

# The Well-being Formula in United States

**WORKBOOK**

**Balancing the  
mind with  
Meaning**

**The  
heart with  
Relationships**

**The  
soul with  
Emotions**

# Quick Start

## Welcome!

This is your digital workbook for turning today's insights into action.

## Why this page:

Reflecting within 24–48 hours locks in learning and momentum.

## You'll gain:

- A 10-minute debrief of the seminar
- One tiny habit per pillar (Emotions • Relationships • Meaning)
- A next-48-hours step you'll actually take

## How to use

- Complete A–C below.
- Book a quick check-in (E).
- Open the 30-day tracker later (Page 13).

### A. 5-Minute Reflection (today)

**Emotions:** One idea I'll keep \_\_\_\_\_

**Meaning:** One value/strength I'll use \_\_\_\_\_

**Relationships:** One practice I'll try \_\_\_\_\_

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### B. Next 48 Hours (tiny + time-stamped)

**Task** \_\_\_\_\_

**Date/Time** \_\_\_\_\_

**Duration** \_\_\_\_\_

**Why it matters to me** \_\_\_\_\_

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### C. Habit Stack (≤2 minutes each)

**Emotions:** One idea I'll keep

*After I* \_\_\_\_\_

*I will* \_\_\_\_\_

**Meaning:** One idea I'll keep

*After I* \_\_\_\_\_

*I will* \_\_\_\_\_

**Relationships:** One idea I'll keep

*After I* \_\_\_\_\_

*I will* \_\_\_\_\_

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### D. If-Then (likely obstacle → plan)

*After I* \_\_\_\_\_

*I will* \_\_\_\_\_

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### E. Accountability

**Buddy/Coach** \_\_\_\_\_

**When** \_\_\_\_\_

**Format**

text  call



# The Wellbeing Formula

## **Our Why:**

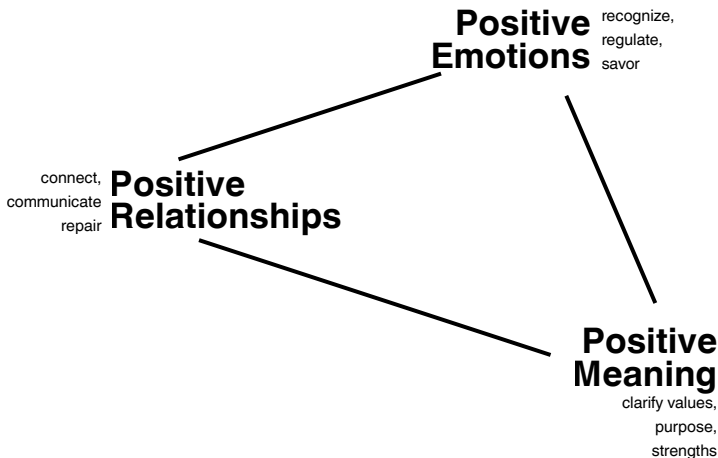
Build collective and individual well-being—so communities not only survive but also thrive. Not only fix what’s broken, but also build what’s strong.

## **Our Mission (Inner Science Lab)**

Turn the science of happiness into everyday practice—for people, couples, teams, and organizations.

## **The Author Method (Mary Sarikyan)**

A synthesis of positive psychology and happiness studies with years of practical work—organized around three pillars:



# Pillar One: Positive Emotions

## Theory (why this matters):

*Positive emotions broaden attention now and build durable resources over time—resilience, creativity, social bonds (Broaden-and-Build, Barbara Fredrickson). This isn't “be happy.” It's learning to return to balance and spot options.*

## You'll gain:



Faster calm  
under stress



Clearer thinking  
and choices



Small joys that  
add up

## B. Quick Self-Check (tick ✓)

- I can name what I feel in real time
- I have 3 fast calm-down tools ( $\leq 120$ s)
- I savor at least one small win daily

## Name → Frame → Act Worksheet Explained

Situation \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

[facts]

Describe what actually happened, without interpretation or judgment.

**Example:** "My colleague didn't reply to my message."

Emotions \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

[0–10]

Rate the intensity of 1–3 emotions you feel.

**Example:** Anger 6/10, sadness 4/10, frustration 7/10

Body sensations \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Notice how it feels physically — "tightness in chest," "stomach knot," "dry throat."

Story I'm telling myself: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What's the narrative your mind creates?

**Example:** "She's ignoring me." "I'm not valued."

*Helpful reframe* \_\_\_\_\_

\_\_\_\_\_

[truer & kinder]

*Challenge that story — find a more balanced, compassionate view.*

**Example:** “Maybe she’s just busy.” or “Her silence doesn’t define my worth.”

*Tiny action* \_\_\_\_\_

\_\_\_\_\_

Do one small, constructive thing.

