



The WellBalance Model of Positive Wellbeing

Transforming lives, relationships and workplaces, one life at a time

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Mindfulness and Wellness

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The WellBalance Model of Positive Wellbeing

1. WellBalance Model of Positive Wellbeing
2. Applying WellBalance Across Life Situations
3. WellBalance Wellbeing Principles
4. Designing Personalized Wellbeing Interventions

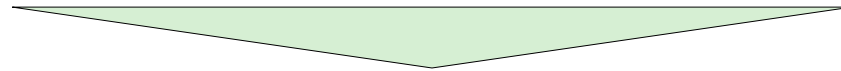
Acknowledgements

Confessions of a non-psychologist

- Validation and application of the Wellbeing Balance and Lived Experiences Model and Assessment
 - **Christopher Brydges**, Ph.D., Psychology and Senior Data Scientist, University of Western Australia
 - **Alexandra Thérond**, Psy.D and Ph.D. Candidate., Experimental Psychology, Université du Québec à Montréal
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- My three children who have followed me, supported me, and inspired me on my journey to flourishing
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Does the world really need another model of wellbeing?!

- Existing models and instruments **measure Feelings not Experiences**
 - Limited insight into actionable, modifiable factors contributing to wellbeing
 - Focus on modifying feelings directly, rather than shaping positive experiences
- Existing instruments **primarily observational, not interventional**
 - Measures of subjective wellbeing to observe wellbeing of populations not individuals
- Wellbeing and flourishing models developed in Western cultures with a **bias towards high states of arousal**
 - Versus foundational importance of low arousal states such as contentment and peace



So YES, the world DOES need another model of wellbeing that builds on and extends existing work:

- Measure not only how **individuals** feel about their lives, but how they **are actually living** their lives
- Integrate Western and Eastern philosophies of wellbeing by measuring a **balanced range of activity and arousal levels**, in addition to hedonic and eudaimonic perspectives
- Measure specific modifiable aspects of experiential wellbeing **to design actionable interventions**

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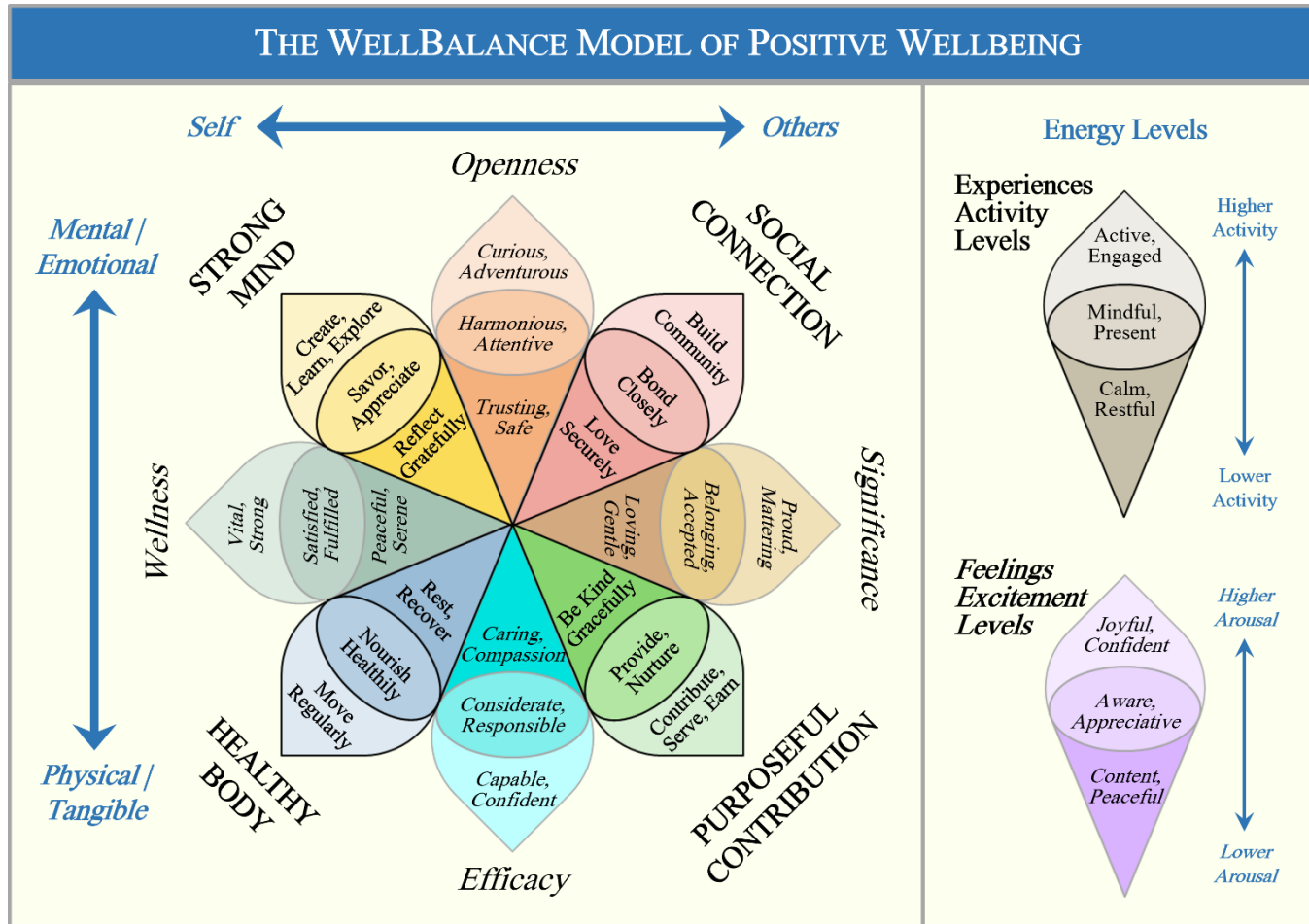
- **WellBalance Model of Positive Wellbeing**
 - WellBalance Model
 - WellBalance Assessment
 - Validated Model of Positive Wellbeing

- Applying WellBalance Across Life Situations

- WellBalance Wellbeing Principles

- Designing Personalized Wellbeing Interventions

The WellBalance Model of positive wellbeing encompasses every major domain of positive human experience and the feelings that drive motivation and performance



Positive wellbeing entails a balance of experiences and feelings across three dimensions:

1. Self and others
2. Mental/relational and physical/tangible
3. Active, mindful and calm activities and feelings

The WBAL Model extends the utility of previous wellbeing assessments along three dimensions:

1. Evaluates *experiential wellbeing*
2. *Even balance* of low, moderate and high arousal and activation levels
3. *Comprehensive range* of positive experiences and feelings that contribute to positive wellbeing.

Together, these create:

1. Twelve “*wellsprings*” of positive experiences
2. Twelve “*blossoms*” of positive feelings
3. Three “*energy*” levels

SOURCE: McDermott AF, Brydges CR, Norris TW. Well-being balance and lived experiences assessment: a valid, comprehensive measure of positive well-being. Front Psychol. 2024 Aug 8;15:1396543. DOI: 10.3389/fpsyg.2024.1396543. PMID: 39176049. PMCID: PMC11339688.

Positive Experiences: Twelve Wellsprings of Wellbeing

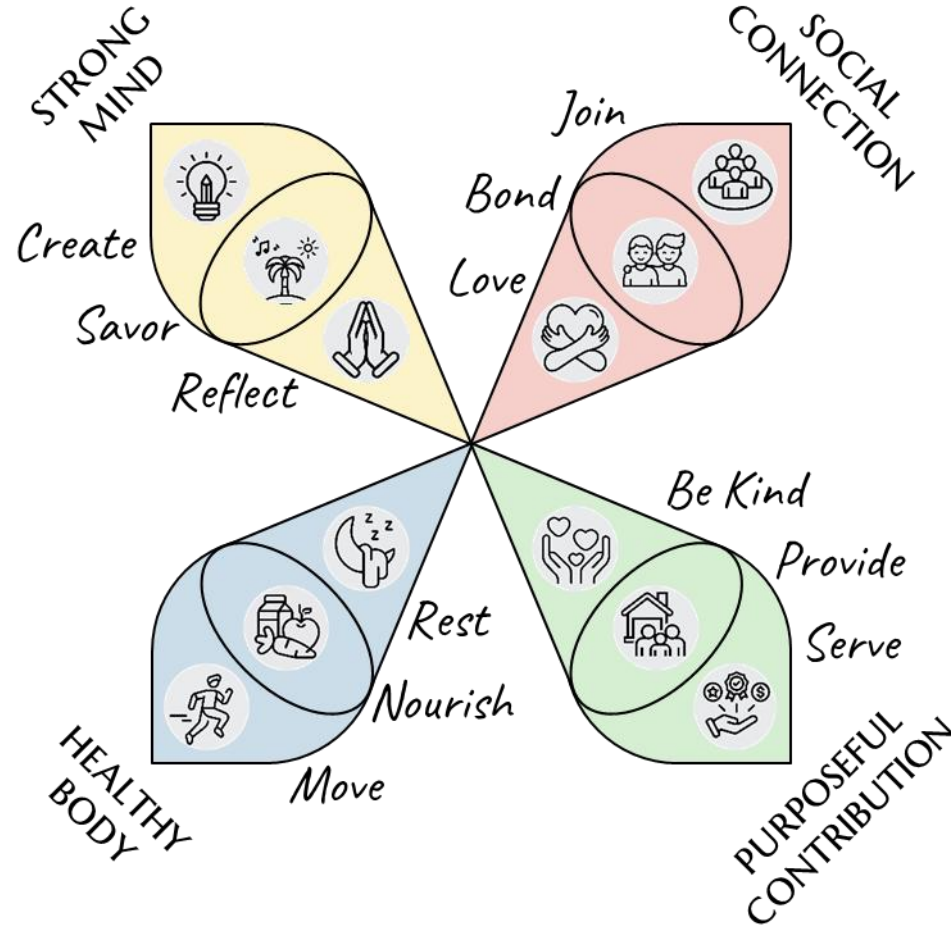
Modifiable experiential wellbeing factors, representing fundamental human needs

