







# Links to the Global Leadership Wellbeing Survey (GLWS) Framework



	Hygge	Ikigai	Lagom	Ubuntu	Coorie
 <p><b>Authentic Relationships</b></p>	<p>Intentional intimacy and high quality, warm social interactions.</p> <p>Emphasis on safe, balanced and harmonious relationships and shared experiences.</p> <p>A culture of egalitarianism and interpersonal trust.</p> <p>Leisure time is spent together with family and friends.</p> <p>Within a business and societal context, Hygge manifests as trust, inclusion, openness and an almost total lack of corruption.</p>	<p>Harmony and social sensitivity.</p> <p>Reliance on others and importance of getting to know many others and what brings them joy.</p> <p>Show feelings and empathise with each other.</p> <p>Be your authentic self.</p> <p>Have a “moai” – a small group of friends who you support throughout life as a family would.</p>		<p>Caring. Empathy. Sharing. Respect. Humbleness in approach. A life lived in reverence of others.</p> <p>True character is doing what you would do for yourself to others as well based on values of tolerance, inclusivity, mentoring and continuous improvement. This sense of accountability is much needed as it will eliminate a them and us attitude, which brings separation. Practising Ubuntu involves strategies to build and consolidate relationships between groups in the workplace.</p>	<p>If there's one thing we can all agree on it's that the original meaning of Coorie is about having a cuddle and snuggle to provide comfort in the face of hardship. So emotional and physical warmth and connectedness is implied.</p> <p>The more contemporary extension promotes the Scottish idyll of wrapping yourself up in a Tartan blanket in front of a roaring fire in a country pub to 'blether' or chit-chat putting the world to rights.</p>
 <p><b>Meaning, Purpose &amp; Direction</b></p>	<p>Appreciate the nice things in life and exercise gratitude.</p>	<p>Reason for being and the joy of little things – appreciate what brings you deep pleasure, especially when you are under pressure.</p> <p>Many small accomplishments, often private, can be more important than moonshots when appreciating and reflecting on the complexity of your life.</p> <p>Find your reason to get up each morning, your deep purpose.</p> <p>Re-examine and reflect on how you are leading your life from time to time.</p>			<p>Coorie is said to be about a humbling feeling of being part of something much bigger than yourself (because the countryside in Scotland is a world of extremes).</p>
 <p><b>Resilience &amp; Equanimity</b></p>	<p>Slow down and take note of Hygge elements that overlap with core mindfulness processes.</p>	<p>Releasing yourself – know who you are and accept who you are.</p> <p>A process of self-reflection to understand your unique needs is essential.</p> <p>Be mindful, recursively self-improve.</p>		<p>Consciously embracing Ubuntu means being optimistic, courageous, self-confident and even-minded in all circumstances.</p>	<p>Living a Coorie way of life requires practising small, quiet, slow activities by engaging with our surroundings to find contentment.</p> <p>It's about not fretting the small stuff, being more present and aware of the small space we take up in the world.</p>
 <p><b>Vitality &amp; Energy</b></p>	<p>The humble bike is the Dane's best friend. Nine out of ten people in Denmark own a bike and Danes cycle 1.6 km a day on average. That does a lot for their wellbeing and happiness!</p> <p>Additionally, it's worth noting that personal taxes (at 55%) are high in Denmark and these are paid happily by most. An exceptional governmental healthcare system exists where everybody has free access to hospitals and surgery, creating a sense of security that makes people feel at ease and confident that if they become ill (or unemployed), the system will support them and help them back on their feet. Hygge isn't just about trusting individuals, it's about trusting the system.</p>	<p>Live by the dictum of “hara hachi bu” which entails eating only until you are 80 per cent full and live off a largely a plant-based diet, full of vegetables with lots of colour.</p> <p>Interestingly, Japan regularly rates as the country where people get the least amount of sleep at night, averaging 6 hours 35 minutes. However, falling asleep for a nap during the day is not deemed in anyway embarrassing, and is encouraged. These power naps are called ‘inemuri’, which translates to ‘sleeping on duty’ or ‘sleeping while present’. Some companies are obviously recognising the potential costs of sleep deprivation though, and are rewarding workers who track more sleep each night!</p>	<p>‘Fika’ is the name given to a break taken from work, the purpose being to drink coffee and chat. ‘Fika’ breaks in Sweden are sacred, and there are usually two or three every day, for everyone.</p>		<p>According to Coorie, happiness is found in wild loch swimming, bracing walks in the Highlands or spending a Sunday smoking your own food. (There's probably 0.1% of the Scottish population who do this regularly).</p>
 <p><b>Balance &amp; Boundaries</b></p>	<p>Leisure time is a huge part of the Danish culture. Leaving work on time, cycling home or jumping on effective public transport, picking up your children from day nursery and having a cosy family dinner is happiness for most families in Denmark. During spring and summer, hygge involves gatherings in parks, by the beach, or in sidewalk cafés – any opportunity to ‘take things slow’.</p>		<p>Living a balanced life. Employees, and many employers, often focus on doing exactly what's needed and doing it well, rather than doing unnecessary things.</p> <p>Punctuality is very important for Swedes, especially when it comes to business. It's quite common that Swedish employees arrive on time and leave on time – and have ‘fika’ on set times.</p> <p>Many Swedes place very high value on their private lives and therefore work overtime only when it's absolutely unavoidable.</p>		<p>In the more remote parts of Scotland, 24-hour living hasn't taken hold. These ‘lucky’ Scots aren't always connected or on-line, they are in communities where shops and business close up in the afternoon and on Sundays and there's not much else to do but engage with family, community and the environment.</p>
 <p><b>Intellectual Engagement &amp; Flow</b></p>	<p>Schools and universities are free in Denmark. At any given time, one out of three Danish adults age 25-64 is taking some kind of continuing education (usually free) course. The idea is to maintain a highly-qualified and well-educated workforce that can succeed in a global knowledge economy. Danes are brought up to question and challenge authority, which makes them powerful innovators and creators – they also have Lego!</p>	<p>Start small – focus on the details. Being in the here and now – find your flow. Make your own decisions, use your own judgement, it releases dopamine.</p>			<p>The proponents of Coorie link it to increased innovation and expertise....presumably because all that swimming in freezing cold lochs, eating of home smoked food, drinking of whisky in front a fire, idling away hours with fine blether sparks our creative genius!</p>