**Example:**

“Go for a 5-minute walk,” “Write a kind message,”

“Take 3 deep breaths.”

### **C. Savoring — 20 seconds**

*Good moment today* \_\_\_\_\_

\_\_\_\_\_

*3 details I appreciated* \_\_\_\_\_

\_\_\_\_\_

*How I contributed* \_\_\_\_\_

\_\_\_\_\_

# Positive Emotions: Tools & Scripts

## Theory (why this matters):

A simple kit you'll actually use beats a long list you won't.

## You'll gain:



A **90-second** reset you can use anywhere



Reframes that reduce spirals



A personal regulation toolbox

## A. 90-Second Reset

Use this when you feel anxious, overwhelmed, or emotionally triggered.

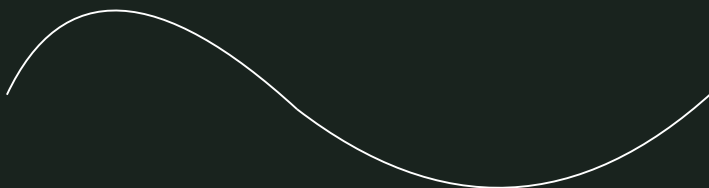
### **Name it:**

“Right now I feel \_\_\_\_\_.”

*Naming emotions activates the rational part of your brain and helps reduce their intensity.*

### **Breath:**

*Inhale 4 seconds → exhale 6 seconds × 8 breaths.*



*This calms your nervous system (exhaling longer signals safety).*

### **Ground:**

*The 5-4-3-2-1 technique —*

**5 things you can see**



**4 things you can touch**



**3 things you can hear**



**2 things you can smell**



**1 thing you can taste**



*It brings your mind back to the present moment.*



## B. Regulation Toolbox

Your personalized kit of calming strategies.

### FAST (60–120 sec):

Things you can do quickly

(deep breathing, stepping outside, cold water on wrists).

### DEEP (5–15 min):

longer resets

(walk, journaling, short nap, mindful music).

### If–Then Plan:

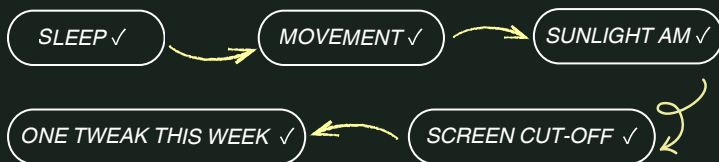
“If I feel \_\_\_\_\_, [emotion]  
at \_\_\_\_\_, [time/place]  
then I’ll \_\_\_\_\_, [tool].”

### Example:

“If I feel anxious before meetings, then I’ll take three grounding breaths.”

Your real example: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## D. Mood Hygiene (circle ✓ or →)



One tweak this week \_\_\_\_\_  
\_\_\_\_\_

# Self-Relationship

*(Self-Talk, Inner Critic, Self-Compassion)*

## Theory (why this matters):

**Self-talk** shapes your nervous system and behavior.

**Self-compassion** improves motivation and persistence (Neff).

**Cognitive reframing** shifts stuck stories (Beck/Ellis).

## You'll gain:

- Motivation from care, not fear
- Kinder accuracy (not sugar-coating)
- A tiny step you'll actually take

## How to use:

Pick one real situation — ideally, something that triggers self-criticism or doubt.

Then move through each step, gently shifting from judgment to compassion and constructive action.

### A. Snapshot

*This part helps you notice the automatic thought and its effect.*

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**Example:** Line I often tell myself: “I always mess things up.”  
Its impact: “I feel small, lose motivation, and avoid starting new things.”

**Purpose:** To bring the critic’s line into the open — awareness is the first step to change.

### B. Inner Critic

*Here, you personify your inner critic to create distance from it.*

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**Example:**

Nickname: “*The Perfectionist.*”

Favorite lines: “*You should’ve done better.*”

It tries to protect me from: “*Failure and rejection.*”

By: “*Pushing me too hard and shaming me when I fall short.*”

This reframes your critic as misguided protection, not an enemy.

### C. Compassion Script 3 steps

Practice self-compassion — a proven way to soothe the nervous system.

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**Example:** “This is hard.”

“I’m not alone — everyone struggles sometimes.”

“The helpful thing now is to take one small step.”

**Say it slowly — it helps move from self-blame to grounded self-support.**

### D. Critic → Coach Rewrite

Turn the harsh inner voice into a helpful one.

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**Example:**

Old: “You’re so unorganized.”