Strong Mind:

- Create, learn, explore and master new skills
- Savor and appreciate experiences
- Reflection, gratitude and spirituality

Healthy Body:

- Be active throughout the day
- Healthy nourishment and hydration
- Rest, recovery and sleep



Social Connection:

- Engage with community
- Close friends and family
- Loving companionship

Purposeful Contribution:

- Contribute, serve and earn
- Provide for and nurture others
- Kindness and grace towards others

Positive Feelings: Twelve Blossoms of Flourishing

Full spectrum of positive feelings that contribute to a full and flourishing life

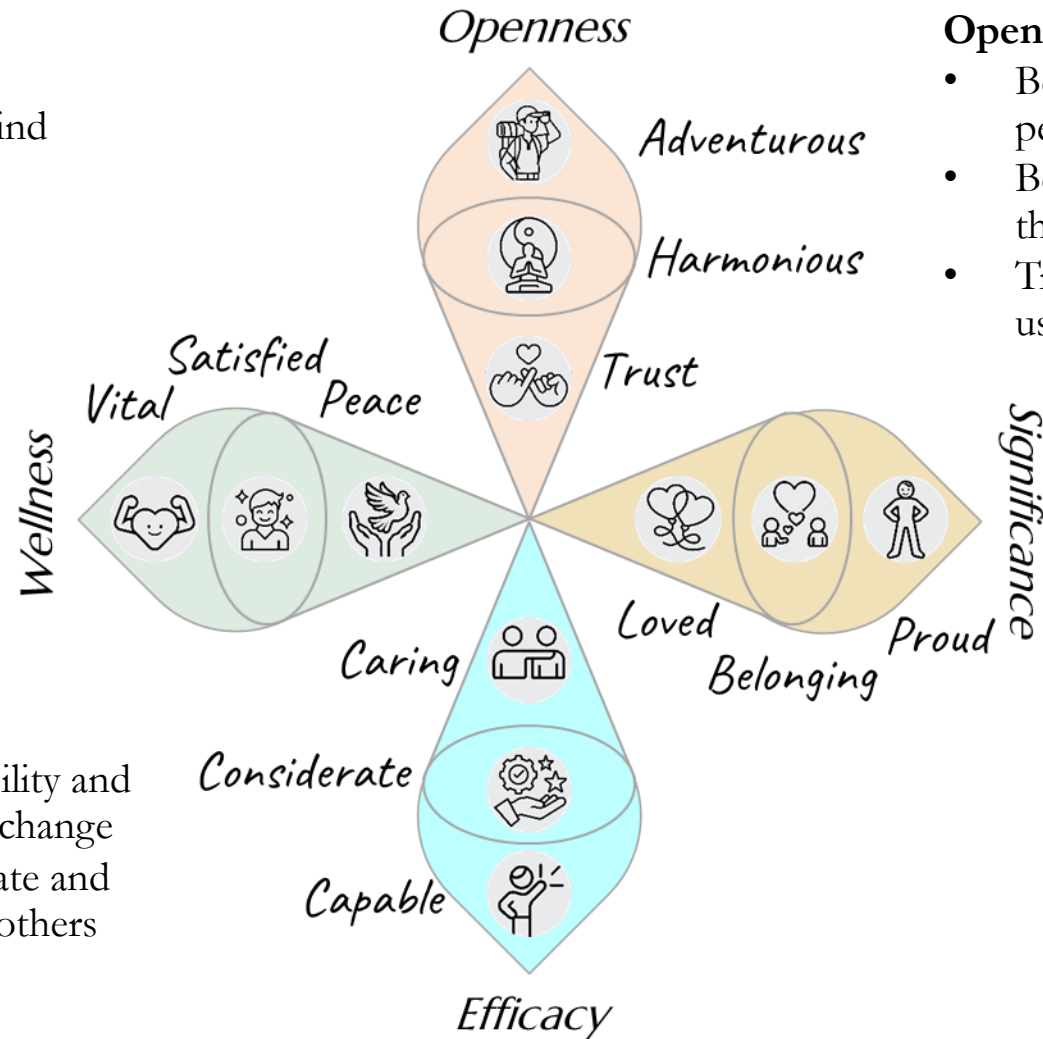
Wellness:

- A healthy body and strong mind create vitality
- Appreciate experiences and nourish our bodies to feel satisfied and fulfilled
- Rest, recovery and reflection bring peace and serenity

Efficacy:

We need to feel:

- confident we have the ability and agency to effect positive change
- considerate, compassionate and caring for ourselves and others



Openness:

- Being open to new experiences and people enriches our lives.
- Being attentive and in harmony with the world around us
- Trusting ourselves and others opens us to new possibilities

Significance:

We need to feel that:

- our lives are important and matter to others
- we are needed, accepted and belong
- we are appreciated and loved by the people in our lives for who we truly are

The WellBalance Assessment was validated against the two “gold standard” wellbeing measures from UPenn’s Positive Psychology Center and Harvard’s Flourishing Program



The Human Flourishing Program
at Harvard's Institute for Quantitative Social Science



WBA-24

- Life Satisfaction and Evaluation
- Physical and Mental Health
- Meaning and Purpose
- Character and Caring
- Relationships
- Community and Social Support
- Financial Evaluation and Stability
- Affect (Mood)

Person's r
0.75***

WBAL-30

Experiences

- *Connection*
- *Purpose*
- Body
- Mind

Feelings

- *Significance*
- *Efficacy*
- Wellness
- Openness

0.62***

0.79***

Person's r
0.80***

PERMA+

- Positive Emotion
 - *Engagement*
 - Relationships
 - *Meaning*
 - *Accomplishment*
- Plus:
- Happiness
 - Health
 - Negative Emotion
 - Loneliness

0.66***

0.83***

- WBAL-30 and WBAL Feelings correlated very strongly with PERMA+ and WBA-24
- WBAL Experiences correlated less strongly with PERMA+ and WBA-24 which don't measure experiences
- The strongest correlations among domains were WBAL Significance, Purpose, Efficacy and Connection with PERMA+ Accomplishment, Meaning and Engagement

*** All p-values <0.001 (n = 496)

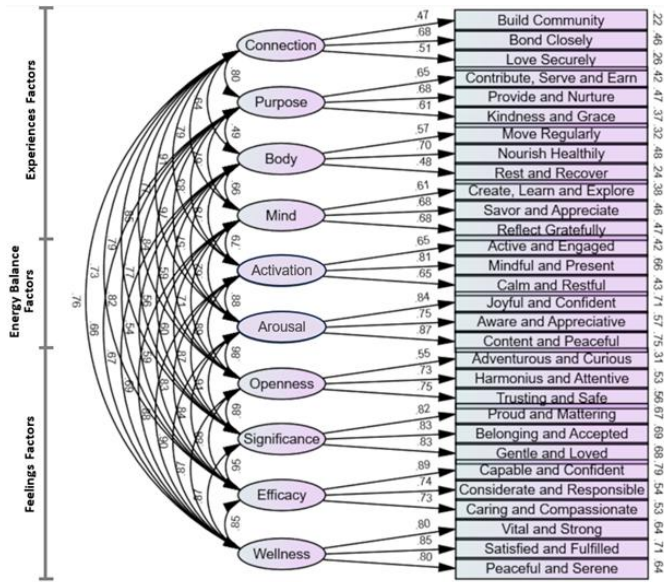
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The Well-Being Balance and Lived Experience (WBAL) Assessment represents a valid model of positive wellbeing***

Valid Model of Wellbeing

Confirmatory Factor Analysis

- Model factors showed good fit, with each of the model factors being related but distinct and all items loading significantly onto their factors



Internally Consistent and Valid

High Internal Consistency

- Cronbach's $\alpha = 0.95$ (same as comparators)

High Internal Validity

- Overall WBAL score highly correlated with both overall Experiences score ($r = 0.94$) and overall Feelings score ($r = 0.96$)
- Overall Feelings and overall Experiences scores also highly correlated ($r = 0.80$)

Factor Adjacency

- Factors positioned more closely in lotus representation **more highly correlated** than distant factors

Externally Valid

High Convergent Validity

- Measures a **similar overall concept** of wellbeing and flourishing as PERMA+ and WBA-24
- Overall WBAL correlated strongly with PERMA+ ($r = 0.80$) and WBA-24 (**0.75**)

	Comparator Assessments				
	PERMA+	PERMA*	WBA-24	Flourish Index	WBA-12
Overall WBAL	0.80	0.81	0.75	0.77	0.69
Experiences	0.66	0.68	0.62	0.63	0.56
Feelings	0.83	0.84	0.79	0.81	0.73

High Divergent Validity

- Differs from these comparators in how measure wellbeing, especially by including **positive experiences** and focusing on **only positive feelings**
- An average of **14.3 of 17** comparator domains diverged

*** All p-values <0.001 (n = 496)

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Well-Being Balance and Lived Experiences Assessment (WBAL-30)

