



Pathways to flourishing individuals, organisations and communities

Webinar

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Prof. Ruut Veenhoven

Title: Societal determinants of flourishing individuals, organisations and societies

How well people thrive manifests in how long and happy they live. This can be measured using an index of 'Happy Life Years (HLY)', which combines subjective reports of life-satisfaction and objectively assessed longevity. Data Happy Life Years is available for the population in 158 contemporary nations, scores varying from 14,8 in Togo to 66,4 in Iceland. Analysis of the societal determinants of these differences reveals several pathways to flourishing people, one of which is the proper functioning of government bureaucracy. Analysis of chance over time shows that ongoing modernization is a right path.

Ruut Veenhoven (1942) is emeritus professor of 'social conditions for human happiness' at Erasmus University Rotterdam in the Netherlands, where he is currently involved in the Erasmus Happiness Economics Research Organization. Veenhoven is also a special professor at North-West University in South Africa, where he is involved in the Optentia Research Focus Area. He is director of the World Database of Happiness and a founding editor of the Journal of Happiness Studies. Home page: <https://personal.eur.nl/veenhoven>



Prof. Fons van de Vijver

Title: Fostering inclusiveness

Both flourishing and misery are often man-made. I will focus in my presentation on a source of both flourishing and misery that is entirely man made: intergroup relations in plural societies. Almost all countries harbor multiple ethnic groups. Yet, the relations between the ethnic groups vary greatly across countries. Some countries are much better in fostering a sense of inclusiveness than others. Psychology can help to understand what is needed to bring South Africa closer to the ideal of the Rainbow Nation. I will discuss factors that stimulate or inhibit a sense of inclusiveness in schools, organizations, and society.

Fons van de Vijver is affiliated to Tilburg University, the Netherlands, North-West University, South Africa, the University of Queensland, Australia, and the Higher School of Economics in Moscow, Russia. He has (co-)authored 550 publications, mainly in the domain of cross-cultural psychology. The main topics in his research involve bias and equivalence, psychological acculturation and multiculturalism, cognitive similarities and differences in the cognitive domain, response styles, translations and adaptations.



Prof. Frans Cilliers

Title: Flourishing: A systems psychodynamic perspective

Flourishing can be studied from a systems psychodynamic stance in terms of the systemic (individual as micro, organisation as meso and community as macro) unconscious manifestations of flourishing and languishing, representing the split between good and bad. It is hypothesised that part of the system will introject (for example) the good and project the bad onto and into another part of the system to contain on behalf of the system-as-a-whole (and vice-versa). This split may even be institutionalised through projective identification meaning that both parts of the system will own and act out its received projections, thus ensuring that the split remains intact. The above has implications for object relations such as male/female, black/white, rich/poor, education/non-education and job/joblessness. Thus, the advantaged system carries (experience, contain) 'the good life' and the disadvantaged system 'the not-good life' which will reflect in the system's dependency as part of its psychological identity. It is important to realise that the split is part of the human condition and that it's one part cannot exist without the other. The split can only shift when both systemic parts are willing to enter into an open facilitated conversation. This includes making the unconscious material, with its defensive structures, conscious and which needs to be followed by insight into and owning of the projective dynamic.



Frans Cilliers has a DPhil (from Potchefstroom University). He is an Emeritus Professor at UNISA and Professor Extraordinaire at North-West University. He is a registered Psychologist (cat. Industrial), Coaching Psychologist and Master Human Resources Practitioner. As an academic/ research supervisor, researcher and consultant/ leadership coach his focus is on systems psychodynamics in the Tavistock tradition.



Prof. Saskia Kelders

Title: Flourishing: Intervening using Apps

App stores are overflowing with apps related to Positive Psychology. And why shouldn't they? Positive psychology and apps seem like a great combination: they both appeal to large groups of people and provide an opportunity to intervene when needed in a positive way. But do these apps live up to their expectations? What is the quality of these freely available apps? Research has shown that there are serious issues with the quality of apps in the mental health domain. Based upon our own research, in this webinar you will learn how to evaluate existing apps on their theoretical basis, their usability and their persuasiveness to keep users engaged.

Prof. Saskia M. Kelders is Assistant Professor at the Department of Psychology, Health and Technology at the University of Twente, Enschede, the Netherlands and extraordinary professor at Optentia Research Focus Area, North-West University. Her research interests are positive psychology, persuasive technology and digital interventions. Ongoing research projects are focused on using individual engagement to personalize eHealth interventions. Methods used are, for example, analysis of log data, experimental studies and randomized controlled trials. Saskia works on are web-based gamified interventions and mobile apps to increase well-being.



Manoko Ratala

Title: Ubuntu: The spirit at work

The cardinal belief of Ubuntu is that one can only be human through the humanity of others. It is a fact that the "Ntu" in Ubuntu or Bantu, refers to the life force or vital energy responsible for human existence. It goes without saying that the human spirit needs to be nurtured, for people, organisations and communities to flourish. African indigenous knowledge, as articulated by Prof. Lovemore Mbigi, teaches that there are different spirits with different roles in the ecology of humanity. In fact, the cultural values for performance and enterprise are anchored in the spirit of the "Hunter/Shavi Reudzimba". This spirit is marked by an undying quest for



pragmatic and creative solutions. The kind of spirit required in the 4th Industrial Revolution. Merging this indigenous knowledge with current IOP science will help support the integration of the head, heart and hands of each individual, and thus help humanity flourish in a robust environment of authentic Ubuntu. The question is, how can we, through comprehensive research, and a quest for indigenous solutions, bring this reality to the fore of human behaviour in organisations and society?

Manoko Ratala has over 20 years' experience gained from working in public sector entities across national, provincial and local spheres of government, parastatals as well as global private sector organisations based in South Africa. She is a Registered Industrial and Organisational Psychologist, Certified Coach and seasoned Leadership Development Facilitator. Manoko is the Past President for the Society of Industrial and Organisational Psychologists of South Africa – (SIOPSA). She is currently pursuing her PhD at UNISA with a focus on Decolonization of the IOP Curriculum.