

The Secrets of Replenishment: How to Use Downtime to Foster Health, Happiness, and Success

Presentation for:

The Canadian Positive Psychology Association

Ottawa, Ontario, July 17, 2014

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I want to say, in all seriousness, that a great deal of harm is being done in the modern world by belief in the virtuousness of work, and that the road to happiness and prosperity lies in an organized diminution of work

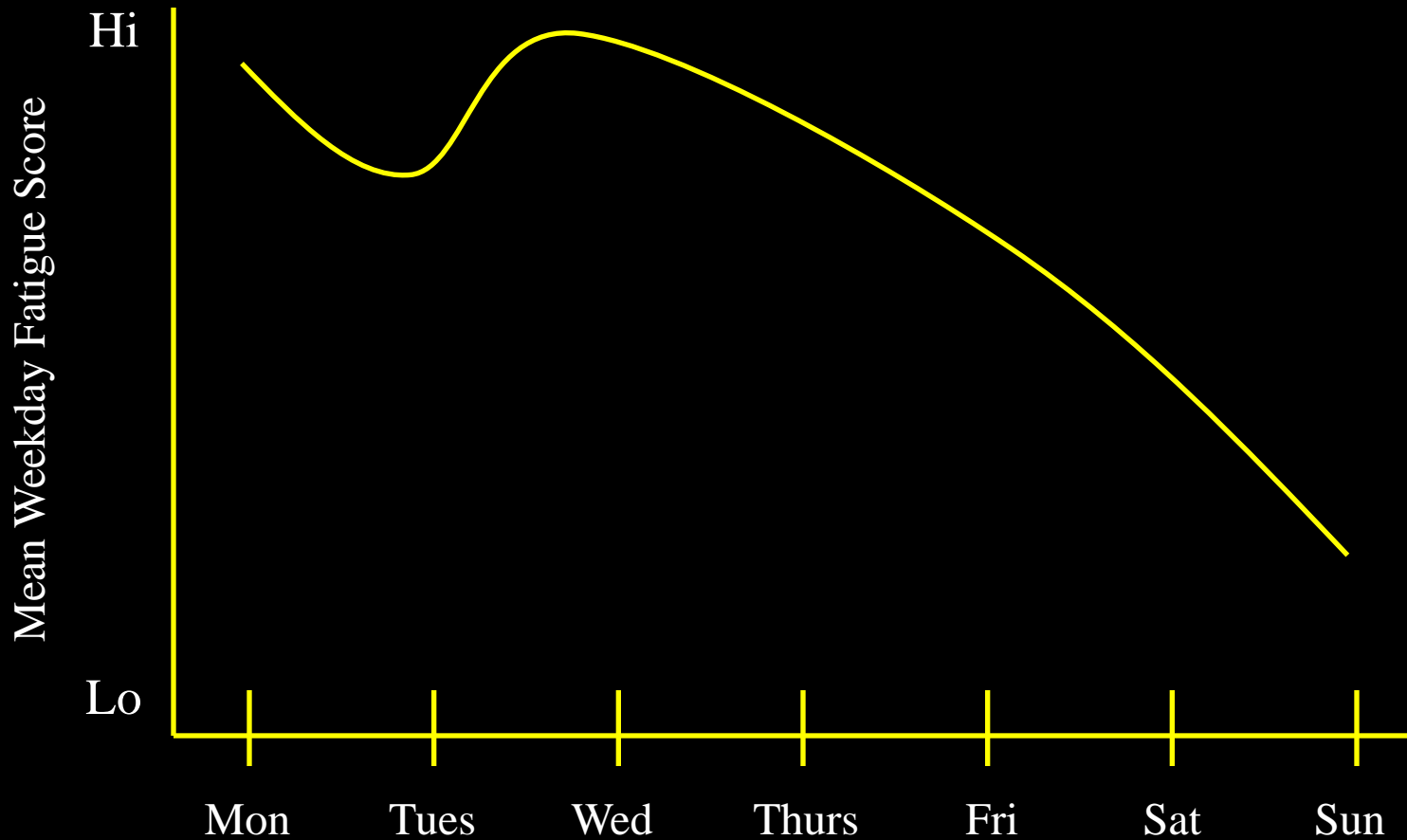
Bertrand Russell, 1932

The wise use of leisure, it must be
conceded, is a product of
civilization and education.

