

Emotional Intelligence
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Module No # 6
Lecture No # 31
Emotional Intelligence and Happiness Positive Psychology (Contd)

So let us examine the other areas of sustainable happiness models and what are the factors associated with those things. So, intentional activities are also another area that also looked into while talking about the sustainable model of happiness.

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The Sustainable Happiness Model

(Sheldon & Lyubomirsky, 2004; Lyubomirsky, Sheldon & Schkade, 2005)

- **The Set Point**- The point or range at which one's happiness level is generally "set" or fixed.
 - Research suggests it is genetically determined (Lykken & Tellegen, 1996)
- **Intentional Activity**- Actions or exercises that a person chooses to engage in.
 - Can be cognitive experiences (e.g., counting one's blessings) or behaviors (e.g., random acts of kindness) that alter one's perspective about one's self, one's life, or the world in general.
- **Circumstances**- Factors constituting "the background of one's life"
 - Demographics (e.g., gender, ethnicity)
 - Personal Experiences (e.g., traumas and triumphs)
 - Life Status Variables (e.g., marital status, education level, health, and income)
 - Physical Attractiveness

Actions or exercises that a person chooses to engage in, that will decide, and also that will bring one's happiness in life. For example can be cognitive experiences for examples, counting one's blessing and in fact at the lighter side of it there is a joke in fact related to the one's blessings and that falls in the non -blessings sides is sin.

So there is a person who was suddenly taken away by Yamaraj. Yamaraj, the god who gives punishment of death then the person argued with Yamaraj why are you taking my life, my life is even not half finished. Would I call it as a pre-matured death? Then Yamaraj you know said that your time was for fifty years but looking at the sins you have committed in your life, your years

has been reduced. So if you compare your sinful activities and bless full activities, your sins are more than your bless full.

Then then the person tried to argue with Yamaraj , sir how do know that my sinful activities are more than bless full activities. Who document record of that there is another God who takes care of all these things. Then he went to the person who keeps record of it then the register of these activities is documented, this time you said that he given a chance you will destroy these areas or you will kill this person that person.

Then the person started comparing, then why you have not recurred when I felt many positive things. I thought of creating a temple in these areas, I thought of building a school in these areas so will not be counted as my contribution on bless full activities? Then suddenly he realized and when they started counting all these blessings or bless full activities. Then this person's blissful activities were more than compared to the sinful. Then his quantum of punishments was reduced and he was given few years more for his life.

So even it counts in terms of life and death, so all that it is seems to be a joke but there are scientific reasons behind it. People who contributes positively still towards their life, they feel satisfied, they will be happy and studies have said that a positive contribution enhances longevity of human beings. So that is in form of counting ones blessings, maybe in some random act of kindness.

When you are showing an act of kind behavior towards others oh this is a poor man let us help him out. Suppose you saw an accident people were very badly injured and you thought to help them and to send them to hospitals etc. So this kind of behavior once it alters one's prospective about oneself, you are showing a sense of highness about your behavior.

So that brings some sort of satisfaction in one's life and the world in general. Therefore intentional activities have a direct bearing on sustainable happiness. So if you keep on counting all your positive contribution maybe that will create a best for sustainable happiness. Then another factor is what you call circumstances factors constituting the background of one's life. If

a person is living in a climate of distrust and mistrust, revengefulness attack and terror etc. that is likely to affect more.

But a person living in an environment, a family or an organization that is full of peace, tranquility, love, affections etc. is likely to be more comfortable, happier, and more helpful and would like to change the work place for lifetime. So there are and say for examples a person living in a place where there are people are sensitive towards gender equity, gender sensitivity, and ethnicity, there is no violence at all. So this kind of place is likely to affect.

Suppose what happened in United States after elections, there is a huge fight going on between blacks and whites. Blacks are being selectively targeted by whites, so there is a known huge outcry. Race is developing among the minds of people.

So this kind of atmosphere is likely to impact human health and happiness. Then personal experiences how traumatic experience you have in life, that will also impact the sustainable happiness of one's. Say for example trauma and triumphs. If you are elected with, you are tramped with your successor. That is likely to enhance your sustainability.

