



An Introduction to

Flourished You

The science of wellbeing & flourishing applied to life.



Welcome,

I am delighted that you are curious about my work.

In this booklet you will find information about Positive Psychology and the different ways in which I support people to increase their wellbeing and create a good or even great life.

I am always happy to receive questions, inquiries and suggestions. You can get in touch with me at saskia@flourished-you.com or via the website.

Saskia Fera

My Why and How

How I got where I am and my perspective on life

How I Got Here

I went on the quest for meaning and purpose in life at an early age due to the long disease and ultimately the passing of my mother. This taught me, firstly, how life and thus our existence ends in an instant. Literally from one inhale to the next.

Secondly, I witnessed great regret about life decisions amongst family members. So, before I had to invest my lifetime, I learned by observation that one may also raise the question of a truly meaningful life at an earlier stage. The sooner, the better.

This experience brought me to Positive Psychology, the science of what makes life worth living.

In addition to the *modern-day* science of the good life, I also study the *good life* disciplines of other cultural backgrounds, such as Yoga and Buddhism, which I integrate into my approach.

Together, these perspectives form the foundation of my work:

a synthesis of evidence-based psychology and timeless wisdom aimed at cultivating a truly flourishing life.

My Mission

We have this life and this life only. Each and every one of us human beings is here on this planet for a speck of time.

So what is the right way to spend this precious time?

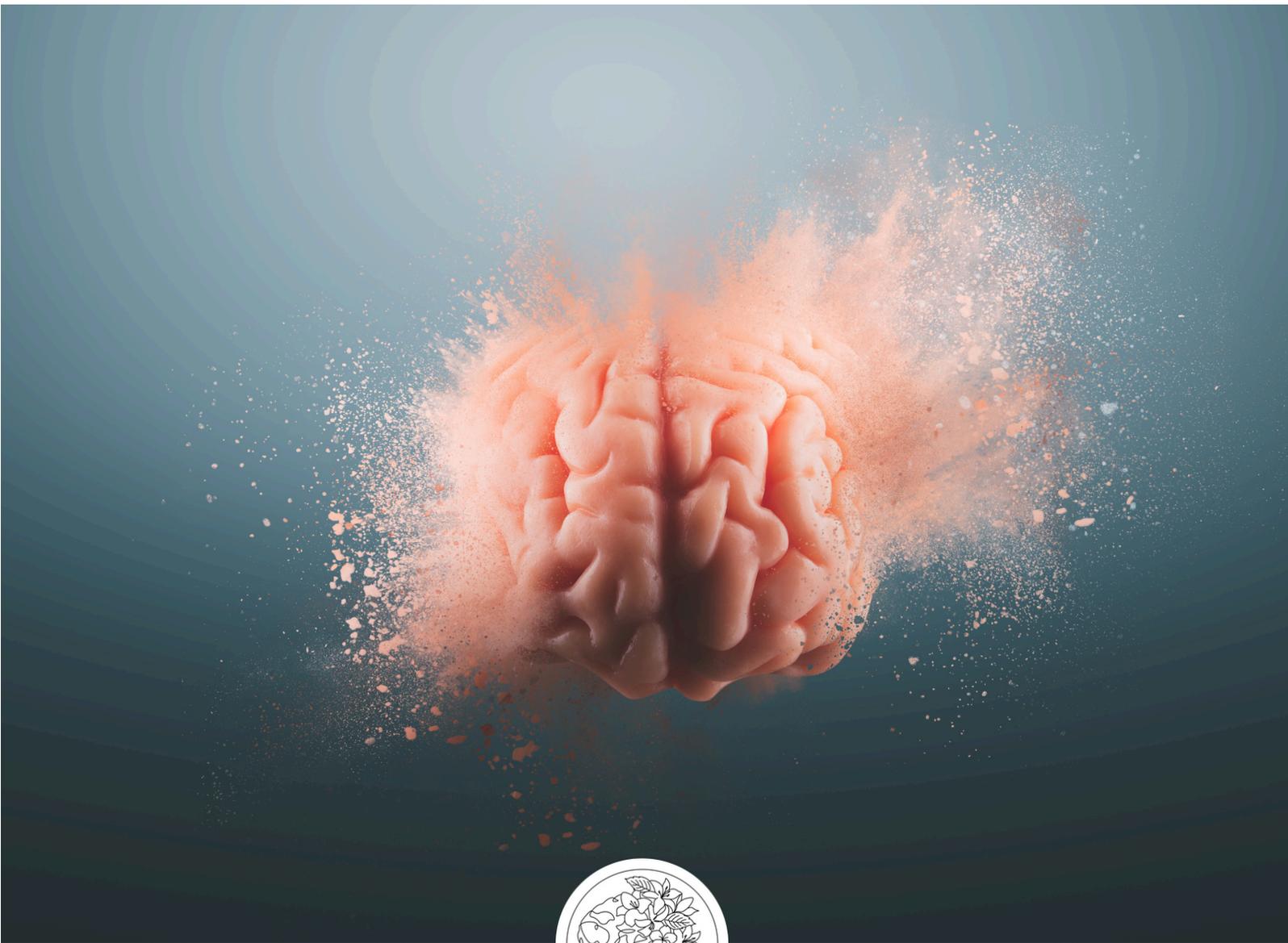
Although we all know that our time is limited, we often blow it on things we do not deeply care about. That is not our (full) responsibility, as we live in a world that offers constant distraction. A thousand things confront us every day that are perceived as more or less important. They demand our attention, our energy and other resources. This way, several years can pass quickly, in most cases even several decades, until one really comes to terms with what is truly important to them in life.