Bertrand Russell, 1932

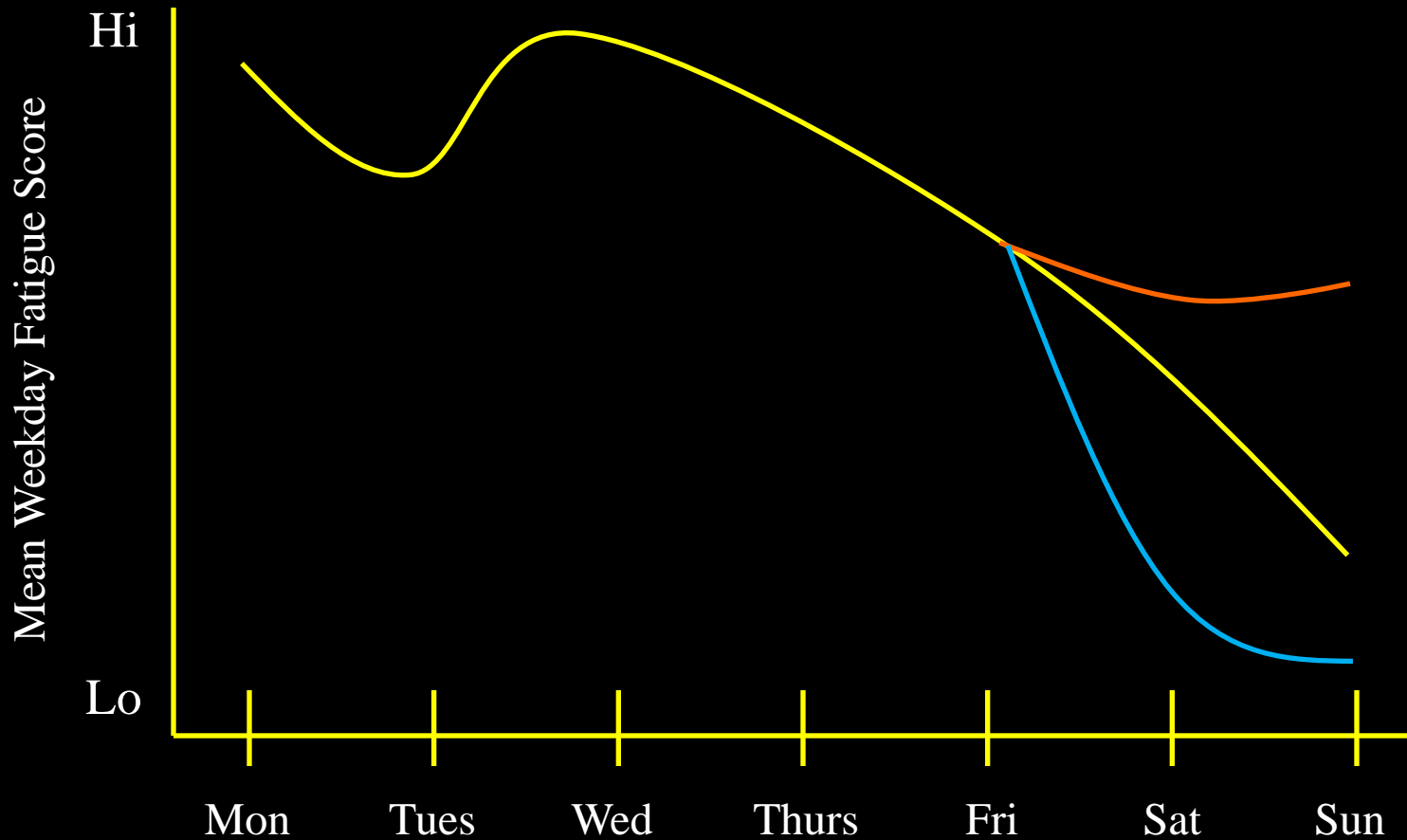
Pattern of Recovery Over the Week

Rook & Zilstra (2006). The contribution of various types of activities to recovery.
European Journal of Work and Organizational Psychology, 15, 218-240