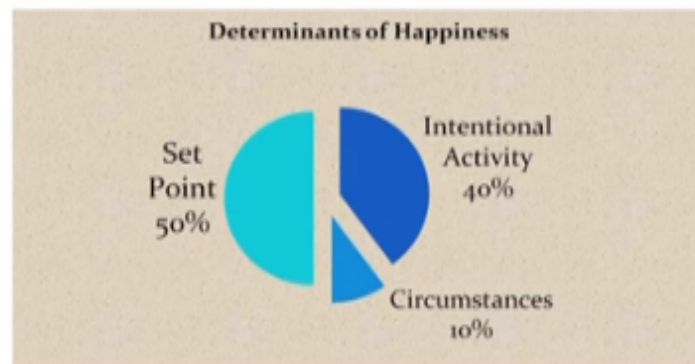
But if you are successively or continuously attacked by one after another traumatic events say for example, in school days you were not allowed by friends, after marriage you were not by family members, or your children, then after entering into your job scenario then you were not considered as a good employee of the organization.

So this type of traumatic experience may suppress one's feeling of happiness, or then the person starts realizing I am the most disgraceful person in this earth. So that is why person experience sometime levels one's sustainable happiness. Then life status and variables for examples you know marital status, educational level, health status all are the determinants of one sustainable happiness moment.

Physical attractiveness, you know suppose you look beautiful towards others and people appreciate that you are looking good, very blissful. So you feel a sense of satisfaction inner satisfaction is there and that enhances ones sustainability.

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What Determines Happiness?



In terms of general living there are findings here that supports, that set point contributes fifty percent at what level you fix your set point of happiness. Then intentional activities also contributes close to forty, and in fact circumstances also ten percent. So this will vary from culture to culture depending upon

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Does Happiness
=
Well-Being?

So does that mean does happiness is equivalent to well-being? So let us see.

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Well Being

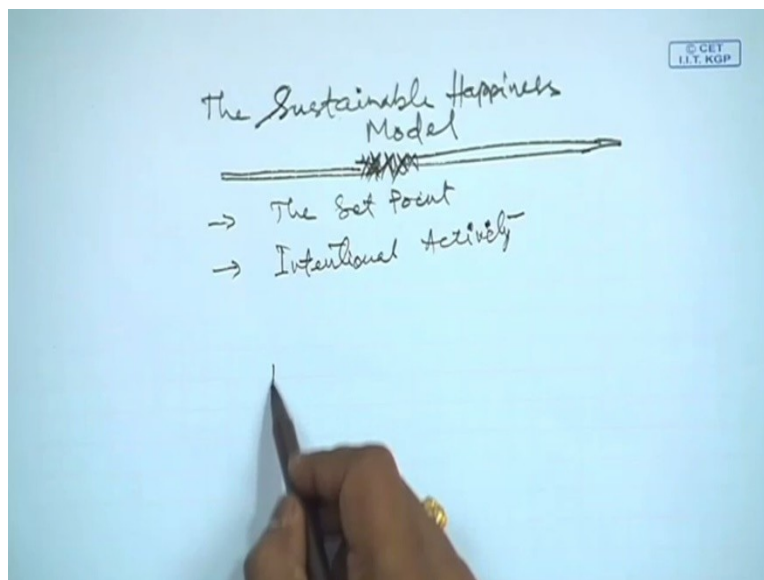
Well-being = The
quality of people's
experience of their
lives

Happiness + Meaning
= Well Being



So well-being is equivalent to the quality of people's experiences of their lives

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So some people also given a formula that happiness is the sorry well-being is the combination of happiness plus meaning, so happy life and meaningful life. So both contributes towards one's well-being let us examine what are those areas are?