New (kind + true enough + useful): “You’ve had a lot on your plate — let’s start with one task.”

***The key: Kind + True + Useful. It must sound believable, not forced.***

## E. Evidence & Tiny Step

Ground yourself in facts and small actions.

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**Example:** 3 facts that help me re-balance:

- “I’ve handled harder things before.”
- “I met my last deadline.”
- “People value my work.”

**Tiny action (≤10 min):** “Make a to-do list and start with one easy task.”

**This rebuilds confidence through evidence, not emotion.**

## F. If-Then Boundary

A plan for next time your critic shows up.

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**Example:** “If I hear ‘You’re not good enough,’ then I’ll name it, take a long exhale, say my coach line — ‘You’re learning; progress takes time’ — and open my task list.”

**This trains your brain to pause → breathe → reframe → act.**

# Relationships with People Around You

*(Bids, Boundaries, Repairs)*

## Theory (why this matters):

*Belonging grows from micro-moments: noticing and turning toward bids for connection (Gottman). Clear requests and early repairs prevent distance (Rosenberg/NVC..)*

## You'll gain:

- Stronger trust with fewer misfires
- Simple daily connection habits
- A script for hard moments



### How to use:

For the next 2 days:

Track bids for connection — the small ways you or your partner reach out.

Practice one active appreciation daily.

Write one clear, kind request (instead of hinting or assuming).

These micro-habits build emotional safety faster than big “talks.”

### A. Bids for Connection — 2-Day Tracker

Notice and “turn toward” at least 5 small bids per day.

A bid is any small attempt to connect — a comment, a sigh, a question, a touch, a smile.

Date	Who	Their bid	I responded	Next time I'll...

### Example:

Partner: “Look how cute this is!”

You: “Aww, that’s adorable — where did you find it?”

This builds trust and emotional intimacy through micro-moments of presence.

## B. Active-Constructive Responding

Instead of neutral or dismissive replies (“Nice.” “Cool.”), respond actively and joyfully.

That’s how excitement and trust grow.

### Example:

“That’s great about your presentation! I loved how you handled the tough question. What part are you most proud of? Let’s celebrate with dinner tonight!”

### Practice (3 reps):

Write or role-play 3 examples where you can respond more actively:

1. \_\_\_\_\_ → \_\_\_\_\_
2. \_\_\_\_\_ → \_\_\_\_\_
3. \_\_\_\_\_ → \_\_\_\_\_

## C. Boundaries & Clear Requests

“When \_\_\_\_\_, I feel \_\_\_\_\_ because \_\_\_\_\_  
[situation] [emotion] [need/value]  
I’d like \_\_\_\_\_. Could we try \_\_\_\_\_?”  
[specific request] [option/plan]

### Example:

“When we’re both on our phones during dinner, I feel disconnected because I value quality time. I’d love if we could have tech-free dinners twice a week. Could we try that?”

Your real example: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



# Couples Toolkit

(Gottman-Based)

**Theory (why this matters):**

*Strong couples prioritize **friendship, turning toward, and gentle conflict.** **The Four Horsemen** predict distress; their **antidotes** protect love (John & Julie Gottman).*

**You'll gain:**

- Practical phrases for conflict
- Daily closeness rituals
- A way to revisit dreams together



### How to use:

Do Love-Map Qs, share appreciations aloud, track bids for one day, script a gentle start-up.

### A. Love Maps — Ask Tonight to use:

#### Purpose:

To stay emotionally current with your partner's inner world. Even small check-ins like these help you stay connected beyond daily logistics.

#### Ask each other:



**Tip: Listen without trying to fix — just be curious and present.**

## B. Fondness & Admiration

This builds positive sentiment override — the foundation of strong couples.

Gratitude and admiration protect the relationship during stress.

### Prompt:

“I appreciated when you \_\_\_\_\_  
because \_\_\_\_\_.”

**Example:** “I appreciated when you made dinner because it helped me rest after work.”

### Prompt:

“I admire your \_\_\_\_\_  
especially how you \_\_\_\_\_.”

**Example:** “I admire your patience, especially how you stay calm with the kids.”

### Prompt:

“Thank you for \_\_\_\_\_;  
It helped me feel \_\_\_\_\_.”