Lifetime is the most precious thing we all have. You don't want to waste that on distractions. You want to embrace it fully and realise the greatest life that is possible for you - not only for your own sake but also for your family, community and society at large.

Table of

Contents

Positive Psychology	1
The Flourished You Approach	11
About	20
The Offering	21
Coaching	22
Training	27
Consultancy	32
The Event Offering	40
Proposal: European Investment Bank Institute	41
Curriculum Vitae	45
Contact	47



Introduction

Positive Psychology

The science of wellbeing, optimal functioning
& flourishing

What is Positive Psychology?

Positive Psychology is an exciting new field of study that explores the science of happiness, wellbeing, and human flourishing.

It focuses on the positive aspects of life such as love, hope, optimism, strengths, resilience and other resources. In doing so, it is a proactive approach to mental health that focuses on the potential of individuals and the cultivation of positive aspects in life.

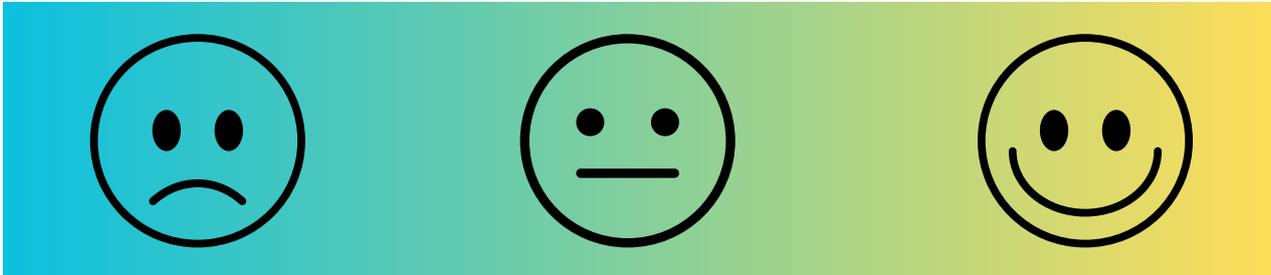
Positive psychology encourages individuals to identify and develop their resources and focus on what is going well in their lives rather than what is going wrong.

Pos·i·tive Psy·chol·ogy

/ˈpɒz.ə.tɪv saɪˈkɒl.ə.dʒi/
noun

The scientific study of what makes life worth living.

Clinical Psychology



Struggling.

Yeah, okay.

Flourishing.



Positive Psychology

Clinical Psychology focuses on bringing people from a state of DISease towards a state of ease.

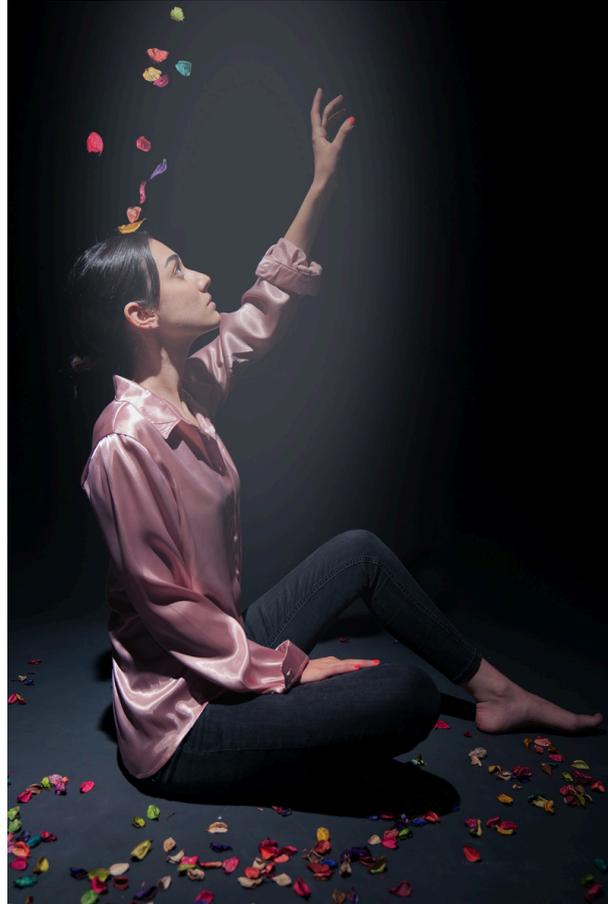
This approach got way more attention in Psychology than the positive side of perception and behaviour. But for a holistic approach to mental health and wellbeing, both approaches can and must co-exist.