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Precursors of well-being

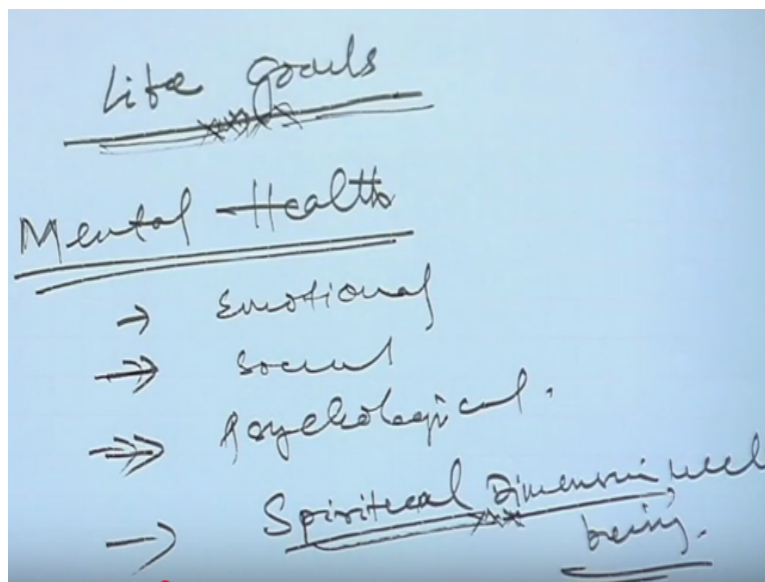
Approaches to happiness

Life goals



So here are different approaches to happiness, like achievement of life goals. How a person becomes happy? So these are some precursors of well-being no life goals

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So if things are happening as per your plan of actions, then you are likely to lead a very balanced life but if these goals are not achieved, often obstructed by hindrances or different factors that is likely to affect your sense of satisfaction happiness etc.

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Conceptions of Well Being

Subjective vs. Eudaimonic/Psychological Forms of Well-Being

Subjective Well-Being (e.g., Diener, 1984)

- Hedonic (Affective) qualities
 - *Life-Satisfaction*
 - *Positive/Negative Affectivity*

Eudaimonic/Psychological Well-Being

- Self-Realization
 - *Ryff (1989): A Multicomponent view*



But when you look at the subjective perspective on happiness, there are different forms of well-being. Subjective well being considered by Diener talked about hedonic, which is the most feeling component. Life satisfaction such as positive and negative affectivity assesses ones state of subjective well-being. But if you look at the eudaimonic approach that's given by Ryff, this is often self-realization. You know I may not be having sophisticated facilities for my living, but still I can say that I am a better off persons than others.

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Complete Mental Health

Emotional Well Being: presence of PA and satisfaction with life and absence of NA

Social Well Being: incorporating acceptance, actualization, contribution, coherence, and contribution.

Psychological Well Being: self acceptance, personal growth, purpose in life, environmental mastery, autonomy, positive relations with others.

So that is self-realization so that is why Ryff says that happiness is not merely a feeling factor it is a multi-component perspective right. So that is why Ryff says that happiness is not mere a filling factor. It is a multi-component perspective right. So this constitutes thus, therefore the

whole mental health framework is consists of three important domain emotional, social and psychological. I was just you know quoting it in terms of social networking context emotional social and psychological.

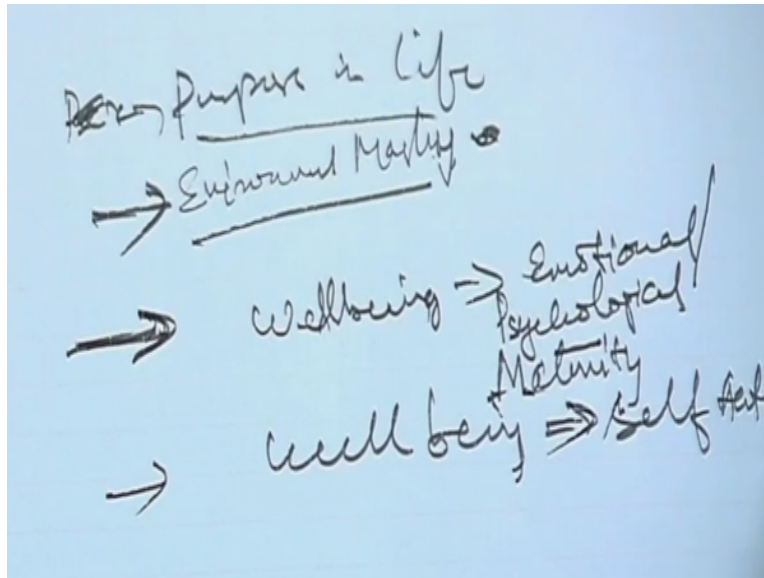
In addition to that I used to add one more dimension to it that is what you call the spiritual dimension. Why spiritual? Because it is necessity to reach at transcendence level what you call although it is very you know very subjective in nature. But in Indian tradition you know people often talk about the concept of moksha you see the highest level of wellbeing.