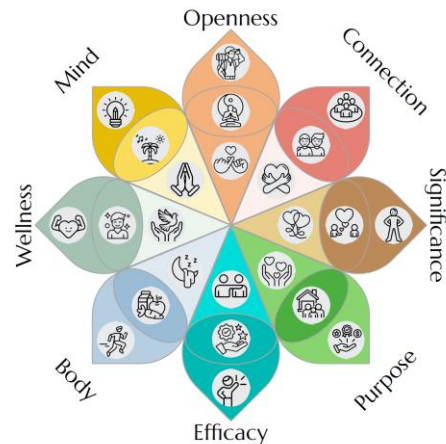
Domain	Factor	Energy Level	Item	Item #	Prompt
Experiences		Activation Level:			Over the past two weeks, how often have you had the following <u>experiences</u> ? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)
	Body	Active	Move Regularly	1	My days are physically active, I exercise regularly, and my body is strong and able.
		Mindful	Nourish Healthily	2	I savor nutritious food and eat only until full, while hydrating regularly without too much alcohol or caffeine.
		Calm	Rest and Recover	3	I sleep well and let myself rest and recover when I'm sore, injured or tired.
	Mind	Active	Create, Learn and Explore	4	I learn new things, express my creativity and become fully absorbed in activities.
		Mindful	Savor and Appreciate	5	I spend time in nature, and appreciate and enjoy music, art, and good stories.
		Calm	Reflect Gratefully	6	I pause to reflect, feel grateful and connect to something larger than myself.
	Connection	Active	Build Community	7	I engage with groups beyond my close friends and family, and seek out new people that share my interests.
		Mindful	Bond Closely	8	I regularly connect with my close friends or family and we help each other when needed.
		Calm	Love Securely	9	I spend undistracted time with a loving, trusted companion, and we listen to and meet each other's needs.
	Purpose	Active	Contribute, Serve and Earn	10	I help make the world better, positively impact others, and am rewarded fairly for my work.
		Mindful	Provide and Nurture	11	I am responsible, provide for others' wellbeing and help make my home comfortable and safe.
		Calm	Kindness and Grace	12	I am kind to others, supporting and comforting them, without judgment or resentment.
	Activation Balance	Active	Active and Engaged	13	My body is active and fit, my mind is engaged, and I have a meaningful impact in my community
		Mindful	Mindful and Present	14	I pay attention to and take care of myself and others, am present in the moment and appreciate the world around me.
Calm		Calm and Restful	15	My relationships are secure, I am physically safe, and I can relax and be at peace.	
Feelings		Arousal Level:			Over the past two weeks, how often have you had the following <u>feelings</u> ? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)
	Arousal Balance	Joyful	Joyful and Confident	16	My life feels meaningful and fun, filled with purpose, joy and laughter.
		Aware	Aware and Appreciative	17	I savor life's special moments, am self-aware, and appreciate the people in my life.
		Content	Content and Peaceful	18	I feel content and satisfied with my life, at peace with myself and safe with others.
	Openness	Joyful	Adventurous and Curious	19	I enjoy meeting new people, exploring new cultures and trying new experiences.
		Aware	Harmonious and Attentive	20	I appreciate nature, art and music, and feel connected to people in my life and in harmony with my world.
		Content	Trusting and Safe	21	I trust myself and others to keep us safe, and believe things will work out.
	Significance	Joyful	Proud and Mattering	22	My life matters and has meaning, and I am proud of my accomplishments.
		Aware	Belonging and Accepted	23	I feel like I belong, am welcome and appreciated, and can be myself with people in my life.
		Content	Gentle and Loved	24	I feel loving kindness and am gentle towards others, and feel loved and cared for in return.
	Efficacy	Joyful	Capable and Confident	25	I feel confident and capable to contribute meaningfully and take care of myself and others.
		Aware	Considerate and Responsible	26	Others can depend on me and I feel able to provide for myself and others.
		Content	Caring and Compassionate	27	I care for and feel compassion towards myself and others.
	Wellness	Joyful	Vital and Strong	28	I feel alive and energetic, with a strong body and sharp mind.
		Aware	Satisfied and Fulfilled	29	I feel fulfilled and satisfied, appreciating small pleasures in the moment.
Content		Peaceful and Serene	30	My life feels peaceful, serene and untroubled, with a restful body and calm mind.	

Based on the <5 min WellBalance Assessment, an individual's personal wellbeing profile and WellBalance Life Lotus are created with an actionable personal positivity plan

WellBalance Assessment

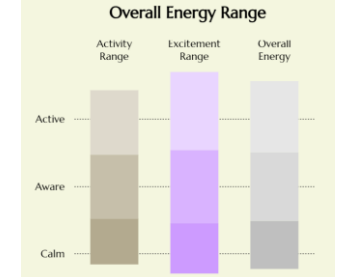
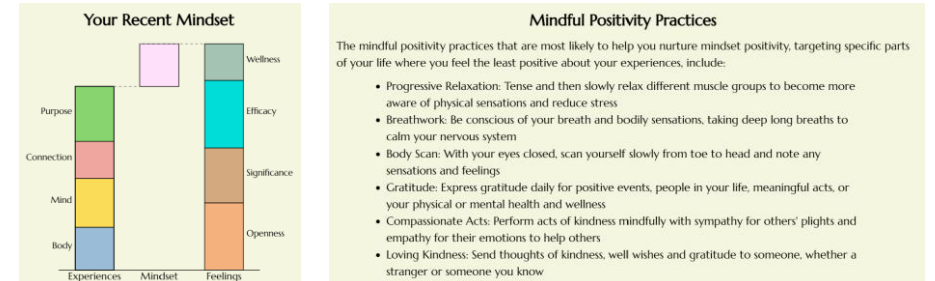
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	Purpose	Calm	Low Security	9	I spend undistracted time with a loving, trusted companion, and we listen to and meet each other's needs.
		Active	Contribute, Serve and Earn	10	I help make the world better, positively impact others, and am rewarded fairly for my work.
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Feelings	Annual Level	Calm			Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)
		Joyful	Joyful and Confident	16	My life feels meaningful and fun, filled with purpose, joy and laughter.
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WellBalance Life Lotus



Personal Profile	Personal Positivity Plan
<i>Basic Insights & Opportunities</i>	<i>Actionable Recommendations</i>
Personal Life Lotus	Personal Life Lotus
Overall Wellbeing	Overall Wellbeing
Positive Experiences	Detailed analysis of experiential contributors to wellbeing
Positive Feelings	Detailed analysis of feelings of subjective wellbeing and flourishing
Mindset Positivity	Prioritized mindful positivity practices tailored to improve your mindset
Wellbeing Resilience	Resilience score based on breadth and variety of wellbeing sources
Energy Range and Balance	Detailed analysis of energy range and imbalances
Experiences to Pursue	Types of activities to pursue and personalized daily intentions to improve your wellbeing and resilience
Feelings to Nurture	Prioritized feelings to nurture and personalized daily affirmations to create a more flourishing life
Life Situation Benchmarks	Methodology to develop positive change plan with prioritized actions

Sample Positivity Plan Results and Recommendations



- Opportunities**
- The most important steps you can take to improve your overall wellbeing, life balance and resilience are to:
- Stay hydrated and eat well in moderation
 - Sleep, rest and refresh your body
 - Take time to reflect with gratitude and awe for your life and the people and world around you
 - Nurture your connections with a like-minded group, colleagues, or other community
 - Spend undistracted time with a companion, listening to and loving them
 - Engage actively with others and the world around you

- Opportunities**
- Some ways you can create more holistic feelings of wellbeing and fulfillment are to:
- Attend to a companion's needs and express kindness towards others to bring more love into your life
 - Savor and appreciate your experiences with all of your senses, for example when eating or outdoors
 - Give yourself time and space to be at peace, mentally reflective and physically rested
 - Embrace joy and confidence
 - Seek contentment and peace

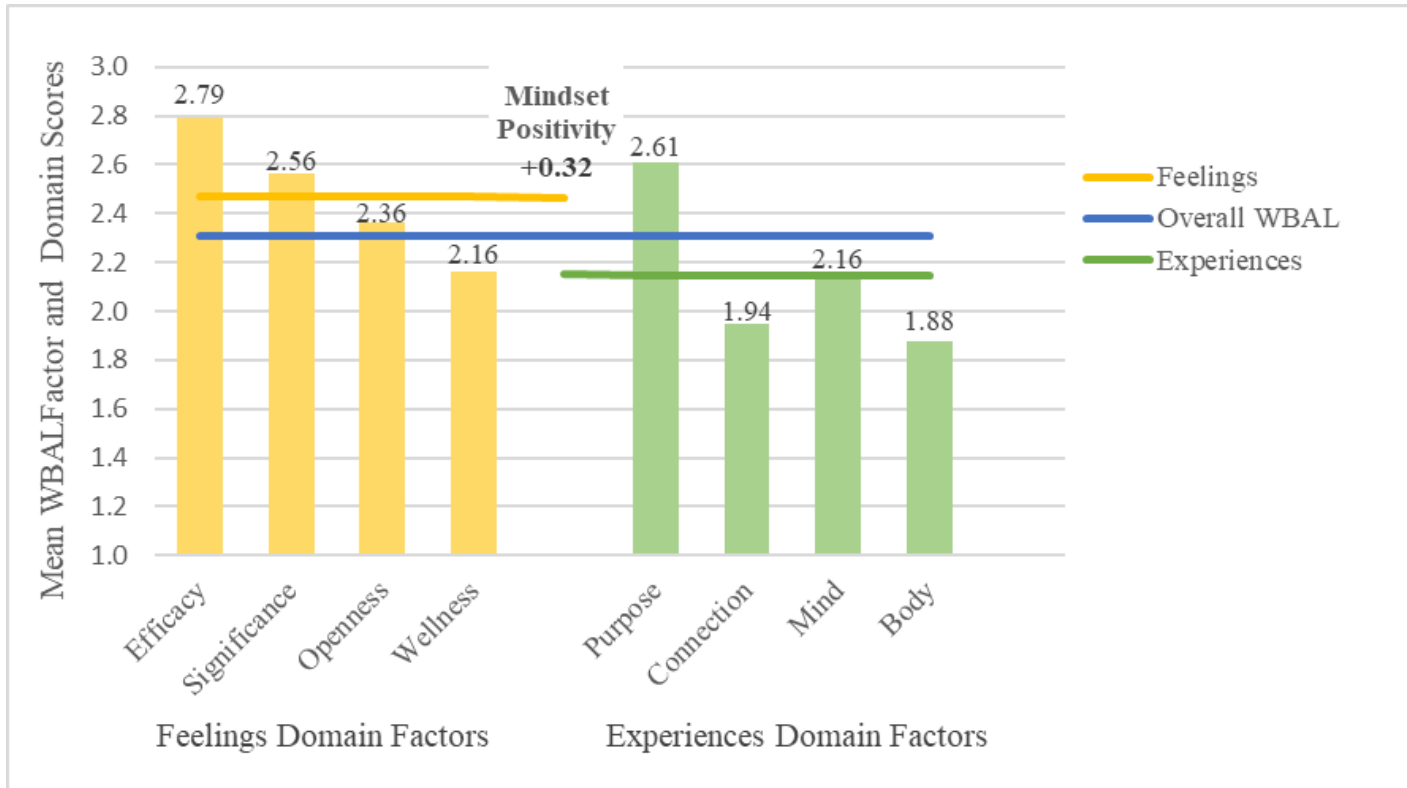
SOURCE: WellBalance, LLC

The WellBalance Model of Positive Wellbeing

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 - **Applying WellBalance Across Life Situations**
 - Wellbeing Contributors
 - Indicators of Wellbeing
 - Designing Targeted Subgroup Interventions
- WellBalance Wellbeing Principles
- Designing Personalized Wellbeing Interventions