Martin Seligman as former president of the American Psychologist Association (APA) is known as the founder of Positive Psychology. He recognized that much attention in Psychology was dedicated towards trauma, suffering and pain and relatively little attention was paid to happiness, exceptionalism, strengths, wellbeing and flourishing. So, when he was elected to become the new president of the APA in 1998, he proposed the new field of Positive Psychology.

”
Positive Psychology
is an approach to
bring people *from a
good life towards a
great life* instead of
moving people who
struggle towards
"normal".

Seligman (2011)

Positive Psychology



is not about preaching positive thinking or ignoring that there is challenge, struggle and suffering in life.

Instead, it is about recognizing, accepting challenging situations in a way that facilitates growth.

Some core topics in Positive Psychology, for instance, are seeing a silver lining in life and strengthening resilience. From research in the area of post-traumatic growth, we now know that there is actually enormous potential for transformation, learning and growth in challenging and traumatic life events.

Knowing this is often helpful for people in the midst of the traumatic aftermath as it provides those who suffer with hope for better days to come.

Positive *Mind*,
Positive *Vibes*,
Positive *Life*?



Positive Psychology

Toxic Positivity

When talking about expanding the capacity for life satisfaction or enhancing wellbeing in general, there is one important caveat to address and that is *toxic positivity*.

Toxic positivity refers to the urge to maintain a positive mindset in any situation, no matter how difficult it may be, and to allow only positive feelings at all times.

”

Positive Psychology is not to be confused with untested self-help, footless affirmation, or secular religion—no matter how good these may make us feel. Positive Psychology is neither a recycled version of the power of positive thinking nor a sequel to *The Secret*.

Christian Peterson



Toxic Positivity

Toxic positivity results in the rejection of negativity, which has a negative impact on wellbeing.

In fact, studies have shown that suppressing negative emotions may result in physical stress (increased heart rate) and even higher levels of negative or unpleasant emotions, thus lower levels of pleasant emotions and impaired social skills.

To avoid falling into the toxic positivity trap, it is therefore important to have empathy not only for others but also for oneself and to recognise one's own emotions by cultivating emotional intelligence.

Another way to avoid toxic positivity is self-compassion which is a way of sympathising with yourself as if you were a good friend. You acknowledge suffering, see flaws and limitations and show understanding and kindness towards yourself.

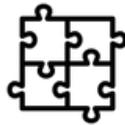
An important component of Positive Psychology, also known as Positive Psychology 2.0, involves proactively engaging with negative states and realising that these experiences always hold potential.