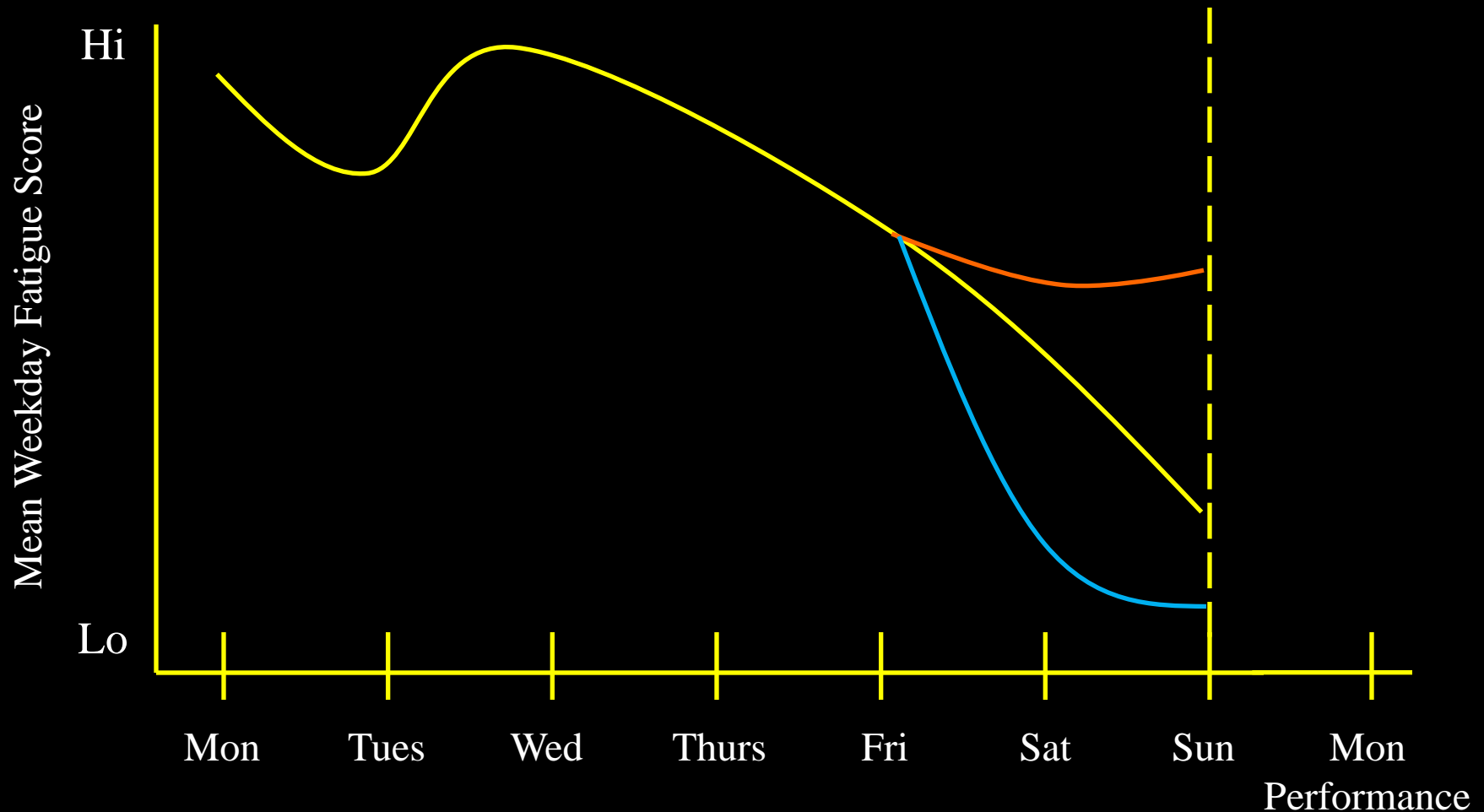
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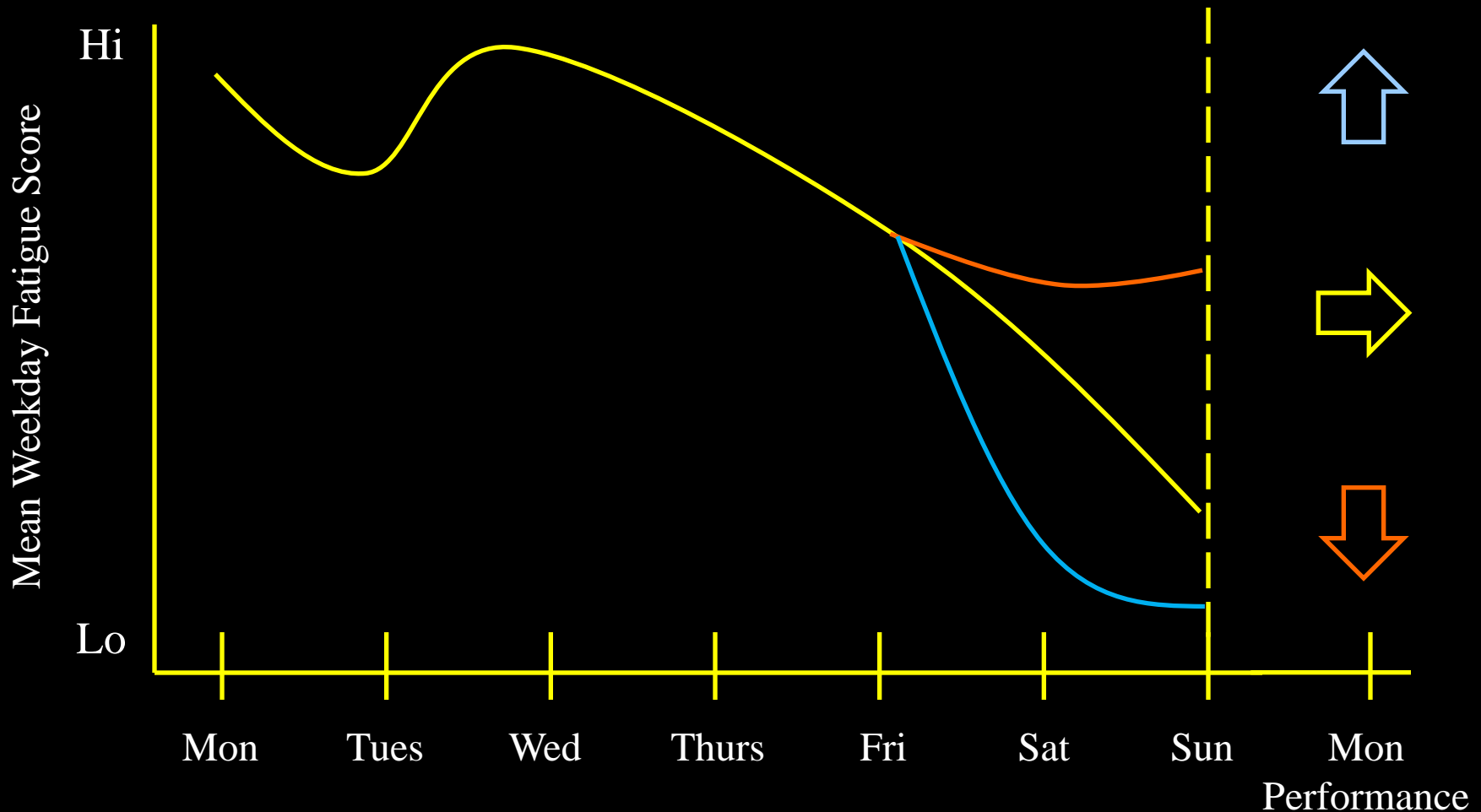
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The Secrets of Replenishment