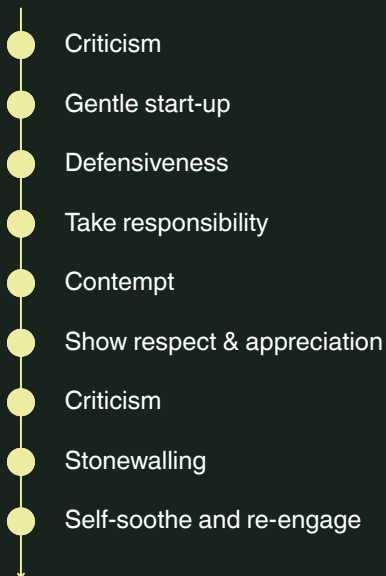
**Example:** “Thank you for listening last night; it helped me feel understood.”

**Tip: Focus on genuine, specific moments — not general compliments.**



## E. Four Horsemen → Antidotes

Gottman identified 4 patterns that predict relationship breakdown — and their antidotes: The “Horseman” Antidote



*Our pattern:* \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

*Antidote we'll practice:* \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### **Example:**

“Our pattern: I get defensive when you share feedback →

Antidote: I'll pause and take responsibility for my part.”

# Pillar Three: Positive Meaning

## Theory (why this matters):

*Meaning blends coherence, purpose, significance (Steger).  
Acting from values builds integrity and energy (Hayes/ACT).  
Using signature strengths drives engagement (Peterson & Seligman).*



## You'll gain:

- Clarity on what matters
- Language for your strengths
- A first draft of purpose

## How to use:

Circle your top 8 values, then narrow to 5.

Define what each looks like in daily life (the “Tuesday Test”).

List your 5 strengths, describe one evidence story.

Write a draft purpose statement — your Version 1.0.

## A. Values (pick → define)

### Step 1:

Circle 8 values that feel most alive for you:

<i>Growth</i>	<i>Learning</i>	<i>Faith</i>	<i>Creativity</i>
<i>Family</i>	<i>Kindness</i>	<i>Courage</i>	
<i>Health</i>	<i>Service</i>	<i>Beauty</i>	<i>Excellence</i>
<i>Freedom</i>	<i>Integrity</i>	<i>Community</i>	
<i>Adventure</i>	<i>Responsibility</i>	<i>Curiosity</i>	<i>Love</i>
<i>Gratitude</i>	<i>Justice</i>	<i>Humor</i>	
<i>Leadership</i>	<i>Simplicity</i>	<i>Wisdom</i>	

### Step 2:

Narrow to your Top 5:

1. \_\_\_\_\_ 3. \_\_\_\_\_ 5. \_\_\_\_\_  
2. \_\_\_\_\_ 4. \_\_\_\_\_

### Step 2:

“Tuesday Test”:

Describe what each value looks like on a normal Tuesday, not a perfect day.

This grounds it in action, not ideals.

- Value \_\_\_\_\_ → On a normal day this looks like \_\_\_\_\_
- Value \_\_\_\_\_ → On a normal day this looks like \_\_\_\_\_
- Value \_\_\_\_\_ → On a normal day this looks like \_\_\_\_\_

### Example:

Value: Kindness → “Checking in on a friend even when I’m busy.”

Value: Growth → “Asking for feedback after a hard meeting.”

Value: Family → “Cooking dinner together and putting phones away.”

## B. Strengths Snapshot

List your top 5 character strengths  
(from VIA survey or self-observation).

1. \_\_\_\_\_  
\_\_\_\_\_
2. \_\_\_\_\_  
\_\_\_\_\_
3. \_\_\_\_\_  
\_\_\_\_\_
4. \_\_\_\_\_  
\_\_\_\_\_
5. \_\_\_\_\_  
\_\_\_\_\_

### Example:

“When I used creativity in planning a workshop, participants felt energized and inspired.”

*This step connects strengths to real-life experiences — proof that you already live your purpose in small ways.*

## C. Purpose Draft (v1.0)

Now blend your values and strengths into one simple statement:

“The change I want to see is \_\_\_\_\_,  
for \_\_\_\_\_.  
I show up by \_\_\_\_\_.  
My purpose is \_\_\_\_\_.”

### Example:

“The change I want to see is more compassion in workplaces, for people who feel unseen.  
I show up by creating safe spaces for honest dialogue.  
My purpose is to help people feel seen, valued, and empowered.”

# Craft Your Days

*(Job/Life Crafting)*

## Theory (why this matters):

*You can redesign work and life at the task, relationship, and mindset level—job crafting (Wrzesniewski & Dutton).*

*Goals stick when they're self-concordant (Sheldon & Elliot) and tiny (Fogg).*

## You'll gain:

- A practical map for energy & meaning
- One 30-day experiment

## How to use:

Fill each map quickly and intuitively — don't overthink.  
Spot patterns (what gives energy, meaning, or connection).  
Choose one small, specific 30-day experiment to test change.