Positive Psychology

Areas of Research & Application



Positive
Emotions



Meaning
& Purpose



Goals &
Performance



Flow



Resilience



Motivation



Positive
communication



Transcendence
& Spirituality



Mindfulness



Core
values



optimism
& hope

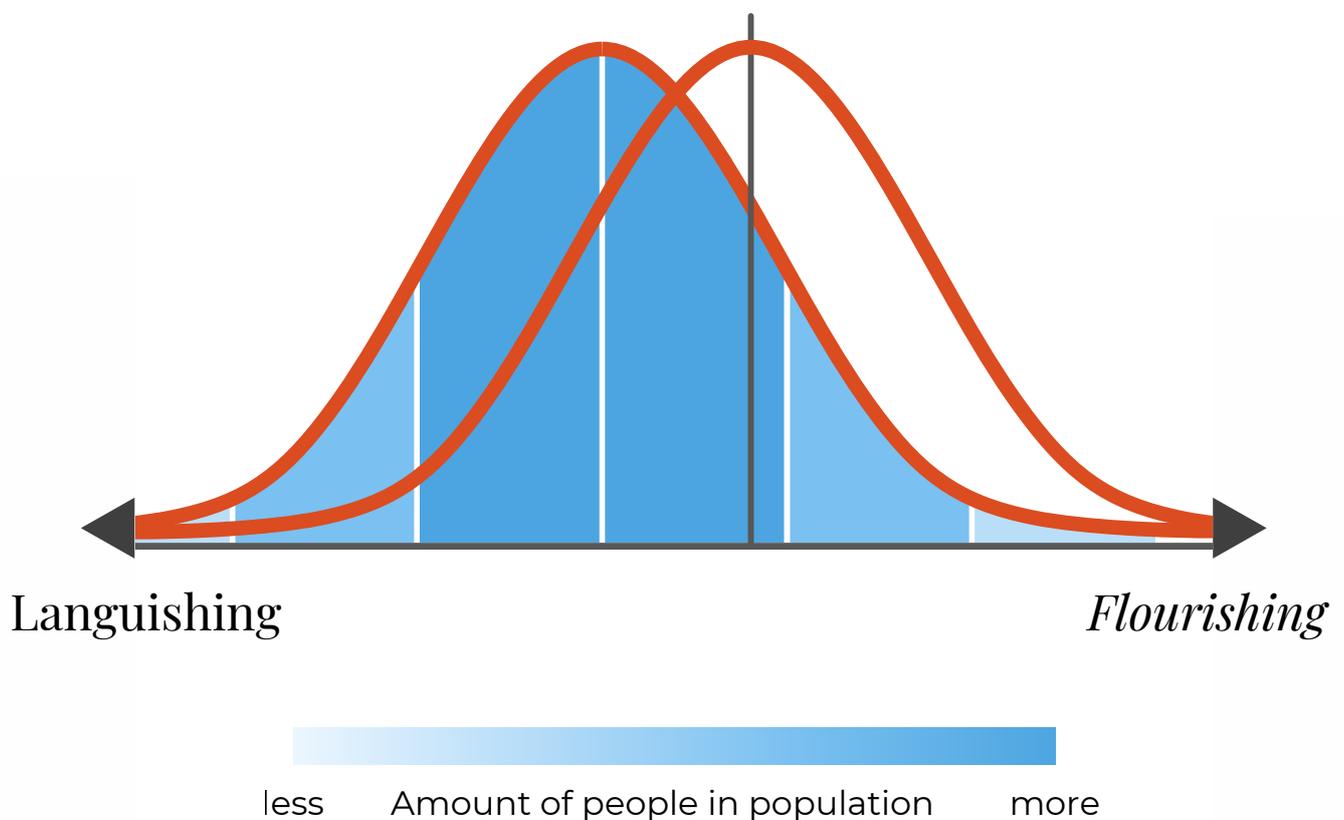


Character
Strengths

And more...

The *Goal* of Positive Psychology

Even though the number of people struggling with mental disease is at a peak and continues to rise, most people are somewhat okay.



With a focus in practice and research on wellbeing, optimal functioning and flourishing, Positive Psychology aims to bring about a shift in society towards higher wellbeing or flourishing.



Positive Psychology

Positive Psychology is *WEIRD*

When applying findings from Positive Psychology, it is important to bear in mind that we are talking about a WEIRD (western, educated, industrialised, rich, democratic) perspective.

While this view may be applied in a WEIRD context, it might also exacerbate existing problems through a limited understanding of what it means to live a good life.

To provide a truly holistic understanding of wellbeing, the Flourished You approach therefore integrates the latest scientific knowledge from the Western wellbeing science, Positive Psychology, with the wisdom of other global disciplines that are concerned with living a well.

Positive and Humanistic Psychologists have not been first in addressing the question of a life well lived.

For millennia, humans have thought about how life can be lived in a particularly healthy, virtuous, pleasurable, long, meaningful, happy and transcendent way.

Based on this rich heritage traditions, practices and systems have been developed, tested and engineered over centuries and millennia.

Traditions, Practices & Systems for Wellbeing

The Western understanding of a good life is shaped by the philosophical schools of ancient Athens, spread through the Roman Empire.

This is where the two perspectives Eudaimonic wellbeing based on the teachings of Aristotle and the Stoics, and hedonic wellbeing linked to the teachings of Epicur come from.

Meanwhile, on the Indian continent, the Yogis, Rishis and Gurus developed Yoga as a model for living well. Yoga means union and it is described as the foundation and origin of emotional, mental, energetic, spiritual and physical wellbeing.

Another teacher of living well was Siddharta Gautama known as the Buddha, which translates as the enlightened one, who was born in the 5th century BCE in present-day Nepal. According to the Buddha's teachings, the middle way between sensual indulgence and asceticism is that of the good life. And Buddhism offers so much more on the subject of a well-lived life, such as teachings on right action and thinking, impermanence of all things and the

cultivation of an awareness of the source of suffering, namely desire. Where there is no desire, there is no suffering.

At a similar time, the way of Dao (also Tao) emerged in China based on the teachings of Laozi. Central elements in the Dao are the teachings of energy (Qi), yin and yang, and traditions of body and mind cultivation through breath control, meditation and movement systems such as Qigong.

Then there is Shamanism, a practice found all over the world. In Shamanism, a practitioner interacts with the spirit world by intentionally entering an altered state of consciousness through various means such as rhythm, dance, fasting or substances in order to channel spiritual energy into the physical world for the wellbeing of those involved.



The Integration

The world of traditions, practices and systems is incredibly vast and diverse and yet similar elements can be found across continents and millennia.

This wisdom of generations of individuals who have dedicated their lives to the wellbeing and realization of their fellow human beings is something I aspire to explore (and experience) in my academic research.

The ultimate vision for Flourished You is to promote holistic wellbeing in new-thought event and retreat approaches through the integration of Positive Psychology and traditional teachings and practices for a great life.

Because this life is *all* we have.



Introduction

The Flourished You Approach

The science of wellbeing & flourishing
applied to life.

www.Fourished-You.com

The Flourished You Approach

Wellbeing

A scientific explanation

In Positive Psychology, the scientific study of wellbeing, models for describing wellbeing draw on the two perspectives of hedonia & eudaimonia.

Positive Psychology provides several models to describe wellbeing. Let's have a look at the three major approaches of Psychological Wellbeing, PERMA and Subjective Wellbeing.

Psychological Wellbeing

takes a eudaimonic perspective and proposes six psychological faculties that cultivate positive psychological functioning and personal growth.