You can one can imagine and that is not possible by adding a spiritual dimension of wellbeing. How you connect yourself with? What you call the super self. So this is what you call the higher step. So emotional wellbeing is the presence of how much positive effectively you are enjoying or satisfaction factors in contra compared to the absence of NA but social wellbeing incorporating acceptance.

How you are accepted in the society? Among your friends group, in your work place, in your family actualization what is your contribution? What is the coherence and contribution towards others? So this labels your social wellbeing, your social image, particularly your social image in the society, in the community, in the organizations.

But when you look about the psychology wellbeing it not mere emotional wellbeing or social wellbeing it is yourself acceptance. Do really it is a self-realization? Do really accept yourself that you are a good person? You have a good self-image in the presence of others. You have been accepted by others your personal growth. How do you see where do you see yourself in the state of the society or in your organization? Where people bless you? So your personal growth your purpose in life have you realized our purpose of your life?

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Purpose in life then environmental mastery this is very important, the environment you are living in. Is it condition for your living? The are you enjoying the autonomy to express yourself the positive relationship with others. So these are important markers or indications of once wellbeing. But you know look at the these are certain factors psychological wellbeing life talked about proposed by Ryff in nineteen eighteen nine six important component of psychological wellbeing. **(Refer Slide Time: 13:45)**

Eudaimonic/Psychological Well-Being

Ryff (1989) proposed that psychological well-being is comprised of 6 components:

- Autonomy
- Environmental Mastery
- Personal Growth
- Positive Relationships with Others
- Purpose in Life
- Self-Acceptance

She talks about autonomy, environmental mastery, personal growth, positive relationship with others, purpose in life, self-acceptance.

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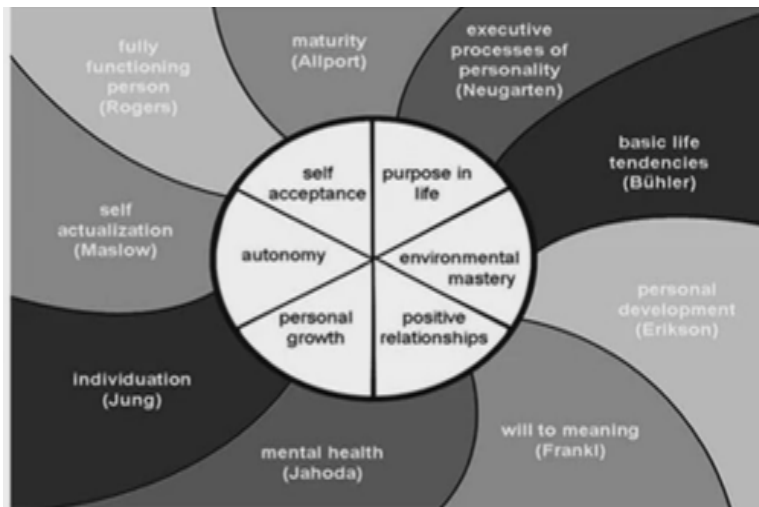


Figure 1. Core dimensions of pwb and their theoretical foundations.

So this slide shows that the core dimensions of psychological well-being and their theoretical foundations. This is one of the most comprehensive models that there are many others with related to the six components of Ryff's models. Like you know, a fully functioning person, Rogers says that psychological well-being can be considered as a fully functioning person.

This is a question they are in the quiz test yesterday, I was looking into. So who proposed the fully functioning model of human personalities? So this is called Rogers who talks about the harmonizing growth or harmonizing functioning of one's functionality. What do you mean by fully functioning when you talk about fully functioning? We refer to both social, spiritual, emotional and cognitive domain of one's functioning. Then Allport talks about the one's well-being is determined by his maturity.

