral state as ceiling

Tensionless as ideal

Run away from

Hollow, empty

Focus on strengths

Building competencies

Seeking wellbeing

No ceiling

Creative tension as ideal

Pull forward

Flourish, thrive

***The absence of mental illness does not translate into the presence of mental health as 'flourishing'.***

***(Corey Keyes, 2007)***

Strengths Mindset

Positive Climate,  
Social Support

Flow &  
Engagement

*Thriving*

Physical  
Energy

Meaning,  
Purpose,  
Contribution

“Every interaction with others at work – big or small, short or lengthy – has the potential to **create or deplete vital energy**”

*Jane Dutton,  
University of Michigan  
Positive Organizational Scholarship,  
2006*



***Thank you***