

Writing Assignment "Economy of Well-being"

LaTisha Cromwell

Organizational Management, Alliance University

BUS465: Personal and Organizational Flourishing

Professor Joseph Williams

November 7, 2022

## WRITING ASSIGNMENT "ECONOMY OF WELL-BEING"

We should care about flourishing/well-being for many reasons. Well-being is very important for our everyday lives. If we are not in good spirits, we are unable to thrive and flourish in our everyday lives. According to Rath and Harter, there are five core dimensions, and they are career wellbeing, social wellbeing, financial wellbeing, physical wellbeing, and community wellbeing. These five are very important to our everyday life. When I look at these five, I see that go hand and hand together. To have physical wellbeing you should be connected to community wellbeing to then have to social wellbeing to then career wellbeing and then financial wellbeing. When all five of these are being fulfilled, we can live a purposeful life. We as human beings were created to have connections; we were never created to do life alone. When we are not thriving/flourishing it shows in our day-to-day activities as well as in our health. Many that struggle with health issues have a lower performance rate when it comes to day to activities whereas others that are living a healthier have a higher performance in life. It is very important to grasp a hold of our health in our younger years, so we are affected in our older age. It is most likely that as we age, we are at higher risks of different health issues. In the workplace for individuals to flourish they are looking to feel appreciated. This does not always happen but when it does the numbers show. The turnover rate is low when staff feels appreciated. If our stress levels are high some individuals find themselves feeling low and even unproductive. In career wellbeing Rath and Harter said, "engaged teams have less absenteeism, lower turnover, fewer accidents on the job, less theft or unaccounted for merchandise, and fewer quality defects." We all want to feel needed and wanted, that is just human nature. When people have a low wellbeing, it takes a major toll on them and leaves them not wanting to be their best self they have to offer. On the other hand, "when they feel that the work they do matters, they are motivated to use available resources to ensure their overall wellbeing is strong" (Rath and

## WRITING ASSIGNMENT "ECONOMY OF WELL-BEING

Harter,2010 p.8). I can relate to this a lot. I have noticed when I am working and my manager points out the positives of what I do and shares how much she appreciates me, it makes me want to be myself even more than I did. Physical wellbeing is something that many of struggle with. Most times we get so caught up with performing that we forget to take the time to take care of the very thing that helps us be our best self. If we are physically healthy, we are unable to be motivated to do a good job. Financial well-being plays a huge part as well. "Gallup studies have found that financial security has nearly three times the impact of income alone on employees' overall wellbeing (Rath and Harter,2010 p.10). This show and proves that we as humans need to perform and be compensated so we can feel some sort of purpose. Especially when it comes to our families. It is rewarding and fulfilling when we can provide a comfortable living for our loved ones. Overall, all the well beings are important for our everyday lives for us to flourish.