Across a US cohort, feelings of Efficacy and Significance, associated with Purposeful Contributions were the most important contributors to wellbeing

Average WBAL-30 Scores Overall and by Factor across a US Cohort aged 20-69 (n = 498)



Key study findings

Fundamental to wellbeing:

- Experiences of *purposeful contribution* and *social connection*
- Feelings of *significance* and *efficacy*

Significantly contributed to wellbeing improvements among individuals who were

- *coupled*
- *parents* and/or
- *fully employed* or *retired*

Mindsets were generally positive

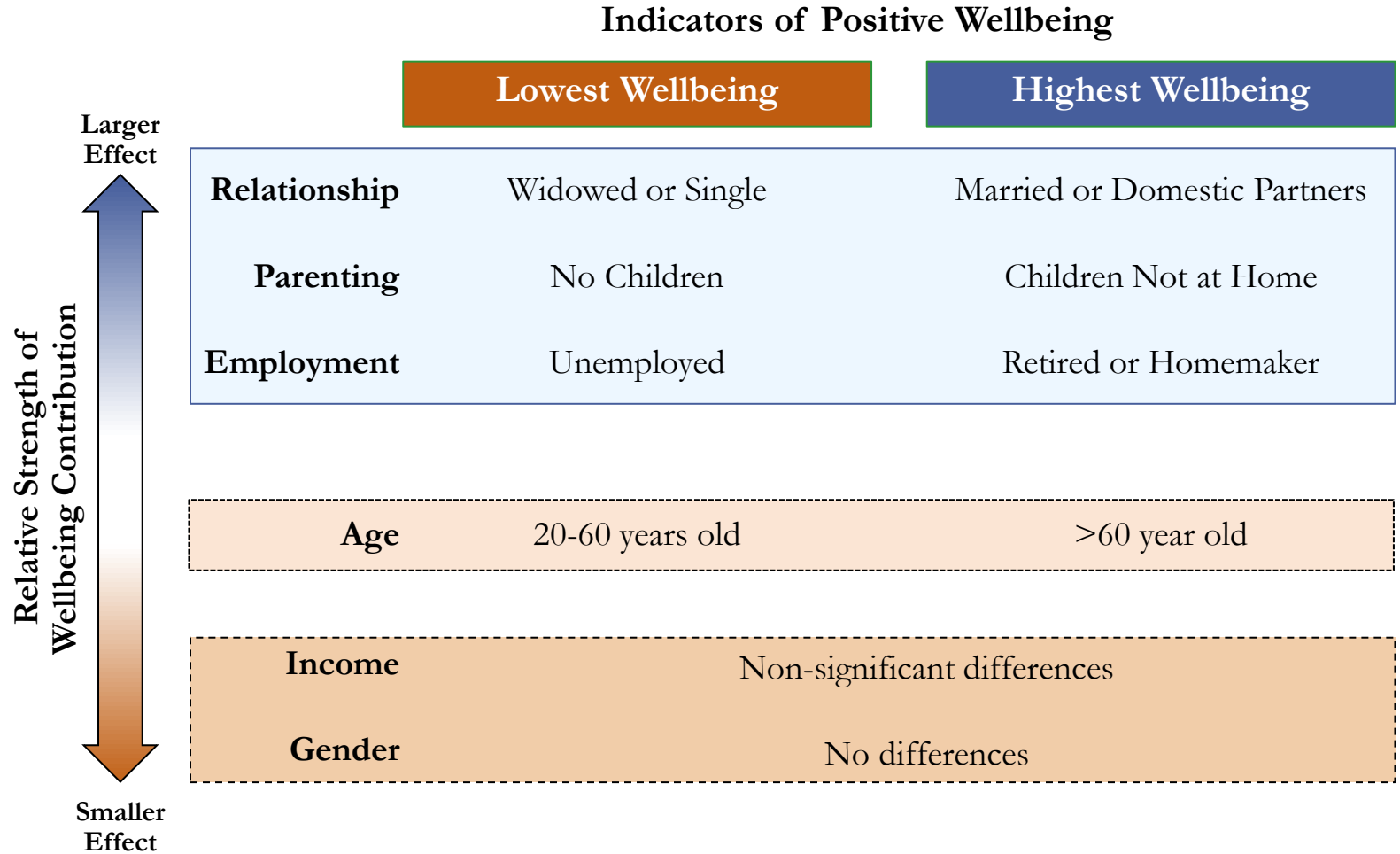
- only 25% reported negative mindsets

Key to positive wellbeing:

- *Time affluence*
- *Agency and autonomy*

SOURCE: WellBalance Institute: Brydges CR, Thérond A, Norris TW. Well-being balance and lived experiences: Understanding the impact of life situations on human flourishing. *Frontiers in Psychiatry*. 2025; PMID: DOI:10.3389/fpsy.2024.1516729.

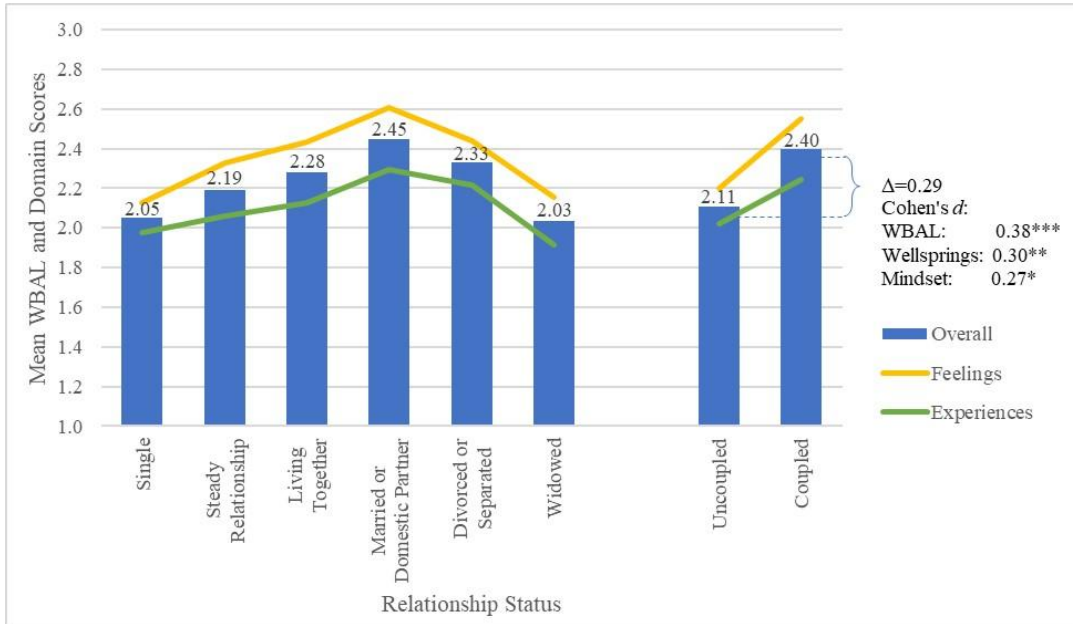
Individuals' life situations and events shape wellbeing more than demographics, so wellbeing interventions need to consider life situations and common gaps in wellbeing



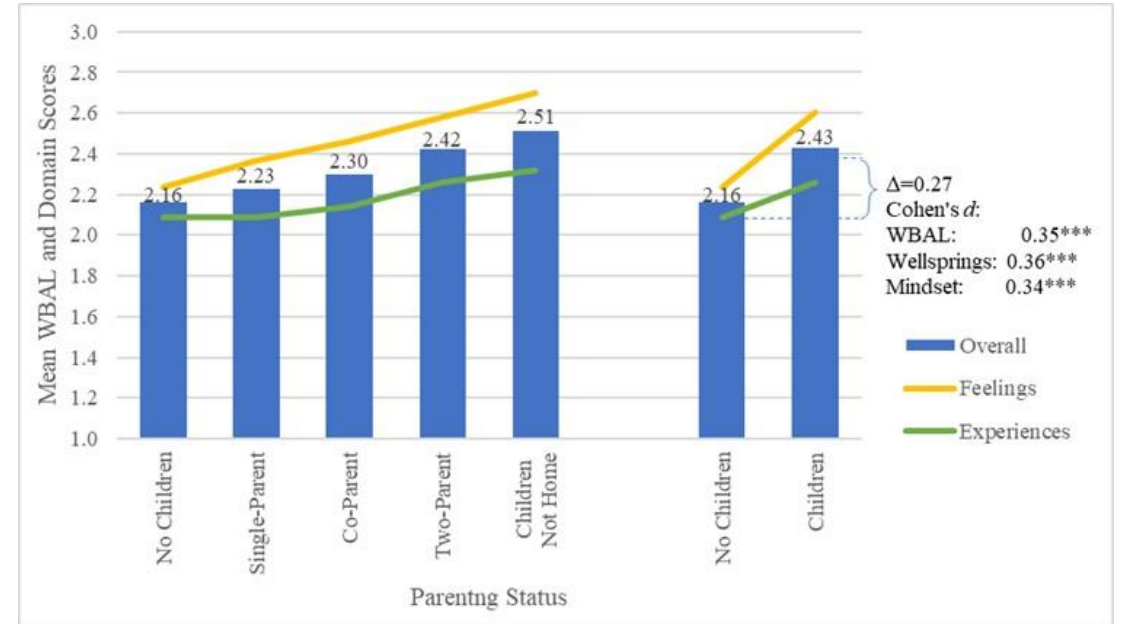
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Relationship and Parenting status had the largest and broadest effect on wellbeing