### A. Meaning Moments (last 2 weeks, 3 snapshots)

Reflect on three recent moments that felt meaningful, energizing, fulfilling.

Situation

Why meaningful

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#### Patterns I see:

(e.g. "I feel most alive when I'm helping others learn," or "When I'm outdoors.")

*This helps identify where your natural meaning already exists — your compass for redesign.*

### B. Task Map — Increase / Decrease / Reframe

Look at your daily activities. Categorize them in three columns:  
Increase, Decrease, Reframe.

Tasks that energize you or use strengths

Tasks that drain or misalign with values

Tasks you can view differently by linking them to purpose

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#### Example:

Increase: creative brainstorming

Decrease: long unstructured meetings

Reframe: emails → "a way to support people clearly and kindly"

## How to use:

Fill each map quickly and intuitively — don't overthink.  
Spot patterns (what gives energy, meaning, or connection).  
Choose one small, specific 30-day experiment to test change.

## C. People Map — Energizers & Supports

Map the people who influence your energy.  
Energizers (lift you up)  
Supports (mentor, resource)

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### Ask:

“Who gives me energy and clarity? Who helps me grow?”  
You'll see which relationships to nurture for momentum.

## B. 30-Day Experiment (tiny, winnable)

Choose one small, concrete experiment to increase meaning or energy in your work/life.

Title: \_\_\_\_\_

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Why (value/strength): \_\_\_\_\_

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### Scope

5–10 min/day

20–30 min, 3x/week

Weekly ritual \_\_\_\_\_  
[min]

Success looks like \_\_\_\_\_

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Start \_\_\_\_\_

End \_\_\_\_\_

### Example:

Title: “Morning clarity ritual”

Why: Value = Growth; Strength = Reflection

Scope: 10 min/day journaling before email

Success: Feeling focused and calm by 9 AM

# Integration & Action

*(Habit Stacking + 7-Day Tracker)*

## Theory (why this matters):

*Tie actions to existing cues and protect them with If-Then plans (Gollwitzer; Oettingen/WOOP).*

## You'll gain:

- One micro-habit per pillar
- Visible progress across a week



### A. Habit Stacking (≤2 minutes each)

- Emotions:  
After I \_\_\_\_\_ I will \_\_\_\_\_.
- Relationships:  
After I \_\_\_\_\_ I will \_\_\_\_\_.
- Meaning:  
After I \_\_\_\_\_ I will \_\_\_\_\_.

### B. If-Then Plans

If **time slips** because \_\_\_\_\_ I will \_\_\_\_\_

If I feel **resistance**, then I'll start with **2 minutes** of \_\_\_\_\_

If I **miss a day**, then I'll **restart next slot** and log "R" (reset).

### C. 7-Day Micro Tracker

Day	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Done							

Note \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

# 30-Day Calendar + Weekly Review



## Why this page:

Because consistency beats intensity.

Meaningful change doesn't come from rare bursts of effort — it comes from small, steady actions that accumulate over time.

This page helps you track, review, and refine those small wins week by week.

## 30-Day Calendar (tick daily):

Each day, mark one meaningful action — even the tiniest.

## Example legend for your daily actions:

**E** = Emotions micro (90-second reset, reframe, or body check-in)

**R** = Relationships micro (small bid for connection, appreciation, gentle start-up)

**M** = Meaning step (values-aligned action, purpose reflection, using a strength)

**Rst** = Reset (pause, walk, breathe, or self-soothe moment)

**Tip: Only one small action per day counts — it's about consistency, not perfection.**



**Weekly Review (10 minutes — repeat x4)**

At the end of each week, take a short reflection break:

**Wins:**

*What went well, even in small ways?*

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**Example:**

*“I reached out to my colleague instead of overthinking.”*

**Stumbles (facts, not insults):**

*Just observe — what didn’t go as planned?*

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**Example:**

*“Skipped 3 days when I felt tired.”*

**What I learned:**

*What does this show you about your habits, patterns, or needs?*

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**Example:**

*“Evening resets work better for me than mornings.”*

**One tweak for next week:**

*Choose one adjustment — not a full overhaul.*

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**Example:**

*“Prepare my gratitude note before lunch.”*

Next week’s single focus (circle one): **E / R / M**

(Emotions, Relationships, or Meaning — whichever area most needs attention.)

# Next Steps with Inner Science Lab

## How ISL can support you next



## Choose your path (quick guide):

Want emotional balance?

Want clarity & momentum?

Want better connection?

Want team impact?



*Positive Therapy*

*Life/Career Coaching*

*Couple Coaching / Relationships*

*Corporate Trainings*



Thank you for being part of  
The Wellbeing Formula.



Build  
what's  
strong.