- ReNEW

The Secrets of Replenishment

- Re
- N
- E
- W

The Secrets of Replenishment

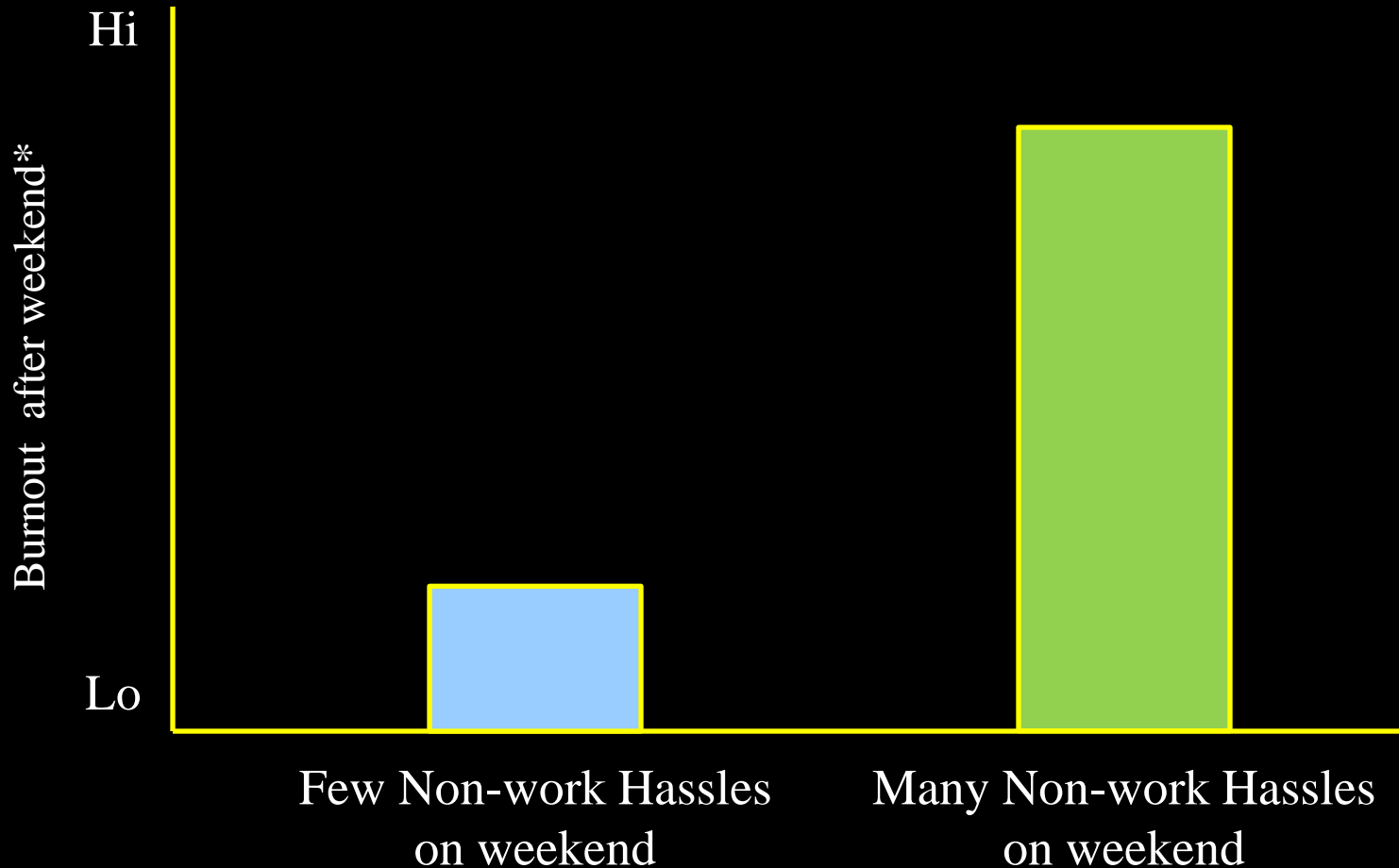
- Resources
- N
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Resources

- Physical Resources
 - Endurance
 - Strength
- Psychological resources
 - Concentration
 - Confidence
 - Self-esteem
 - Creativity

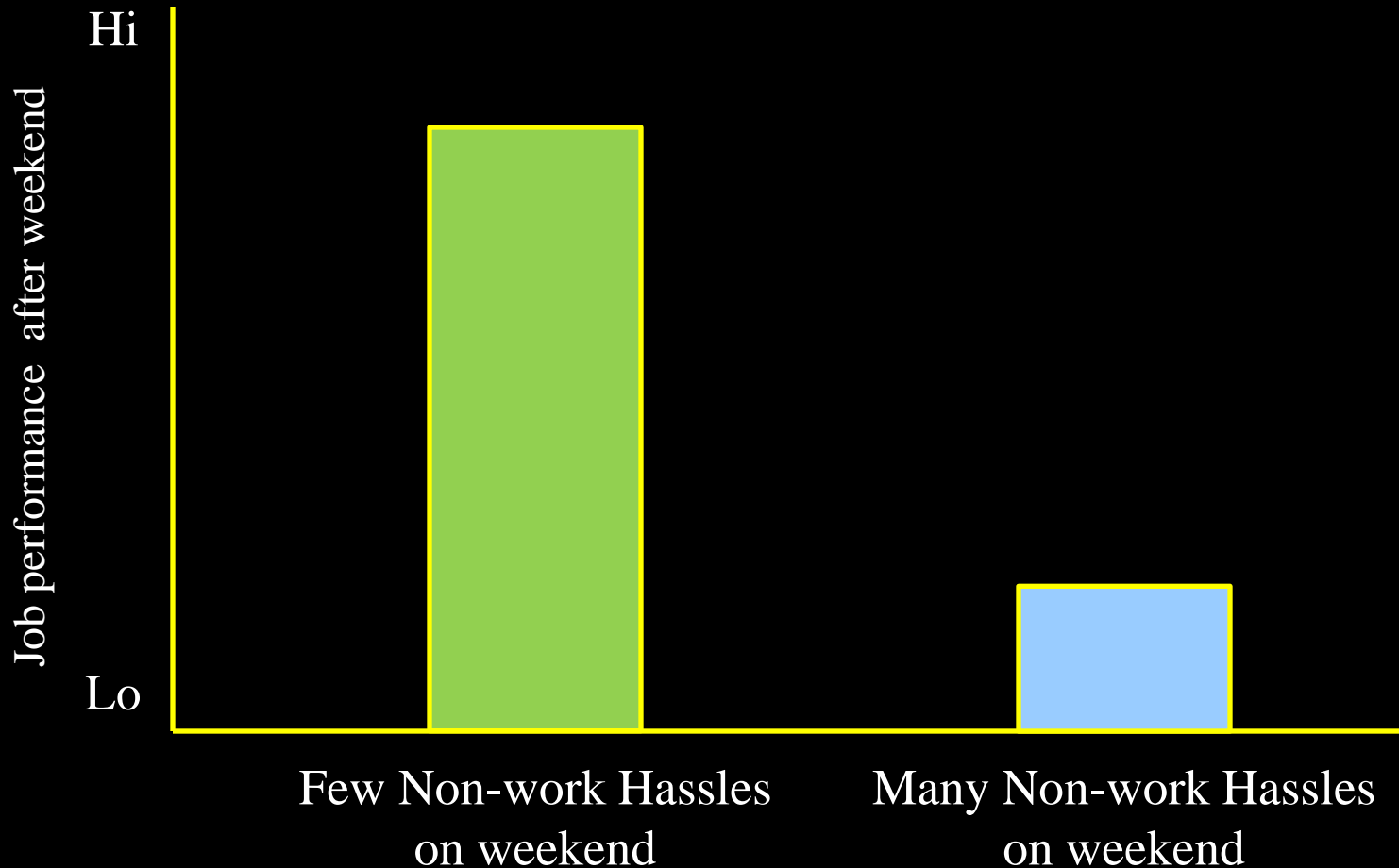
Replenishing Resources on Weekends and Burnout the Next Week