Wellbeing by Relationship Status



Wellbeing by Parenting Status



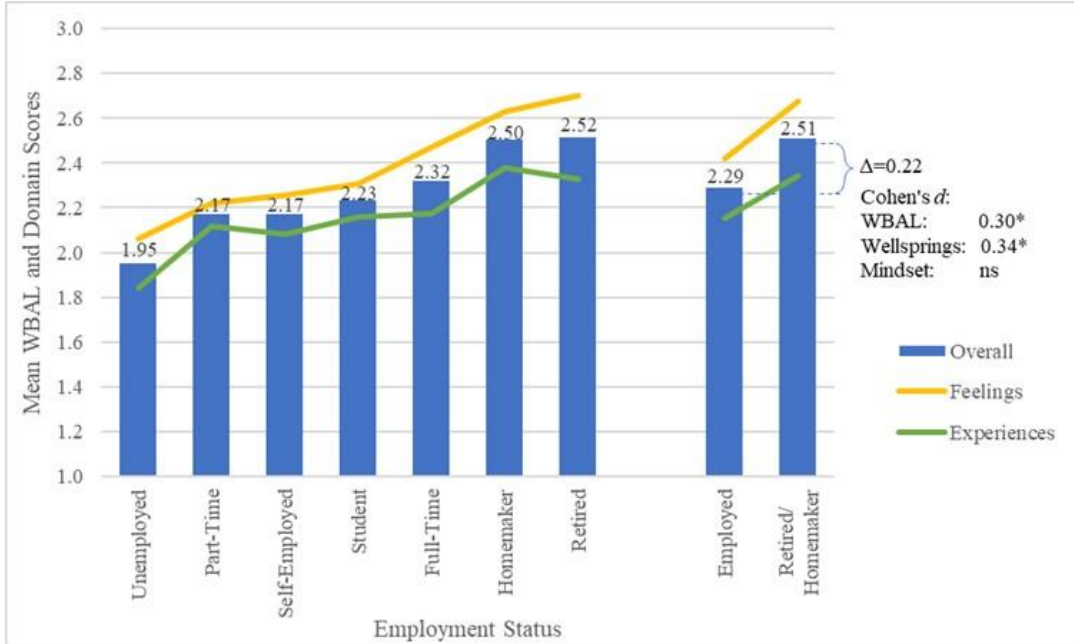
- Wellbeing increased as groups move from being uncoupled to more steady, committed relationships, with married respondents reporting the highest overall well-being and the most sources of well-being.
- Wellbeing then declined if separated, divorced or widowed

- Parents reported higher overall wellbeing; positive feelings, efficacy, significance and wellness; positive experiences, especially social connection; more positive mindsets, and more sources of positive well-being.
- More sharing of parenting responsibilities increased wellbeing

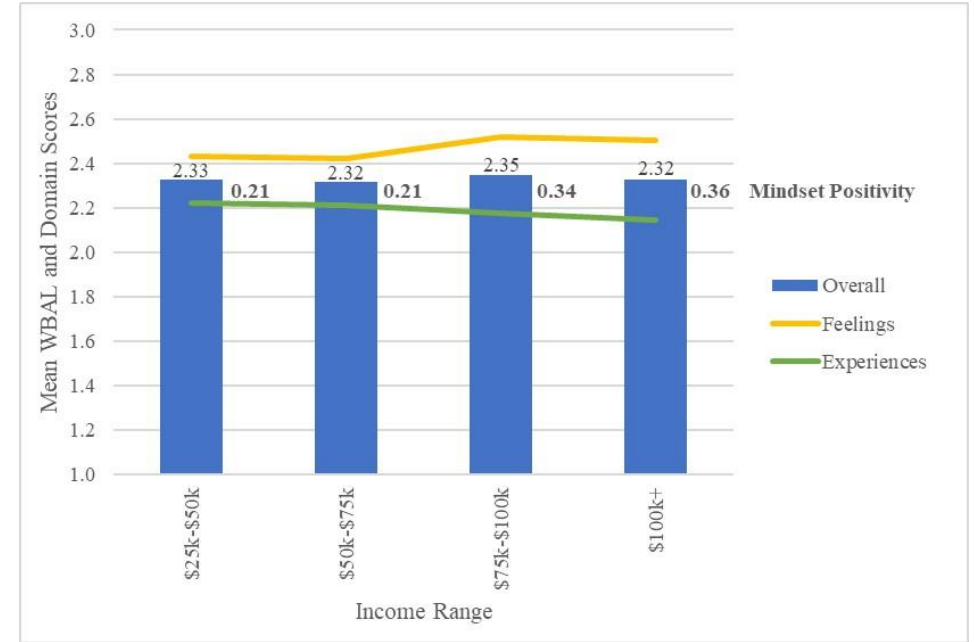
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Employment status had a largest impact on wellbeing, whereas income did not

Wellbeing by Employment Status



Wellbeing by Annual Household Income



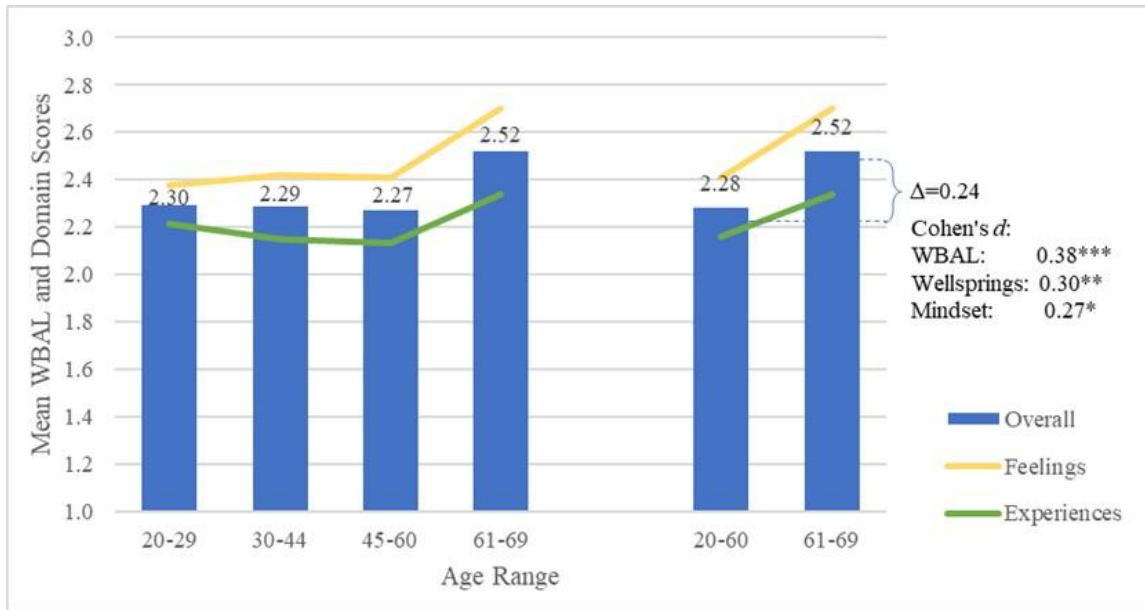
- Wellbeing trended upward with more full employment
- Time affluence and agency have a major impact on wellbeing
 - Homemakers and retirees reported the highest wellbeing
 - Unemployed respondents reported the lowest wellbeing

- As measured by WBAL, income had no effect on wellbeing
- Those with higher income reported more positive mindsets, with more frequent positive feelings but less frequent positive experiences than those with lower incomes

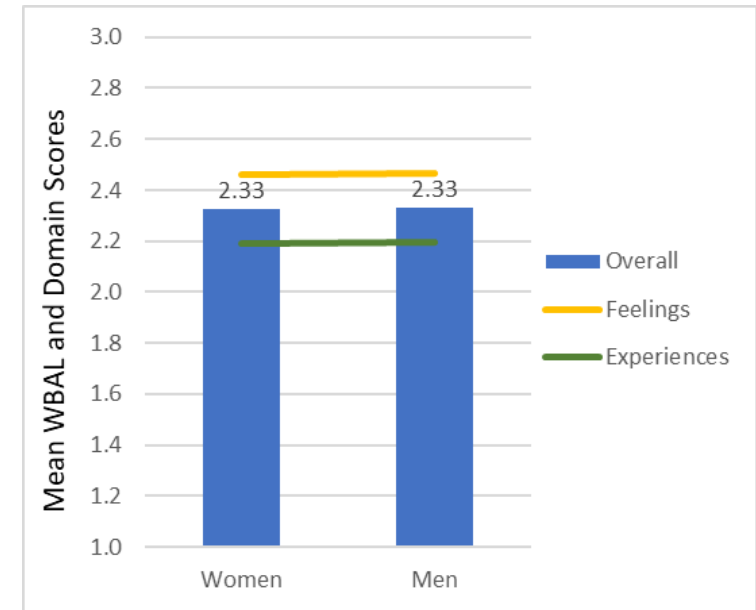
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A significant age-related positivity effect was observed above 60 years of age, with no differences in overall wellbeing or mindset between women and men

Wellbeing by Age



Wellbeing by Gender



- Age-related positivity effect after age 60
 - Increased subjective wellbeing and mindset positivity
- No U-shaped curve, consistent with World Happiness Report findings of reduced wellbeing among young adults

- Consistent with previous studies, no overall differences in wellbeing were observed between women and men
- However, women neglected physical self-care whereas men neglected social connection

SOURCE: WellBalance Institute: Brydges CR, Thérond A, Norris TW. Well-being balance and lived experiences: Understanding the impact of life situations on human flourishing. *Frontiers in Psychiatry*. 2025; PMID: DOI:10.3389/fpsy.2024.1516729.

