



Wellbeing: The Five Essential Elements

By Tom Rath, Jim Harter

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Much of what *we think* will improve our wellbeing is either misguided or just plain wrong. Contrary to what many people believe, wellbeing isn't just about being happy. Nor is it only about being wealthy or successful. And it's certainly not limited to physical health and wellness. In fact, focusing on any of these elements in isolation may drive us to frustration and even a sense of failure.

When striving to improve our lives, we are quick to buy into programs that promise to help us make money, lose weight, or strengthen our relationships. While it might be easier to treat these critical areas in our lives as if they operate independently, they don't. Gallup's comprehensive study of people in more than 150 countries revealed five universal, interconnected elements that shape our lives:

The Five Essential Elements

- Career Wellbeing
- Social Wellbeing
- Financial Wellbeing
- Physical Wellbeing
- Community Wellbeing

Wellbeing: The Five Essential Elements will provide you with a holistic view of what contributes to your wellbeing over a lifetime. Written in a conversational style by #1 *New York Times* bestselling author Tom Rath and bestselling author Jim Harter, Ph.D., this book is filled with fascinating research and novel ideas for boosting your wellbeing in each of these five areas.

By the time you finish reading this book, you should have a better understanding of what makes life worthwhile. This will enable you to enjoy each day and get more out of your life -- and perhaps most importantly, boost the wellbeing of your friends, family members, colleagues, and others in your community.

(Each copy of this book includes a unique ID code for Gallup's online Wellbeing Finder, a program designed to help you track and improve your wellbeing over time.)

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Editorial Review

Review

Why It Pays to Give a Damn: The Business of Wellbeing

-- From CNBC (read more: cnbc.com/id/37149447)

"The Gallup recommendations take immediate gratification and turn it on its head, making short-term satisfaction an ally rather than an enemy." --The San Francisco Chronicle

"the Wellbeing website...is as addictive as crack" --The Huffington Post

From the Inside Flap

Over the past decade, Gallup has introduced the concepts of strengths-based development and employee engagement to more than 20 million people around the world -- largely through the #1 *Wall Street Journal* bestseller *StrengthsFinder 2.0* by Tom Rath and the *New York Times* bestseller *12: The Elements of Great Managing*, which was coauthored by engagement expert Jim Harter. In *Wellbeing: The Five Essential Elements*, these bestselling authors team up to share the results of a landmark study of wellbeing and its implications for organizations and individuals.

Their groundbreaking research reveals how organizations can help employees boost their overall wellbeing -- from their satisfaction with their careers to their financial security and level of community involvement. After conducting this extensive study, Rath and Harter discovered that much of what we think will improve our wellbeing is either misguided or just plain wrong. When striving to improve our lives, we're quick to buy into programs that promise to help us make money, lose weight, or strengthen our relationships. While it might be easier to treat these critical areas in our lives as if they are independent, they're not. Gallup's comprehensive study of people in more than 150 countries revealed five universal, interconnected elements that shape our lives: Career Wellbeing, Social Wellbeing, Financial Wellbeing, Physical Wellbeing, and Community Wellbeing.

Wellbeing: The Five Essential Elements provides you with a holistic view of what contributes to your wellbeing over a lifetime. Written in a conversational style, this book is filled with fascinating research and innovative ideas for boosting your wellbeing in each of these five areas. As a complement to the book, you'll have the opportunity to use Gallup's online Wellbeing Finder to track and improve your wellbeing. By the time you finish reading this book, you'll have a better understanding of what makes life worthwhile. This will enable you to enjoy each day and get more out of your life -- while boosting the wellbeing of your friends, family members, colleagues, and others in your community.

About the Author

Tom Rath

Tom Rath is one of the most influential authors of his generation. His #1 international bestsellers have sold more than 5 million copies and made over 250 appearances on the *Wall Street Journal's* bestseller list.

Tom's new book, *EAT MOVE SLEEP: WHY SMALL CHOICES MAKE A BIG DIFFERENCE* is already receiving critical acclaim as his next "blockbuster book," a "transformative work," and being described as the new "operating code for human health." To learn more, read an exclusive preview of *Eat Move Sleep*, or

request and Advance Copy, visit: tomrath.org

Tom serves as a Senior Scientist and Advisor to Gallup, where he previously spent 13 years leading the organization's work on employee engagement, strengths, and wellbeing. Tom also served as Vice Chairman of the VHL cancer research organization. He earned degrees from the University of Michigan and University of Pennsylvania, where he is now a guest lecturer. Tom and his wife, Ashley, and their two children live in Arlington, Virginia.

Jim Harter, Ph.D., is Chief Scientist for Gallup's international workplace management and well-being practices. He coauthored the New York Times bestseller *12: The Elements of Great Managing*, which is based on the largest worldwide study of employee engagement.

Since joining Gallup in 1985, Harter has authored or coauthored more than 1,000 research studies, some of which have been reported on in bestselling management books, academic articles, book chapters, and publications such as *USA Today*, *The Wall Street Journal*, and *The New York Times*. He is coauthor of "Manage Your Human Sigma," published in the *Harvard Business Review*. Harter earned his doctorate in psychological and cultural studies at the University of Nebraska-Lincoln. Jim and his wife, RaLinda, and their sons, Joey and Sam, live in Omaha, Nebraska.

Users Review

From reader reviews:

Barbara Goodman:

The reserve with title *Wellbeing: The Five Essential Elements* has lot of information that you can discover it. You can get a lot of help after read this book. That book exist new knowledge the information that exist in this publication represented the condition of the world currently. That is important to yo7u to find out how the improvement of the world. This book will bring you in new era of the internationalization. You can read the e-book with your smart phone, so you can read the idea anywhere you want.

Gary Tawney:

Wellbeing: The Five Essential Elements can be one of your starter books that are good idea. Many of us recommend that straight away because this publication has good vocabulary which could increase your knowledge in terminology, easy to understand, bit entertaining however delivering the information. The article writer giving his/her effort to set every word into delight arrangement in writing *Wellbeing: The Five Essential Elements* although doesn't forget the main point, giving the reader the hottest along with based confirm resource facts that maybe you can be one of it. This great information can certainly drawn you into brand new stage of crucial considering.

Barbara Folsom:

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