Adapted from Fritz & Sonnentag (2005). Recovery, health and job performance: Effects of weekend experiences. *Journal of Occupational Health Psychology*, 10, 187-199.



Replenishing Resources on Weekends and Performance the Next Week

Adapted from Fritz & Sonnentag (2005). Recovery, health and job performance: Effects of weekend experiences. *Journal of Occupational Health Psychology*, 10, 187-199.



The Secrets of Replenishment

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The Secrets of Replenishment

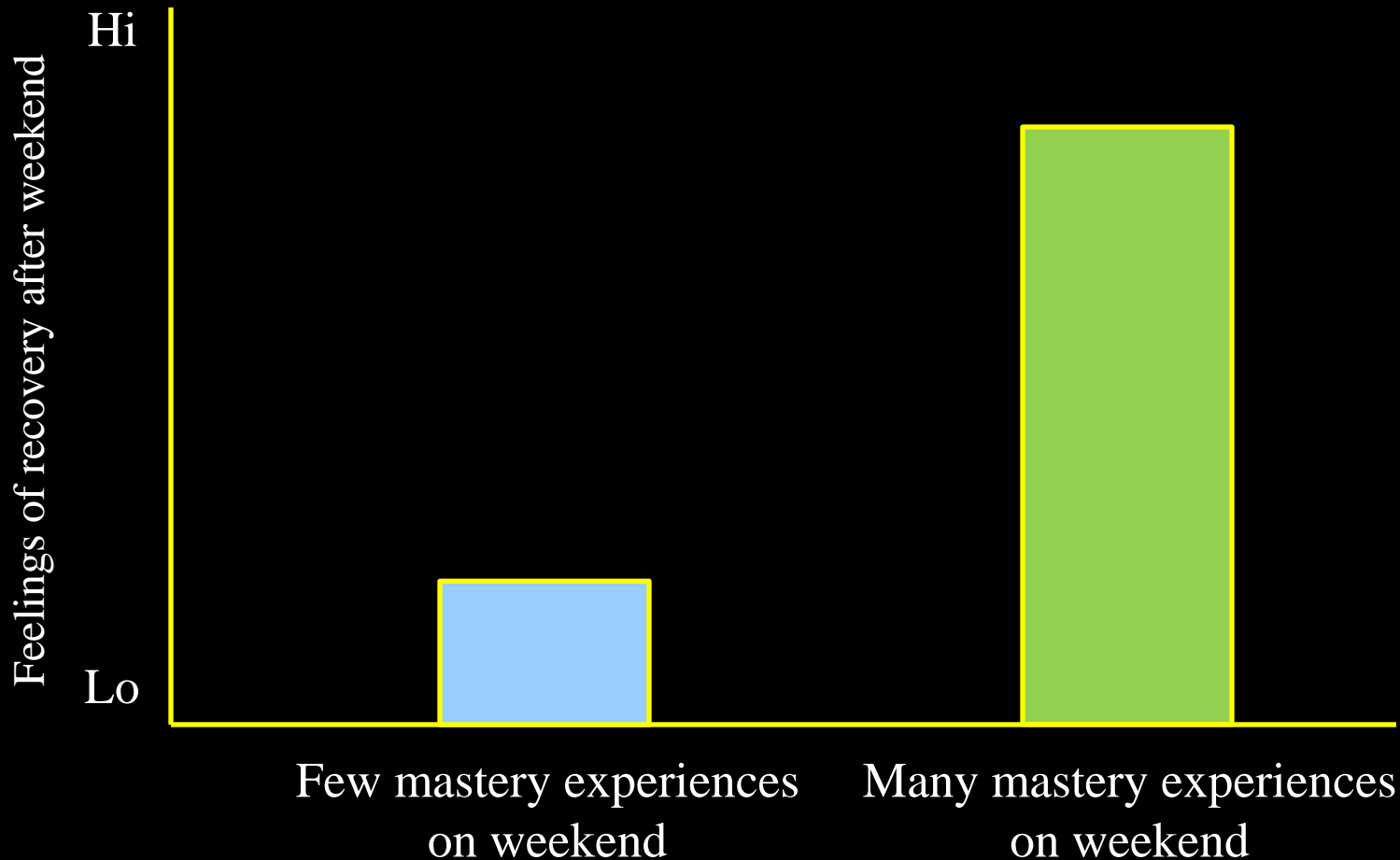
- Re
- Needs
- E
- W

Human Needs

- Physiological Needs
 - Sleep
- Psychological Needs
 - Need for competence
 - Need for autonomy
 - Need for relatedness