Different life situations are more likely to benefit from wellbeing interventions aligned with subgroups’ most important needs

					Key:	Primary Targets			Secondary Targets	
Subgroups: Intervention Target Areas	Un- coupled	Child- less	Young Adults	Job Loss, Divorce, Widowed	Under- and Unemployed	Employed Workplaces	Lower Income	Higher Income	Women	Men
Broad Targets:										
Wellbeing Breadth										
Mindset Positivity										
Positive Experiences										
Social Connection										
Purposeful Contribution										
Healthy Body										
Strong Mind										
Positive Feelings:										
Efficacy										
Significance										
Wellness										
Openness										

Primary Intervention Targets

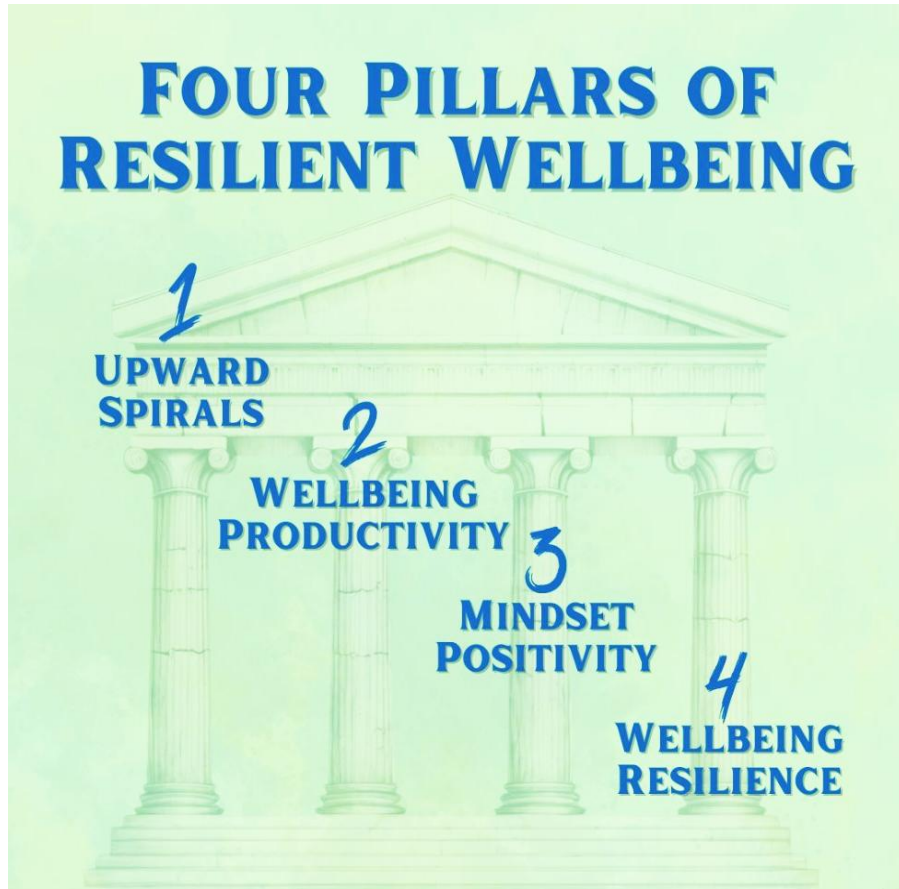
- **Job loss, divorced or widowed:** wellbeing breadth and social connection
- **Uncoupled, childless and young adults:** foster experiences of connection and contribution, with feelings of efficacy and significance
- **Under/unemployed:** rebuild feelings of agency, efficacy and significance through social connection and contribution
- **Higher income:** increase positive experiences; **Lower income:** nurture mindset positivity
- **Women:** focus on physical self-care, **Men:** increase social connection

SOURCE: WellBalance Institute: Norris T. Applying the Wellbeing Balance and Lived Experiences Model to Design Personalized Wellbeing Interventions. Advances in the Psychology of Well-Being. IntechOpen; 2025. DOI: dx.doi.org/10.5772/intechopen.1009323

The WellBalance Model of Positive Wellbeing

- ✓ WellBalance Model of Positive Wellbeing
- ✓ Applying WellBalance Across Life Situations
- **WellBalance Wellbeing Principles**
 - **Catalyze Upward Spirals**
 - **Maximize Wellbeing Productivity**
 - **Nurture Mindset Positivity**
 - **Build Wellbeing Resilience**
- Designing Personalized Wellbeing Interventions

The WellBalance method focuses on catalyzing upward spirals of positivity, increasing wellbeing productivity, nurturing mindset positivity and building wellbeing resilience



1. Upward Spirals of Positivity

- Barbara Fredrickson’s *broaden-and-build* theory
- Positive experiences create positive feelings which *open us* to new positive experiences

2. Wellbeing Productivity

- *Finite time* with effectively *infinite choices*
- Wellbeing “*boosters*” and “*multipliers*”

3. Mindset Positivity

- Increase overall mindset positivity through *savoring, gratitude and reflection*
- Target specific mindset gaps through tailored *mindful positivity practices*

4. Wellbeing Resilience

- *Broaden* sources of wellbeing to mitigate challenges in other parts of life
- *Vary* experiences to prevent hedonic adaptation

SOURCE: WellBalance Institute: Norris T. Applying the Wellbeing Balance and Lived Experiences Model to Design Personalized Wellbeing Interventions. Advances in the Psychology of Well-Being. IntechOpen; 2025. DOI: dx.doi.org/10.5772/intechopen.1009323

Proactively pursuing positive experiences creates positive feelings that open us to seek out new experiences, fueling upward spirals of positivity

Small Steps Can Lead to Big Changes over Time

1. Positive experiences create positive feelings

- When you intentionally pursue positive experiences, they can spark positivity spirals

2. Proactively create new positive experiences for ourselves

- When you intentionally pursue positive experiences, they can spark positivity spirals

3. Positive feelings open us to new experiences

- Positive emotions open our perspective and encourage us to seek new experiences

4. Notice and nurture positive feelings to fuel upward spirals

- Attention with intention builds mindful momentum and fuels positivity by letting our positive feelings open us to new experiences

Catalyze Upward Spirals of Positivity



Upward Spirals

Positive experiences create positive feelings.

Positive feelings open you to new experiences.

Together, these fuel upward spirals of growth and resilience.

Start small and watch how joy, connection, and curiosity build momentum in your life.

SOURCE: Fredrickson BL. The role of positive emotions in positive psychology. The broaden-and-build theory of positive emotions. Am Psychol. 2001 Mar;56(3):218–26. DOI: 10.1037/0003-066X.56.3.218. PMID: 11315248. PMCID: PMC3122271; Fredrickson BL, Branigan C. Positive emotions broaden the scope of attention and thought-action repertoires. Cogn Emot. 2005 May 1;19(3):313–32. DOI: 10.1080/02699930441000238. PMID: 21852891. PMCID: PMC3156609

As we build our lives, our free time becomes more limited, so we need to get the most wellbeing out of everything we do by boosting and multiplying intentional choices

With Limited Time,
Need to Make Intentional Choices



Tyranny of Time

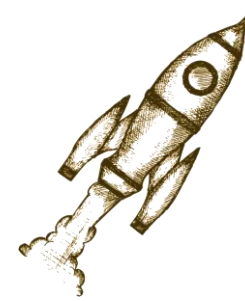
Anything we choose to do is time and energy not spent doing other things.

So we must carefully choose where to focus because we have limited time, and physical and mental energy.

Challenge of Choice

Having too many choices can reduce our wellbeing unless we narrow our options, keep an exploratory mindset with bias towards action, accept and adapt to trial and error, and fully embrace our choices.

Make the Most of your Time with
Wellbeing Boosters and Multipliers



Wellbeing Boosters

Combine positive experiences to maximize the benefit of limited time. Take it outside, move, invite a friend or join a group. Make it a playful game, work towards a goal or act kindly and compassionately.

Wellbeing Multipliers

Prioritize experiences that benefit multiple parts of your life. For example, moving actively improves sleep, reduces appetite, increases mental clarity, strengthens relationships, and builds confidence.

The WellBalance Model enables a quantitative measure of mindset positivity representing the frequency of positive feelings relative to positive experiences

Mindful Positivity Practices

Emotional Equanimity

Reframing Reactions: Respond to emotional triggers with empathy, understanding and curiosity

Observe Your Mind: Detach from your thoughts and emotions and observe with curiosity and compassion

Radical Acceptance: Feel emotional distress as a natural part of life that will pass.

Mind-Body Awareness

Body Scan: Scan yourself from toe to head and note any sensations and feelings

Breathwork: Breathe deeply to activate calm, actively to release stress, and hold your breath to build resilience.

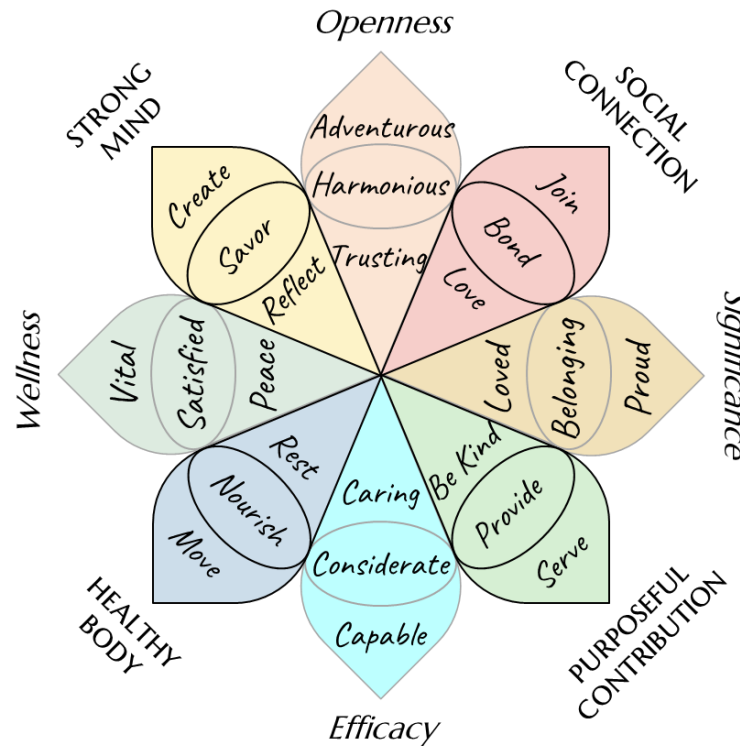
Progressive Relaxation: Tense and relax muscle groups to release stress and become more aware of your body's sensations.