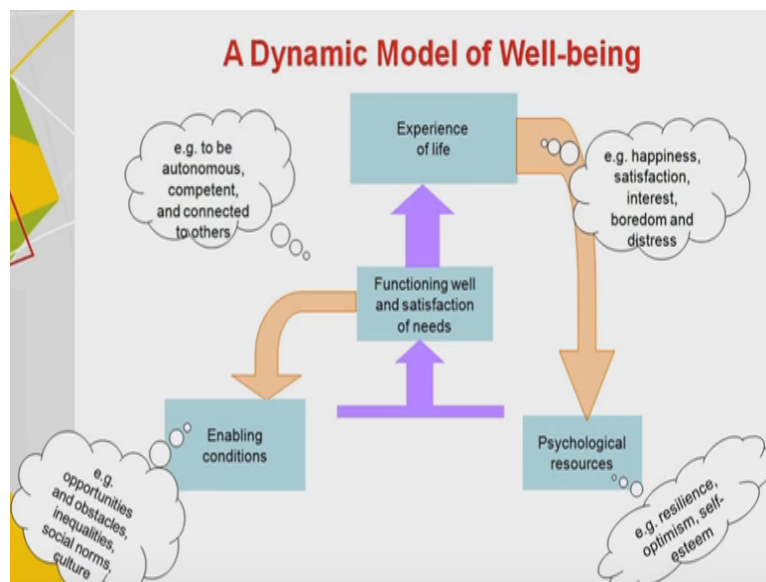
So well-being is nothing, but one's emotional maturity, you know psychological maturity or emotional maturity. So what is this emotional or psychological maturity? So it is expected that the person should function the way the society expects from him or her. So like conforming to the rules and regulations, acting as per the expectation of the surroundings. So there are many other areas like the executive process of personal.

Some people say that you know Neugarten talks about, then Bühler talks about basic life tendencies. This is essential basic life tendencies that are you know essential for achieving one's

wellbeing. Then personal Erikson talks about you know Erikson eight stages of social development, he talks about once personal development is an indication of once wellbeing. So then Frank also talk about will to meaning so Frankl talks about it is the will of a person to have meaning about life. How are you chasing meaning in your life? That is an indication of one's wellbeing.

Then mental health by Jahoda he talks about mental health is equivalent to ones wellbeing. Jung has different view he talks, he labels equalized wellbeing with individuations and you know Maslow talks about, self-actualization once highest level of wellbeing. So many people have many explanations but however the central theme of wellbeing remains about the four important domains social, emotional, spiritual and psychological.

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Well this diagram talks about you know the dynamic model of wellbeing. It look about the wellbeing depends upon you know, one's functioning well and satisfaction of needs. One is the enabling factors of the condition that is opportunity, obstacles, inequalities and social norms and culture. These are very important and you know influential factors in the functioning of, how a person will well function? So this obstacle also decides that whether they will disturb or restore ones peace and wellbeing.

So it goes on one's life experiences like happiness, satisfaction, interest, boredom and distress. If one's experience about life is dominated by boredom and distress, the wellbeing will go down. If it is more of happiness satisfaction and interest and zeal then it will enhance the wellbeing factors. Another important area is called psychological resourcefulness. How psychologically you are resourceful is also an indication of one's wellbeing.

Say for examples like resilient, optimism, self-esteem. So people those who experience high level of wellbeing in their life are likely to be resilient, possess high level of self-esteem and they are likely to be optimistic in their life and there is also certain other characteristic that are also reflections of one's wellbeing like you know to be autonomous competent and connected to others.

So these are scientific character of a person who likely to possess a high level of wellbeing. A person likely to be a reasonable, so these are cognitive markers of one's wellbeing that means his cognitive functioning is intact.

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TABLE I Definitions of theory-guided dimensions of well-being	
<i>Self-acceptance</i>	
<i>High scorer:</i>	Possesses a positive attitude toward the self; acknowledges and accepts multiple aspects of self including good and bad qualities; feels positive about past life
<i>Low scorer:</i>	Feels dissatisfied with self; is disappointed with what has occurred in past life; is troubled about certain personal qualities; wishes to be different than what he or she is
<i>Positive relations with others</i>	
<i>High scorer:</i>	Has warm, satisfying, trusting relationships with others; is concerned about the welfare of other others; capable of strong empathy, affection, and intimacy; understands give and take of human relationships
<i>Low scorer:</i>	Has few close, trusting relationships with others; finds it difficult to be warm, open, and concerned about others; is isolated and frustrated in interpersonal relationships; not willing to make compromises to sustain important ties with others
<i>Personal growth</i>	
<i>High scorer:</i>	Has a feeling of continued development; sees self as growing and expanding; is open to new experiences; has sense of realizing his or her potential; sees improvement in self and behavior over time; is changing in ways that reflect more self-knowledge and effectiveness
<i>Low scorer:</i>	Has a sense of personal stagnation; lacks sense of improvement or expansion overtime; feels bored and uninterested with life; feels unable to develop new attitudes or behaviors
<i>Purpose in life</i>	
<i>High scorer:</i>	Has goals in life and a sense of directedness; feels there is meaning to present and past life; holds beliefs that give life purpose; has aims and objectives for living
<i>Low scorer:</i>	Lacks a sense of meaning in life; has few goals or aims; lacks sense of direction; does not see purpose of past life; has no outlook or beliefs that give life meaning
<i>Environmental mastery</i>	
<i>High scorer:</i>	Has a sense of mastery and competence in managing the environment; controls complex array of external activities; makes effective use of surrounding opportunities; able to choose or create contexts suitable to personal needs and values
<i>Low scorer:</i>	Has difficulty managing everyday affairs; feels unable to change or improve surrounding context; is unaware of surrounding opportunities; lacks sense of control over external world

