



Wellbeing implies a sense of thriving, flourishing, being fully alive, 'firing on all cylinders' and living life to the full, as well as feeling balanced and calm, contented and at ease with life. Wellbeing is affected by many elements in our lives and varies from person to person because each of us has a different combination of psychological, emotional, social and physical resources upon which we draw. Our wellbeing fluctuates depending on the events, challenges and experiences we encounter in our lives. When individuals have more challenges than resources, their seesaw dips, along with their wellbeing, and vice-versa. The MEWS framework is a unique representation of the factors known to drive executive wellbeing.



▶ YOU HAVE AUTHENTIC RELATIONSHIPS WHEN...

...you feel you belong (to a team, family, social group and/or community); you trust others and are able to talk honestly and openly with them, solving problems and making decisions collaboratively; you feel close and connected to others, supporting them and showing kindness; you are respected and loved by people who are important to you; and you invest your time and give your attention to those you are close to.



▶ YOU HAVE MEANING, PURPOSE & DIRECTION WHEN...

...you make time to reflect on your life and work and whether you are making the contribution you want to, to the things you truly consider important; you make changes to refocus your efforts and energies towards the goals you value; you have a sense of perspective about your life's challenges and blessings and feel grateful for what you have; and you enjoy life and feel fulfilled.



▶ YOU HAVE RESILIENCE & EQUANIMITY WHEN...

...you acknowledge, understand and respond constructively to your emotions in times of adversity, maintaining a sense of calmness and composure even when facing challenges; you 'bounce back' quickly after stressful events; you are 'in touch' with your emotional state and when necessary, can regulate your responses in emotionally charged situations; you rarely experience periods of anxiety, depression, self-doubt or guilt; and you balance your own emotional needs with those of other people in your life.



▶ YOU HAVE VITALITY & ENERGY WHEN...

...you manage your energy by pacing yourself and taking time to rest and recover; you are eating the right foods for your body (quality and quantity) and maintaining a healthy weight; your drinking habits include enough of the good stuff (water) and less of the bad stuff (caffeine and alcohol); you have an exercise regime that keeps you moving about regularly; you are aware of your body's needs and take action to address these when you need to; and you give sleep the attention it deserves in your life.



▶ YOU HAVE BALANCE & BOUNDARIES WHEN...

...your working hours do not impinge on the other things in your life that are important to who you are or want to be; you are able to give your attention to people, activities and experiences outside of work, without feeling distracted by work demands; you have the right amount of work, most of the time, to feel stimulated and busy, without being overloaded or bored; and you feel 'in control' of your workload and work calendar.



▶ YOU HAVE INTELLECTUAL ENGAGEMENT & FLOW WHEN...

...you feel intellectually stimulated and engaged by your work and easily become absorbed in what you have to do; you often achieve a deep level of concentration on tasks you enjoy; you can use your creativity and are able to innovate; your work provides opportunities for you to learn and expand your mind; you have a natural curiosity about new things and you feel satisfied that you are able to use your strengths to the best of your ability in your work.