Savoring and Reflection

Gratitude: Express gratitude for something new each day

Savor with presence: Fully experience positive moments

Time Travel: Use your mind's ability to time travel to reminisce the past, appreciate the present and anticipate a positive future



Using the WBAL Mindset Positivity measure, 75% of people have a generally positive mindset, 25% generally negative mindset, and ~90% have at least one mindset positivity gap.

Caring Connection

Loving Kindness: Direct thoughts of kindness, gratitude and well wishes toward yourself or someone else

Compassionate Acts: Perform acts of kindness mindfully with sympathy

Ripple Reflection: Reflect on your meaningful actions and how they benefit others, directly and indirectly

Positive Purpose

Positive Drive: Directing your focus and motivation toward positive desires

Purposeful Intentions: Set goals and intentions aligned with your values, identity and aspirations

Future Vision: Visualize your best future.

The WellBalance Model also provides a quantitative measure of wellbeing resilience, representing the number of positive experiences and feelings experienced frequently

Build Resilient Wellbeing

Strengthen your wellbeing with:

Breadth Nurture multiple wellbeing sources so you have support when life gets tough.

Variety Seek diverse experiences to prevent "hedonic adaptation" when even good things lose their spark over time.

The Roots of Resilience grow from balance, breadth and variety.

Building Resilient Wellbeing

- Make balanced choices over time, purposely choosing a variety of positive activities and experiences that align with our values and identities.
- Proactively pay attention to important aspects of our life, even and especially when they aren't going well, to avoid larger life crises.
- Create multiple sources of wellbeing to draw upon to help weather life's inevitable losses and challenges with greater resilience and less pain.

Avoiding Fragile Wellbeing

- Cultivate a wide range of wellbeing sources, to avoid becoming narrowly focused on - and vulnerable to losing - our core sources of wellbeing.
- Seek out unfamiliar experiences to not only improve our immediate wellbeing but sustain it over time.
- Faced with challenges, our well-intentioned efforts to be happy by doing more of what we already enjoy can pull us further out of balance.
- As we avoid troubling areas of our life, our source of our discontent can worsen from neglect, often leading to crisis.

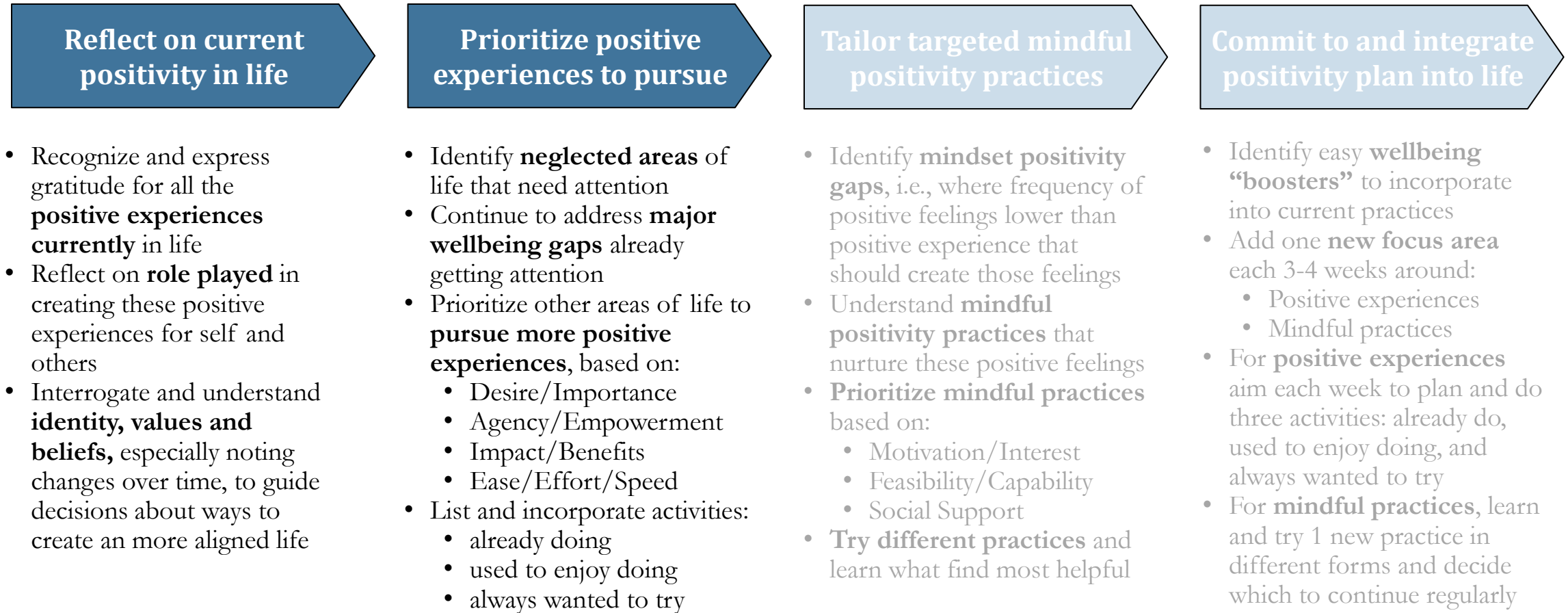
Life transitions can be painful, but also opportunities for personal growth.
Growing incrementally with awareness and intention can make change less disruptive and prevent crises.

The WellBalance Model of Positive Wellbeing

- ✓ WellBalance Model of Positive Wellbeing
- ✓ Applying WellBalance Across Life Situations
- ✓ WellBalance Wellbeing Principles
- **Designing Personalized Wellbeing Interventions**
 - **Prioritizing Positive Experiences**
 - **Tailoring Mindful Positivity Practices**
 - **Integrating Positivity Plans into Individuals' Lives**

The WellBalance Model provides a framework to design tailored positivity plans that are personalized, evidence-based and actionable

Personal Positivity Program: Design Methodology



SOURCE: WellBalance Institute: Norris T. Applying the Wellbeing Balance and Lived Experiences Model to Design Personalized Wellbeing Interventions. Advances in the Psychology of Well-Being. IntechOpen; 2025. DOI: [dx.doi.org/10.5772/intechopen.1009323](https://doi.org/10.5772/intechopen.1009323)

It's important to identify and prioritize positive experiences to pursue that are most feasible and likely to create more positive feelings and broaden wellbeing resilience

Designing Your Personal Positivity Program

As you review your personalized positivity plan, it's first important to recognize and reflect on all of the positive experiences and feelings in your life. These didn't just happen - you helped create them! Then as you review the opportunities to expand your wellbeing and increase your resilience, you'll want to pursue these in ways that align with your values and who you are becoming. The first step is to decide which of the areas of positive experiences you want to focus on, based on your personal growth aspirations. The activities you choose to pursue to bring more positivity into your life will often begin to create with the positive feelings that have been missing in your life lately.

Prioritizing Positive Experiences to Pursue

The questions below can help you decide where to start and what to focus on that will have the fastest, easiest and biggest impact on your happiness and wellbeing. Then make a list of things you enjoy in that area but haven't been doing recently, and things you have always wanted to try, visualize how your life will feel when you do these things - and begin to do them!

Considerations	Questions for Reflection
Desire	How important is this area of your life to your wellbeing and how might it positively affect and reinforce other important parts of your life? How motivated are you to make positive change and how badly do you feel about the lack of positivity in this area of their life?
Empowerment	Can you make positive changes in this area yourself or do others need to be support you? Do you have the skills and resources to create more positive experiences in that area?
Impact	How will pursuing positive change in this area impact your life and others around you? How large would this impact be relative to other ways to improve your wellbeing?
Ease	How easy will it be to make changes in this area of your life? Will there be immediate benefits or are the benefits likely to take a long time?

Often, individuals may have:

- **Many different aspects** of life that have been neglected, requiring prioritization and deciding where to start
- **A major gap** in their wellbeing they are already focusing heavily on, often without a great deal of control over, such as:
 - Seeking a job or companion
 - Getting married or having a new child
 - Settling into a new job or home
 - Focusing on their physical fitness
 - Managing chronic health issues
 - Dealing with mental health issues

While these specific issues may benefit from specialist support and are **already getting attention**, WellBalance can help maintain balance and find joy and contentment in other parts of life