Well these are some of the definitions of theory guided dimensions of wellbeing. Say for example like we talked about self-acceptance, how self-acceptance is described in the context of wellbeing like it possesses a positive attitude toward the self, it acknowledges and accepts multiple aspects of self- including good and bad qualities, it feel positive about the past. So a

person who scores high on these sides is likely to possess better wellbeing than scoring low on these sides on self-acceptance.

Like you know feels dissatisfied with self-disappointed feeling disgusting troublesome life wishes to be different than what do we see in others. So this kind of features I often observe in people those who are disinterested in the class. Why some people do not come to the class? This is one of the important reason and the second thing is that you know positive relationship with others. This is also another I used to relate all these characteristics within the people who are irregular in the class.

No high score means has very one's personality satisfying trusting relationship with others is concerned about welfare of others capable of strong empathy, affection intimacy understands give and take up human relations this people are also very sincere in class and they used to do proxy for their other absentees in classes. So I often used to tell them ok another thing is the personal growth and it is also saying that you know those who are low scorer in the class their personal growth also generally is very low.

They think that if they concentrate on other activity there will be overall growth of their personality no not exactly that you need to have all round development of a personality. So people scoring high and personal growth as a high indication of wellbeing like as a feeling of continued development she itself has growing and expanding they can realize that they are very open to experience.

Has a sense of realizing his or her potential sees improvement in life. but, on the other side people those who are low on their personal growth they are likely to have you know high level of personal stagnism lack of sense of improvement then you know expansion of overtime, feels bored and uninterested with life feels unable to develop new attitude on behavior.

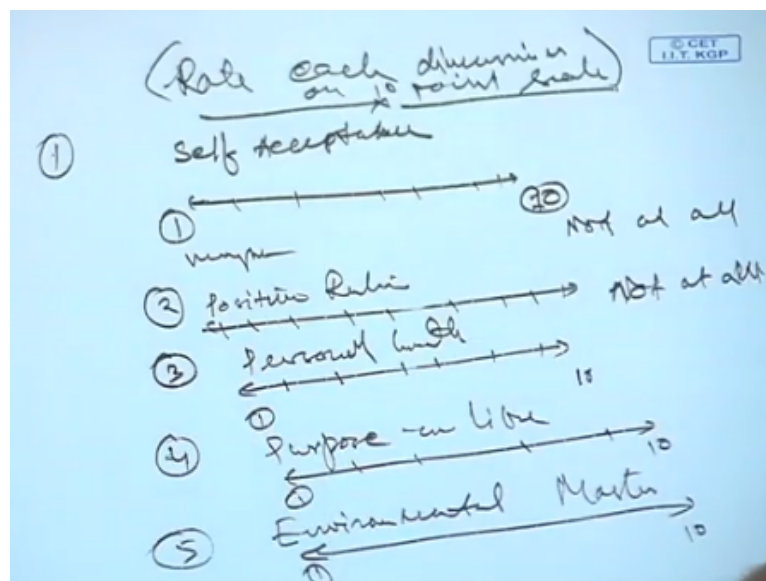
So this is one of the you know expansion of time I have seen a group of students whenever I give any assignments surprisingly they will have Sir I felt the dead line. Can I submit it by evening? The moment I say yeah you can. Then they say sir in the evening I have lab so can I come

tomorrow? So they just know acts for demanding more and more times expanding their times and then never get the dead line purpose in life is very important.