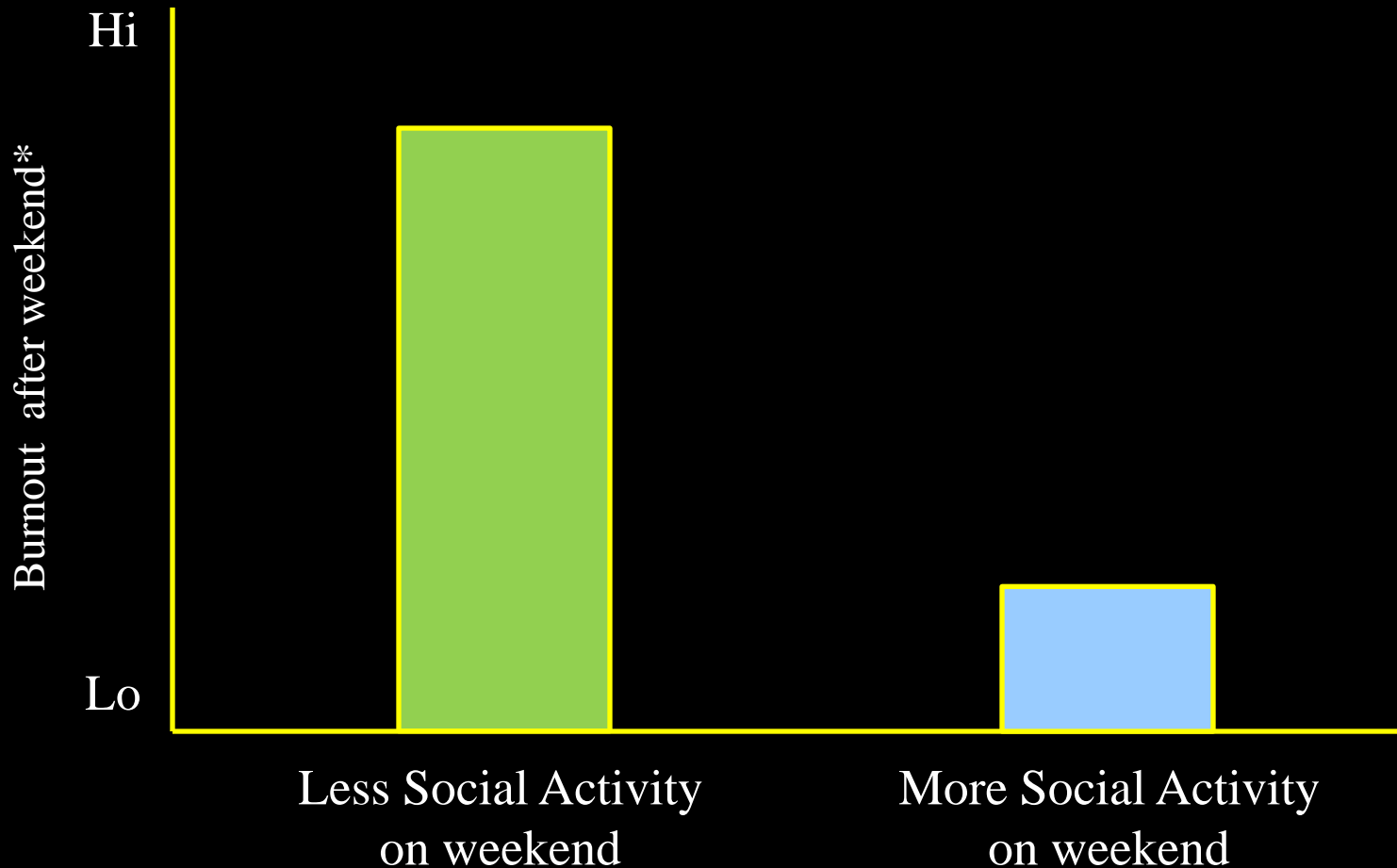
Need for Competence

Adapted from Binnewies, Sonnentag & Mojza (2010). Recovery during the weekend and fluctuations in weekly job performance. *Journal of Occupational & Organizational Psychology*, 83, 419-441.