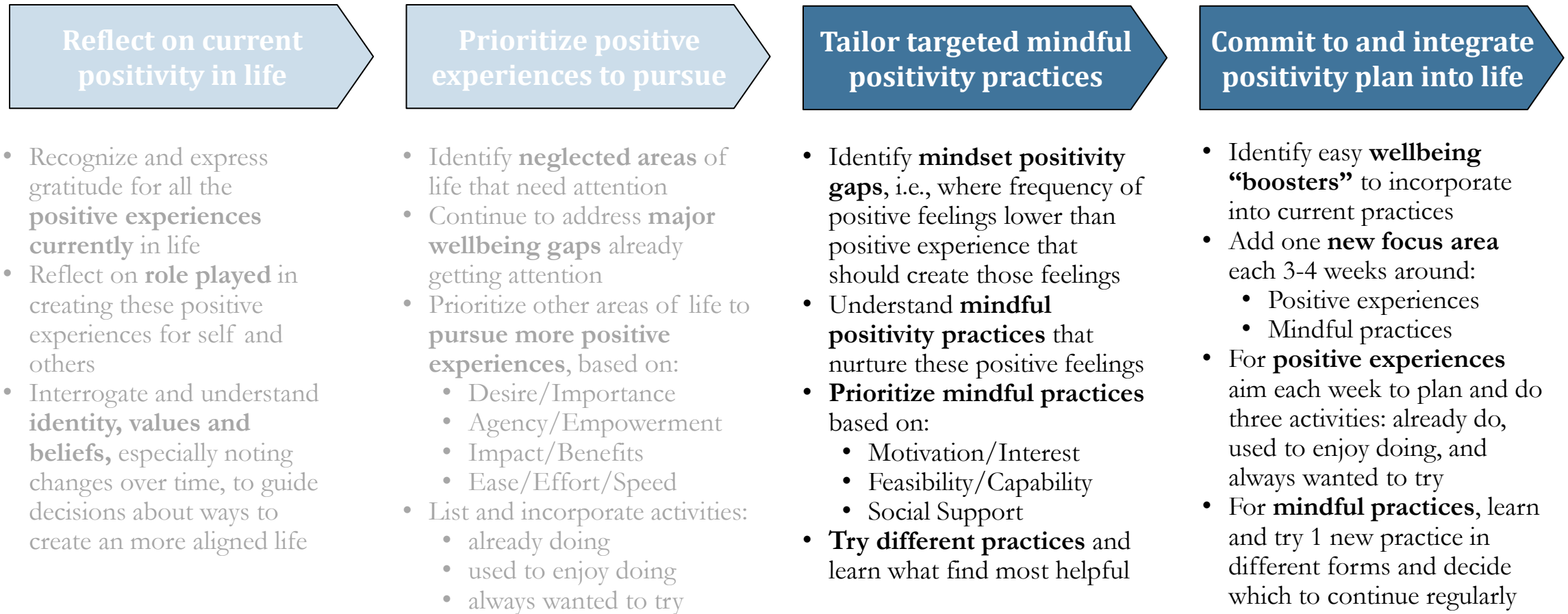
It usually makes sense to:

- **Begin with “easy wins”** the person feels motivated and empowered to change, with rapid benefits
- **Add wellbeing “boosters”** to existing activities
- Then as feelings of efficacy grow, **tackle more complex or challenging positive changes**

SOURCE: WellBalance Institute: Norris T. Applying the Wellbeing Balance and Lived Experiences Model to Design Personalized Wellbeing Interventions. Advances in the Psychology of Well-Being. IntechOpen; 2025. DOI: [dx.doi.org/10.5772/intechopen.1009323](https://doi.org/10.5772/intechopen.1009323)

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The WellBalance Assessment quantifies overall mindset positivity and identifies specific opportunities to improve mindset to increase the wellbeing benefit of positive experiences

Choosing Mindful Positivity Practices

Your personal positivity plan will also include a list of suggested mindful positivity practices to help you nurture specific positive feelings that have been missing from your life recently. The questions below can help guide you towards the practices that are most feasible for you to introduce into your life.

Considerations	Questions for Reflection
Motivation	Are you interested to learn the specific mindful positivity practice? Are you able, physically and mentally, to learn and regularly perform the practice?
Feasibility	Is it practical and feasible for you and do you have the time to do the practice? Do you have support from others you'll need to begin and continue the practice?

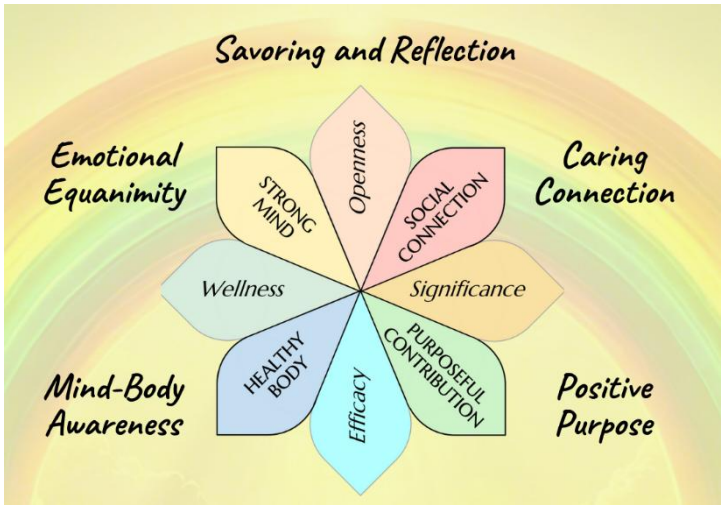
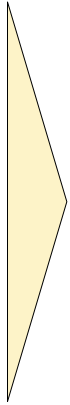
It usually makes sense to:

- **Introduce general mindfulness practices** such as savoring, gratitude and reflection on past, current and future positive experiences
- **Prioritize targeted mindful positivity practices** to address specific opportunities to improve mindset positivity, such as caring connection, positive purpose, emotional equanimity, or mind-body awareness

These practices can be prioritized and staged based on the person’s motivation and ability to incorporate into their lives

Often, individuals may have:

- Potential to benefit from generalized mindfulness practices
- Have multiple gaps in their mindset positivity to consider addressing, such as:
 - Lack of trust despite being in caring trusted relationships with a companion, family or friends
 - “Imposter syndrome” with low feelings of efficacy despite being highly skilled in a role
 - Feeling insignificant or meaningless, despite having many positive impacts on others’ lives
 - Body image issues despite living a healthy lifestyle



SOURCE: WellBalance Institute: Norris T. Applying the Wellbeing Balance and Lived Experiences Model to Design Personalized Wellbeing Interventions. Advances in the Psychology of Well-Being. IntechOpen; 2025. DOI: dx.doi.org/10.5772/intechopen.1009323

The WBAL-72 professional assessment generates the same personalized well-being profile, plan and 12-week positivity program, with additional coaching materials

WellBalance Professional Assessment (WBAL-72)

WBAL-72

More comprehensive professional assessment with educational intake material on wellbeing

Domain	Factor	Energy Level	Item	Item #	Prompt
Experiences	Body	Active	Move Regularly	1	My days are physically active, I exercise regularly, and my body is strong and able.
		Mindful	Nourish Healthily	2	I favor nutritious food and eat only until full, while hydrating regularly without too much alcohol or caffeine.
		Calm	Rest and Recover	3	I sleep well and let myself rest and recover when I'm sore, injured or tired.
	Mind	Active	Create, Learn and Explore	4	I learn new things, express my creativity and become fully absorbed in activities.
		Mindful	Savor and Appreciate	5	I spend time in nature, and appreciate and enjoy music, art, and good stories.
		Calm	Reflect Gratefully	6	I pause to reflect, feel grateful and connect to something larger than myself.
	Connection	Active	Build Community	7	I engage with groups beyond my close friends and family, and seek out new people that share my interests.
		Mindful	Bond Closely	8	I regularly connect with my close friends or family and we help each other when needed.
		Calm	Love Securely	9	I spend undistracted time with a loving, trusted companion, and we listen to and meet each other's needs.
	Purpose	Active	Contribute, Serve and Earn	10	I help make the world better, positively impact others, and am rewarded fairly for my work.
		Mindful	Provide and Nurture	11	I am responsible, provide for others' wellbeing and help make my home comfortable and safe.
		Calm	Kindness and Grace	12	I am kind to others, supporting and comforting them, without judgment or resentment.
	Activation Balance	Active	Active and Engaged	13	My body is active and fit, my mind is engaged, and I have a meaningful impact in my community.
		Mindful	Mindful and Present	14	I pay attention to and take care of myself and others, am present in the moment and appreciate the world around me.
		Calm	Calm and Restful	15	My relationships are secure, I am physically safe, and I can relax and be at ease.
Feelings	Arousal Level	Active	Over the past two weeks, how often have you had the following experiences? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)		
		Active	Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)		
		Active	Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)		
	Arousal Balance	Active	Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)		
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		Active	Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)		
	Openness	Active	Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)		
		Active	Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)		
		Active	Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)		
	Significance	Active	Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)		
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		Active	Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)		
	Efficacy	Active	Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)		
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		Active	Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)		
Wellness	Active	Over the past two weeks, how often have you had the following feelings? (0 = Rarely, 1 = Sometimes, 2 = Often, 3 = Usually, 4 = Very Often)			
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Personal Profile and Positivity Plan

Personal Profile	Personal Positivity Plan	MOST PRACTICE
Basic Insights & Opportunities	Actionable Recommendations	
Personal Life Lotus	Personal Life Lotus	
Overall Wellbeing	Overall Wellbeing	
Positive Experiences	Detailed analysis of experiential contributors to wellbeing	
Positive Feelings	Detailed analysis of feelings of subjective wellbeing and flourishing	
Mindset Positivity	Prioritized mindful positivity practices tailored to improve your mindset	
Wellbeing Resilience	Resilience score based on breadth and variety of wellbeing sources	
Energy Range and Balance	Detailed analysis of energy range and imbalances	
Experiences to Pursue	Types of activities to pursue and personalized daily intentions to improve your wellbeing and resilience	
Feelings to Nurture	Prioritized feelings to nurture and personalized daily affirmations to create a more flourishing life	
Life Situation Benchmarks	Methodology to develop positive change plans with prioritized actions	

12-Week Personal Positivity Program

Designing Your Personal Positivity Program

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Life & Exec Coaches

- Client profiles, plans and preliminary 12-week program
- Coaching handbook with debrief and program design method
- Training and certification programs on WellBalance method

Coaching Handbook +

- Assessment debrief methodology
- Aspiration-setting and 12-week program design methodology
- Suggestions for signing and renewing clients for continuous growth

Coach Supplement

- Client's answers to each individual question with quantitative metrics and benchmarks
- Debrief worksheets
- Preliminary 12-week program with prioritized focus areas and mindful positivity practices



The WellBalance Model of Positive Wellbeing

Transforming lives, relationships and workplaces, one life at a time

April 23, 2025
Paris, France

38th World Summit on
Positive Psychology, Happiness,
Mindfulness and Wellness

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