The PERMA Model of Wellbeing

is a mixture of eudaimonic and hedonic perspective and as an acronym combines the components: Positive Emotions, Engagement, Relationships, Meaning & Purpose and Achievement, and is supplemented by the component of Vitality for the sake of a holistic perspective on wellbeing in the Flourished You approach.

Subjective Wellbeing

stems from a hedonic perspective and implies that wellbeing is a subjective judgement of an individual's satisfaction with life in general or with individual domains of life.

After studying the definitions of wellbeing, I conclude...

that wellbeing is a complex and multilayered subjective phenomenon that originates from the balance of an individual's satisfaction across different domains of life.

These life domains or factors have different importance for everyone and follow individual standards and criteria influenced by an individual's value system.

So, on the one hand, every person has different domains in life which, according to their understanding, have an individual significance for a good life. On the other hand, the capacity or capability for contentment is different for everyone.

Therefore, in my understanding wellbeing can be cultivated via two pathways:

1. The wellbeing contributing life domains can be specifically supported and developed.
2. The capacity for life satisfaction can be cultivated through practices such as gratitude, loving-kindness, acceptance and mindfulness in line with the Buddhas' teachings.

The Good Life

Psychological Wellbeing

according to Carol Ryff

Ryff's model identifies key dimensions that contribute to an individual's overall wellbeing from a psychological perspective. As a eudaimonic approach, it emphasizes the cultivation of positive psychological functioning and personal growth.

The six factors include autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance.



Personal
Growth



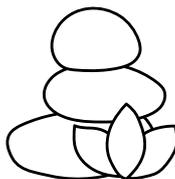
Self-acceptance



Positive
Relationships



Autonomy



Environmental
Mastery



Purpose

The Good Life

PERMAV

Model of Wellbeing

This model was developed by Martin Seligman (2011), the founding father of Positive Psychology, and is known as the PERMA Model of Wellbeing.

According to this model, wellbeing lies in the balance of the five elements: Positive Emotions, Engagement, Relationships, Meaning and Accomplishment.

According to the Flourished You understanding of wellbeing, this balance is based on your personal perception of the importance of each factor: Your value system.

But wellbeing is not purely mental. We live in and with our bodies, which provide the basic conditions for emotions, perception and behaviour to be pleasant at the cellular level. Therefore, the factor

Vitality

as optimal physical functioning is included in the Flourished You understanding of wellbeing.



Positive Emotions

The frequent and stable experience of pleasurable emotions for psychological, cognitive and behavioural benefits.



Engagement

The complete engagement in life through the application of strengths and immersed attention in flow state.



Relationships

The central and evolutionary factor of healthy and supportive relationships for psychological safety and security.



Meaning & Purpose

The sense of belonging and contributing to something greater than oneself according to core values.



Achievement

The pursuit of achievement, competence, success and mastery for their own sake in a variety of areas.



Vitality

The optimal physical conditions through nutrition, movement, sleep and rest to enable wellbeing and longevity.

PERMAV Exercise

Now, you have the opportunity to assess the status quo of your wellbeing using the PERMAV model. Note your current assessment of each factor on the PERMAV wheel. Colour in the appropriate columns to better illustrate the potential for improvement.

Date: _____.

Engagement

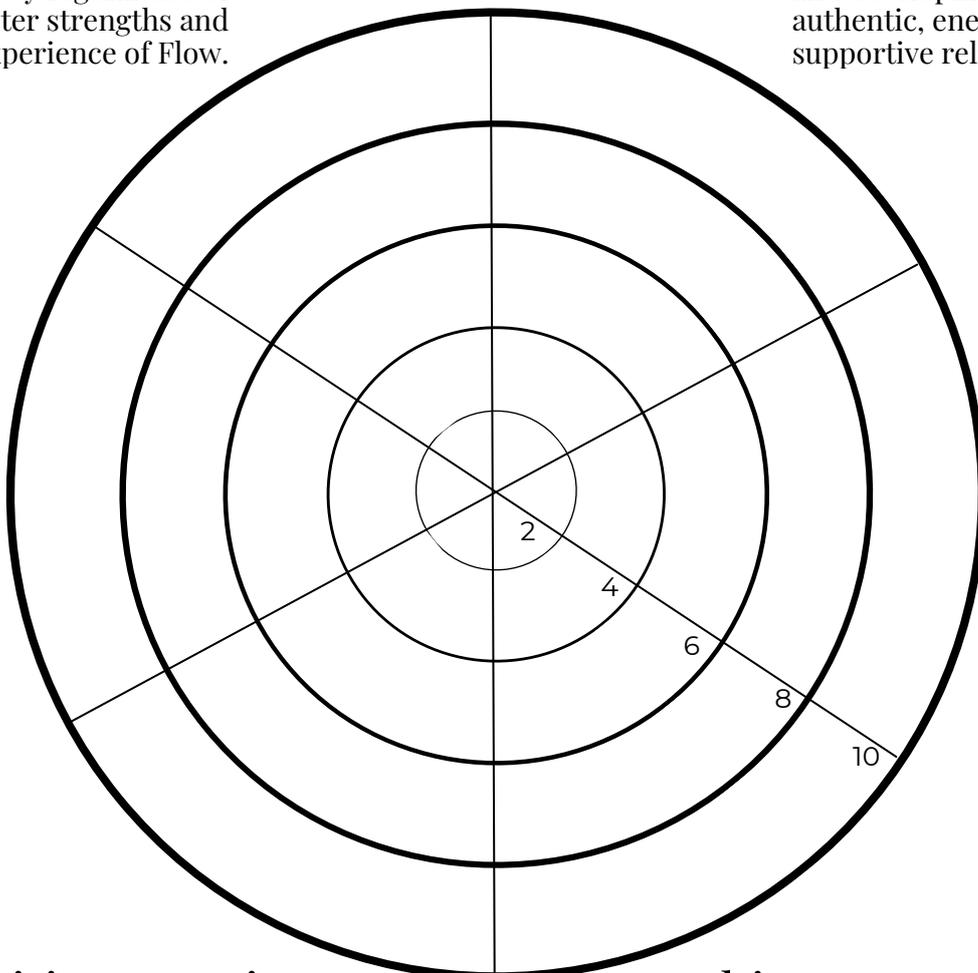
Feeling involved in life by regular use of character strengths and the experience of Flow.