If you are so focused about the achievement of the goals life goals you are likely to maintain a very healthy wellbeing has a goal in life and a sense of directedness you are focused .You know feels there is a meaning to the present and past. Then holds believes that life purpose as aims and objective in livings so this you know keeps them going. So that is very important in ones restoring ones wellbeing in life.

Yes environmental mastery is very important because the person who score high on is a sign of each sense of mastery and a competencies in managing the environment, controls, complex, array of external activities, makes effective use of surrounding and opportunities and able to choose or create. You know context suitable to personal needs and values. So this is exactly where people display a very you know harmonious know functioning of their personalities.

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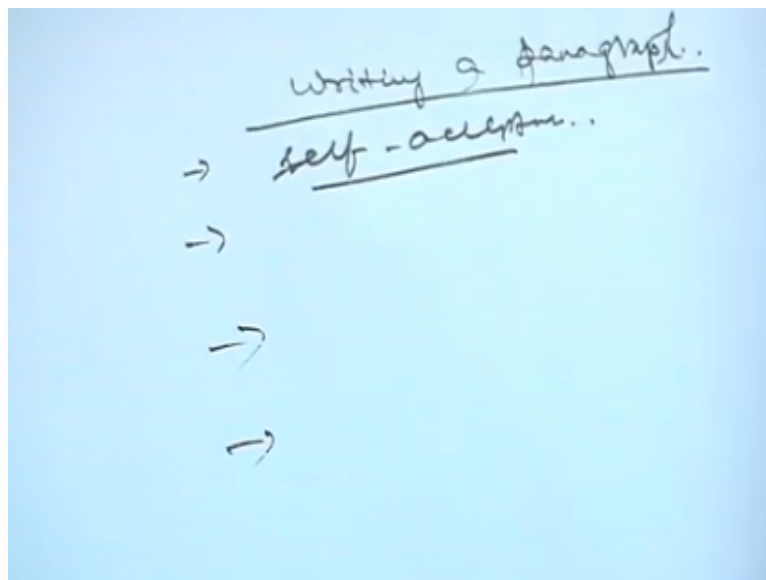


So it one can create simple you know simple exercise if as a teacher if you want to measure somebody wellbeing just make a small exercise like rate each dimensions from you know say for example, self-acceptance. You know ask them to rate them from one to ten you know very nature of it to not at all. Then similarly, you can say then the next one is what you call positive relationship with others again very well to not at all.

So ask the person please place yourself where do you stand at the ten point scale what is the level of your relationship with others. So, may be that will give an indication where exactly the person stands. So then you can also put another like on the personal growth dimension where do place yourself from one to ten? So even this small exercise can be conducted in you know school or classroom situations.

You ask the students to realize place them where do they exactly fit into it may not give them the exact status of their wellbeing but probably that will be giving an indications say for example purpose in their life and environmental mastery. So this is what we call an objective assessment can the same be also you know rate each dimension on a ten point scale this same thing can be also measure by storytelling.

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You know just we discussed even you know by story writing also writing a paragraph. You just ask them write one paragraph may be in five to ten lines on each dimensions like you know first one is called self- acceptance. Just describe the meaning of these dimensions ask them to write a paragraph on positive relations do really enjoy positive relationship with others.

Write you one paragraph or say for in fifty words or twenty words or something like that. Then the next one is personal growth how do you realize that you are experiencing your personal

growth please reflect them write ten lines. Similarly, purpose in life do you have a purpose in your life? What is their variety? How do they utilize it? Please explain and reflect on your thoughts? Then next is environmental mastery do you think that everything works at your wish.

So the things are moving on your wish that means your things are under your control is the environment responding as per your goals and targets. If not then, that means you are disturbed. Say if yes the things are happening. So these are small exercise but powerful techniques for evaluation of ones wellbeing but how about see this depends upon the mastery of the person on the concept. So otherwise it not gives a clear picture or understanding of ones wellbeing.

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Five Ways to Well-being



So moving forward there are also people say that five ways to rest at ones wellbeing or develop ones wellbeing this is also a framework what you called wellbeing can be achieved by good functioning. Like you know there is simple form of achieving ones satisfaction happens in life. Like you know yes, so what is this wellbeing? Be active, be connected and give feedback, take notice and keep learning.

We will discuss details how these five dimensions they talks about the good functioning of wellbeing will come back after short break.