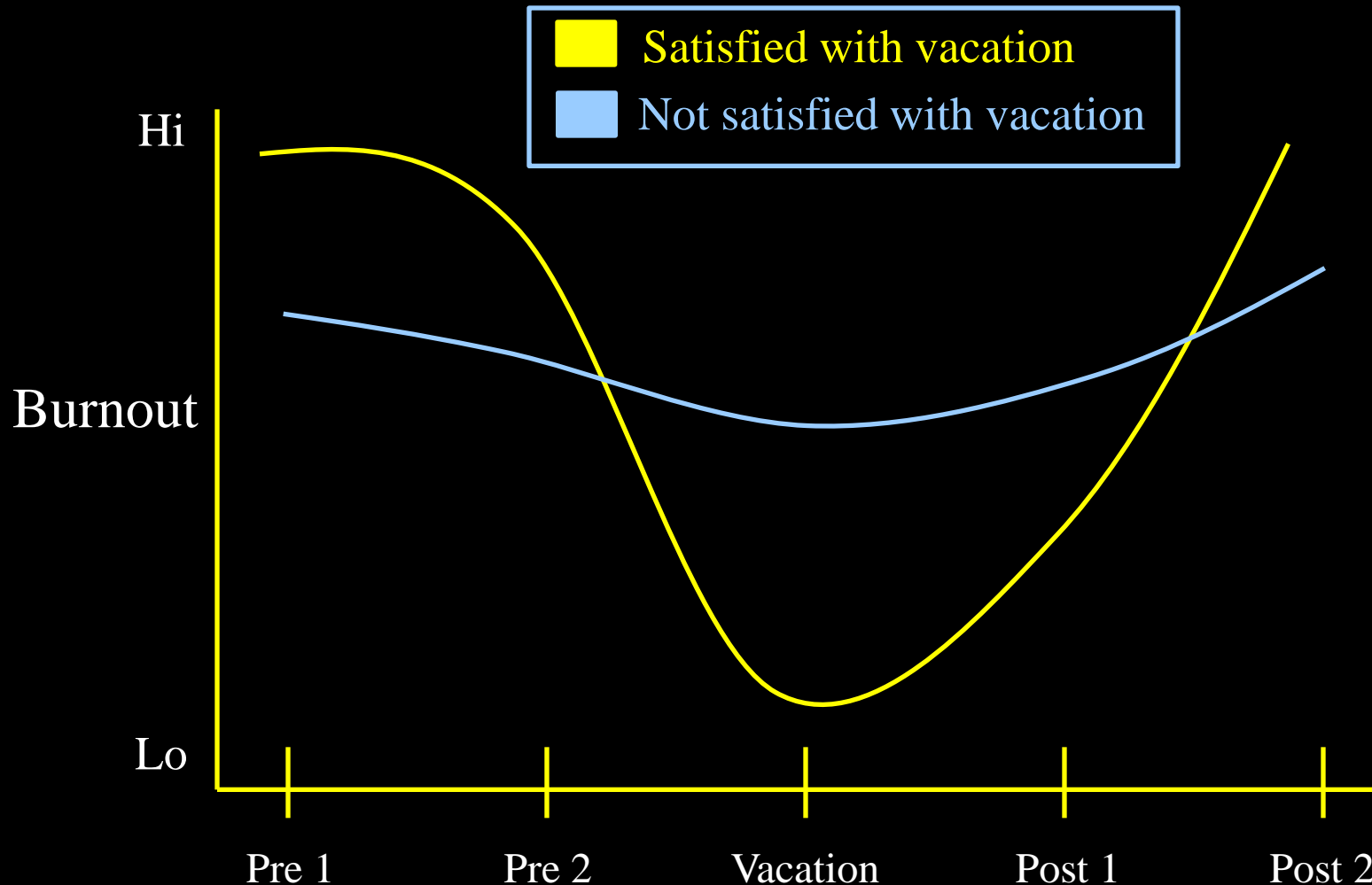
Need for Relatedness

Adapted from Fritz & Sonnentag (2005). Recovery, health and job performance: Effects of weekend experiences. *Journal of Occupational Health Psychology*, 10, 187-199.



Satisfaction with Vacation & Burnout

Westman & Eden (1997). Effects of a respite from work on burnout: Vacation relief and fade-out.
Journal of Applied Psychology, 82, 516-527