Relationships

The creation, maintenance and development of authentic, energising and supportive relationships.

Vitality

Feeling healthy by eating well, moving regularly and sleeping deeply.



Meaning

Having a reason for your actions and feeling connected to your values and something bigger.

Positive Emotions

The right balance of heartfelt positivity and pleasant feelings in every-day life.

Achievement

The self-belief and ability to pursue and accomplish goals and perform well.



The Good Life

Subjective Wellbeing

One major theory of wellbeing, developed by Ed Diener, is known as Subjective Wellbeing and is measured with the Satisfaction with Life Scale.

This model is based on the premise that no matter the external circumstances, individuals decide how satisfied they are with life.

Wellbeing is, therefore, defined as a function of a judgement about *life satisfaction*, *positive affect* and *negative affect*.

Life satisfaction is the overall satisfactory assessment of one's life or of individual life domains.

Positive affect refers to the experience of pleasant emotions and negative affect is the experience of unpleasant emotions.

Take a moment and think of your life in general. On a ladder from 0-10, how would you rate your overall satisfaction with life?

○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○
not satisfied completely satisfied

The Good Life

A word about *Happiness*



In Positive Psychology, happiness is described as high positive affect – a fancy science term to describe that pleasant sensation.

Hence, in PERMAV it is classified under positive emotions. However, there are other pleasant emotions besides happiness, such as love, excitement, inspiration or joy.

So, happiness is definitely a part of wellbeing and a great life, but it is far from being the main component. In fact, it is not even particularly decisive for a high level of wellbeing. There are different approaches to understanding happiness:

Hedonism Theory

This theory sees happiness as maximizing pleasure and minimizing pain, focusing on how people feel in each moment. However, it struggles with long-term perspectives, like a life that seems happy in moments but may not feel satisfying when viewed as a whole.

Desire Theory

Happiness here is about getting what you want, regardless of pleasure. This approach values personal goals (e.g., truth or achievement) over pleasure but faces criticism when desires are trivial, like collecting items without broader meaning.

Objective List Theory

Happiness is defined by achieving objectively valuable things like relationships, health, and education, regardless of feelings. While this theory prioritizes universal goals, it can overlook personal desires and feelings.

Authentic Happiness Theory

Developed by Seligman, this theory combines all three. It suggests three forms of happiness: Pleasant Life (pleasure), Good Life (engagement in activities), and Meaningful Life (belonging to something larger than oneself). Together, they form the "Full Life," which satisfies pleasure, fulfillment, and meaningful contribution.

The Wellbeing *Advantage*

Success and wellbeing are closely connected. Typically, it is assumed that wellbeing is achieved through external factors and successes. However, a two-way relationship has been found between success and wellbeing.

On the one hand, success results in happiness and wellbeing but interestingly the same goes the other way around as positive emotions increase the chances of success.*

Thus, proactively working on wellbeing is beneficial in many ways as it not only enhances positive outcomes such as productivity, creativity or other cognitive capabilities but also prevents negative outcomes such as depression and burnout.

Wellbeing at work has numerous advantages for individuals and organisations. Some of the most prevalent are listed below.

- Higher life & job satisfaction
- Increased motivation
- Better decision-making efficiency
- Increased creativity & innovation
- Lower turnover
- Better customer service
- Better social behaviour
- Less absence from work
- Fewer accidents at work
- Perceived as friendlier & more confident
- Less alcohol and drug abuse
- Faster recovery from illness
- Better conflict management

People with *higher wellbeing*



Are healthier & less affected by chronic diseases



Have strong social connections & relationships



Are highly engaged & motivated



Have more success & higher income

* Lyubomirsky, King & Diener (2005)



The Flourished You Approach

The Goal: *A Flourished You*

If all the life domains that are perceived as important for an individual's wellbeing are considered highly satisfying, then this is called *flourishing* in Positive Psychology.

We flourish when we build a strong sense of meaning and purpose in life, achieve our goals, have great relationships and social support networks, experience pleasant emotions frequently, live in a healthy and vital body and are engaged in our daily lives by using our strengths and attention.

Flourishing is a process that requires proactivity and is attainable by everyone.

About



Saskia Fehr

Positive Psychologist & Coach

My passion is the good life from a holistic perspective that unites body, mind, spirit and the external world. I approach wellbeing through the integration of contemplative wisdom traditions and Positive Psychology.



Find out more [on my website](#).

The different hats I wear in the pursuit of *the good life*.

As a Positive Psychologist & Coach,

I support people in creating lives that are aligned with what they find truly important and meaningful to bring more purpose, clarity, and joy into their everyday existence, cultivating wellbeing and flourishing in the process.

As a Speaker, Trainer & Consultant,

I facilitate workshops and seminars on the science and practice of Positive Psychology at work, helping organisations enhance wellbeing, engagement, and sustainable high performance.

As a Lecturer,

I teach Positive Psychology at the University and supervise Master's students, being continually inspired by the insights, criticality and curiosity of my students.

As a PhD Researcher,

I study the peak of spiritual development commonly known as awakening or enlightenment. This profoundly transformative state of being has been pursued across the globe for millennia and comes with numerous positive outcomes, potentially providing a solution for problems we are currently facing on individual and societal levels.

And as a Facilitator

of retreats, mindfulness practices, circles, and TRE® sessions, I am deeply moved by the transformations I am allowed to witness: The moments when people reconnect with themselves and awaken to new levels of awareness, peace, joy and vitality.



The Offerings



Coaching

The art of facilitating the performance, learning and development of another.



Training

A variety of science-based programmes to promote wellbeing, optimal functioning & performance.

Consultancy

A customized programme comprising various elements tailored to individual needs and resources.



Events & TRE[®]

Retreats and other events that promote insight, growth and wellbeing.



The Offering

Coaching

The art of facilitating the performance,
learning & development of another.

www.Flourished-You.com

Coaching

What is Coaching?

And what it is not.

Through coaching, we can gain clarity, direction and improve our wellbeing.

According to research, people are more self-confident, have better relationships, better work performance, higher life satisfaction and wellbeing, and even earn higher salaries as a result of coaching.

But what is coaching and what is it not?

Coaching as a proactive mental health intervention aims to improve performance and wellbeing or achieve a personal objective by helping clients learn rather than teaching them. All while maintaining a respectful, open and compassionate attitude and providing a structured process using appropriate techniques and tools.

Coaching happens in a co-created environment that drives best quality thinking, learning about oneself and navigating change.

The Flourished You approach is also called evidence-based Coaching or Coaching Psychology which could be described as a developmental process grounded in psychological theory.

What can be brought to coaching?

Coaching as such has no agenda, so the client can bring anything.

It is a method that can be applied in any thematic context whether career-related, relationships, leadership or personal development, the topic as such has no implication for the process of coaching since the coachee is considered the expert of the situation.

If someone is looking for advice on a specific issue, mentoring might be the right choice.

However,

my speciality is the application of Positive Psychology in coaching and training approaches.

Through the integration of Coaching Psychology and Positive Psychology, the approach can be adapted ideally to individual needs and combine the best of both worlds.

This implies that I will gladly guide you through certain topics of Positive Psychology and support you with interventions and background knowledge to live your life to the fullest and experience psychological flourishing.

Coaching

Previous Results

Coaching can serve many purposes and offers a compelling return on investment for both business and personal settings.

Possible *Coaching Subjects*

Coaching as such has no agenda. It is a method that can be applied in any thematic context. Whether career-related, relationships, leadership or personal development, the topic as such has no implication for the process of coaching since the coachee is considered the expert on his or her situation.

- Enhance wellbeing
- Gain clarity
- Identify strengths
- Increase performance
- Navigate change
- Explore values
- Achieve objectives
- Improve relationships
- Manage stress
- Create a vision

Previous *Results*

The coaching process is evaluated on the basis of an anonymous survey to ensure the quality of the service and to identify further development potential.



9.5/10 average star rating by previous coachees for the coaching experience



- Improved Wellbeing
- Higher Life Satisfaction
- More Clarity
- Increased Self-awareness
- Improved Self-confidence



100% of previous coachees would recommend the coaching to others.

Free *Descriptions*

When asked to describe the coaching in own words, previous evaluations resulted in this word cloud.



Coaching

The Package

Every Coaching contract includes a variety of offerings.



Exclusive Material

When appropriate, you will receive additional material to support you with your individual situation. The material aims to deepen understanding between and after sessions and facilitate independent exploration and development.

Components include background knowledge from cutting-edge research and specially developed exercises and tools from psychology for self-exploration.

Positive Psychology Interventions

Depending on the interest and area of application, interventions from Positive Psychology are suggested. These are activities of different types, developed and tested in scientific studies to promote positive emotions, cognitions and behaviours, and carefully selected for each element covered.



Assessments

For regular self-exploration but also for monitoring the process, regular scientific and common assessments are carried out.