The Secrets of Replenishment

- Re
- N
- E
- W

The Secrets of Replenishment

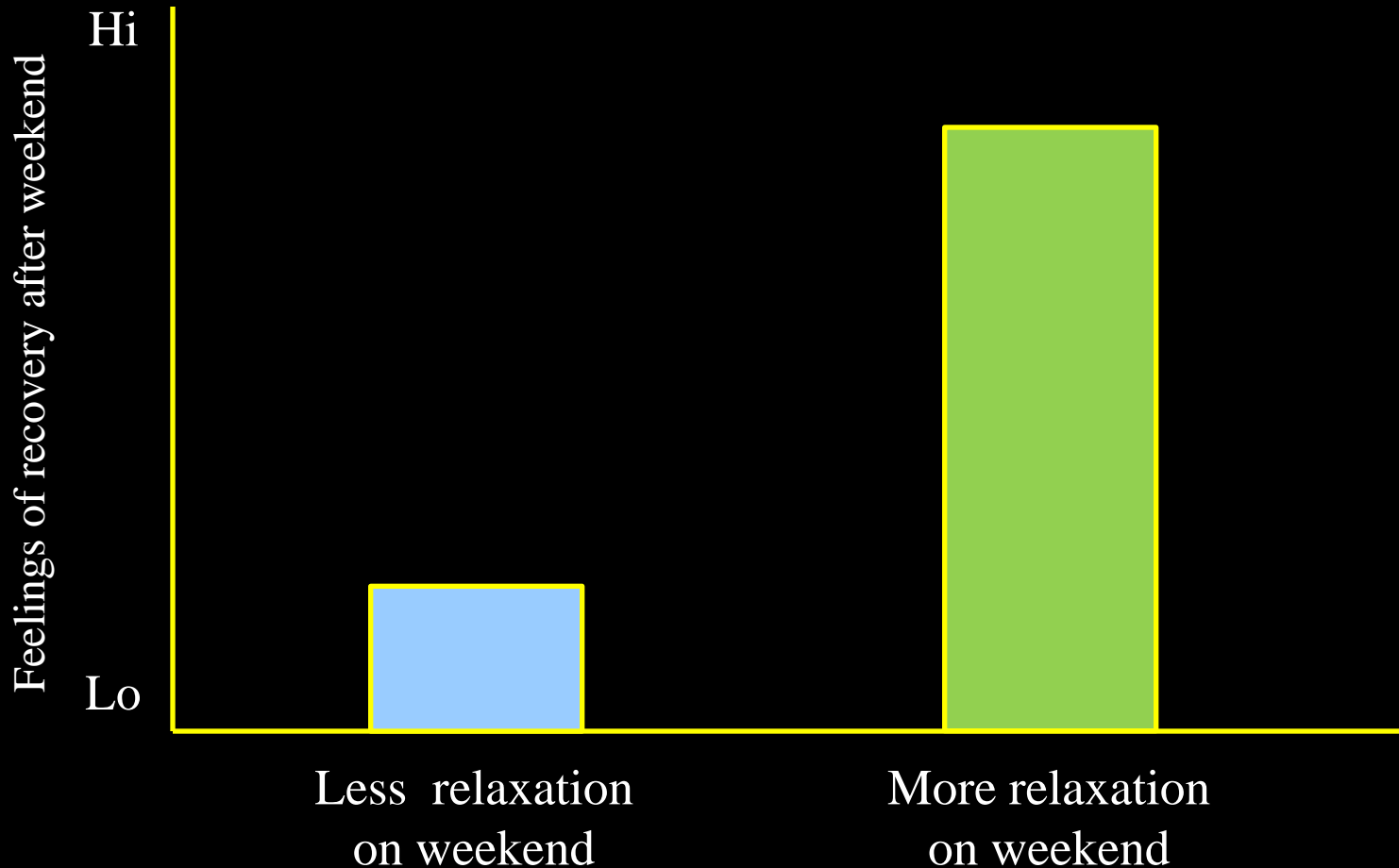
- Re
- N
- Escape
- W

Escape

- Relaxation
- Psychological detachment

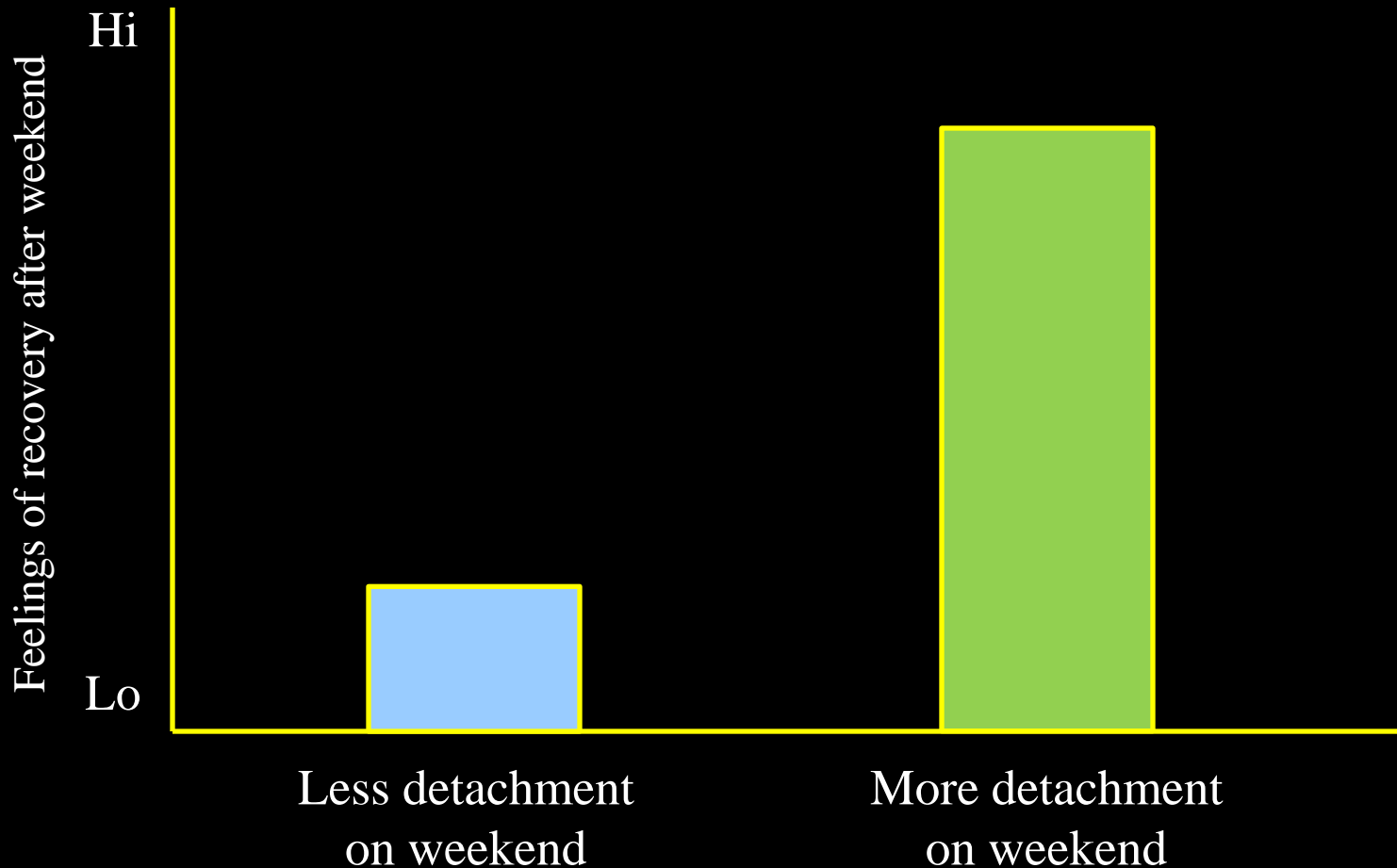
Escape: Relaxation

Adapted from Binnewies, Sonnentag & Mojza (2010). Recovery during the weekend and fluctuations in weekly job performance. *Journal of Occupational & Organizational Psychology*, 83, 419-441.



Escape: Psychological Detachment

Adapted from Binnewies, Sonnentag & Mojza (2010). Recovery during the weekend and fluctuations in weekly job performance. *Journal of Occupational & Organizational Psychology*, 83, 419-441.



The Secrets of Replenishment

- Re
- N
- E
- W

The Secrets of Replenishment

- Re
- N
- E
- Well-being

Well-being

- Positive affect
- Low negative affect
- Satisfaction

Vacations & Well-being

Photo credit: Your Workplace, Love your job issue, 16(4), 32



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