Testimonials



James Axtell

FORMER EXECUTIVE

Saskia has a warm coaching style which encourages the development of a “safe” space for the co-creation of a coaching journey. Her deep knowledge of and passion for psychology, and in particular wellbeing, informed her approach and gave comfort to me as a coachee that I was in good hands.

Saskia is an empathetic listener with the flexibility to support her coachees’ thinking through appropriate questions, summarising, clarification and challenge. She is well-versed in how to structure a coaching session by both managing time well and, where suitable, keeping the goal of the session in mind.

Saskia coached me in English, not her first language. She was faultless in her understanding of the discussion we had each session and always responded fluently and articulately. I would recommend Saskia highly to other potential coachees.

Malgorzata Goshia

UNIVERSITY LECTURER

In our coaching sessions, Saskia was able to assist me in a variety of life domains (e.g., career direction and wellbeing). In particular, by guiding me through a clear and creative process, she helped me develop a specific and actionable 5-year plan aligned with my sense of meaning and personal resources.

She used a variety of coaching approaches to help me gain clarity over my goals and aspirations, supported me in finding my own solutions, and created a comfortable and supportive thinking space for me. I also appreciated her ability to challenge my unhelpful thinking patterns when necessary. Working with Saskia was a pleasure!



Niko Freitag

HEAD OF SALES

Saskia is a calming presence in a rushed world. The sessions with her allowed me to calm myself and her patient guidance through my own mind helped me to reduce stress and gain clarity.

I absolutely love her creative summaries of each session and have looked at them many times over the last weeks. A gift that keeps on giving (in the most positive sense)!



The Offering

Training

A variety of science-based programmes to promote wellbeing, optimal functioning & performance.

Training

Wellbeing at Work

The advantages for people and organization

Employee wellbeing has numerous benefits for the individual and the organisation (Lyubomirsky et al., 2005). Some are...

- Lower Job Turnover
- Enhanced Creativity & Innovation
- Increased Motivation & Engagement
- Fewer Work Absence & Accidents
- Higher Job-Satisfaction
- Better Decision-Making

The Training Approach

Trainings are constructed through the integration of interactive training session components and autonomous individual work to achieve a sustainable training effect.

The modules are based on the leading wellbeing model of Positive Psychology. They are carefully conceptualised and can be selected and combined in a customized programme to allow an optimal training experience.



Positive Emotions

The frequent and stable experience of pleasurable emotions for psychological and behavioural benefits.



Meaning & Purpose

The sense of belonging and contributing to something greater than oneself according to core values.



Engagement

The complete engagement in life through the application of strengths and immersed attention in flow state.



Achievement

The pursuit of achievement, competence, success and mastery for their own sake in a variety of areas.



Relationships

The central and evolutionary factor of healthy and supportive relationships for psychological safety.

For more options see page 6.

Training

Case Study



The following case study describes a programme for employees of a fintech start-up.

The focus of the programme was to strengthen the general cohesion of the young team, improve stress management and increase general well-being. The case study illustrates the approach and implementation, including the programme outcomes as described by the participants based on the programme evaluation and various testimonials.

Case Study Fintech

Previous Results

In a previous project, a company asked for training around Positive Psychology to improve wellbeing. The objectives discussed were stress reduction and relaxation, team building and self-improvement.

Key Points



4 Months Programme



By-monthly Sessions (2h)



Digital Training with Workbooks



Additional Group Coaching

Training Modules

Based on interviews and literature research, the training was developed for the client group and the key points were tailored to the needs and resources of the organisation.

- Positive Emotions
- Engagement
- Positive Relationships
- Meaning and Purpose
- Achievement
- Vitality

Results

In a final evaluation, the participants were invited to describe the training experience using individual terms. A word cloud was then created that illustrates the frequency with which the terms were mentioned in the form of their size and thus provides insight into the effect of the training.



Testimonials



Fabian Mohr

CEO AND CO-FOUNDER

Our company held a series of trainings on workplace wellbeing with psychologist Saskia Fehr.

The content, the structure of the seminars and the interactions in the breakout sessions were simply excellent.

The seminars left a positive mark on my personal work climate, but also on the atmosphere in the team. I would also like to explicitly emphasise Saskia Fehr as a person herself, as she conveyed her extensive expertise in such a charming and open-hearted way that you simply felt at ease. Such an important topic for daily interaction at work, from such a good psychologist, is to be strongly recommended.

Daliri Mark

SOCIAL MEDIA MANAGEMENT

If you want to improve team cohesion and self-confidence in your work environment, this training is for you.

I am new to (Company Name) and had to get to know all the people. The training helped me a lot to develop self-confidence to get to know the people better in my company. The different training elements have shown me how to reflect on my work and improve the company culture.

I would recommend this training to any company as Saskia reflects a very competent person and has been able to significantly improve the corporate climate at our company.



Andrés Pinillia

SENIOR PRODUCT DESIGNER

Training wellbeing with Saskia was a refreshing and inspiring experience. Saskia helped us to identify strengths and weaknesses in order to enhance wellbeing.

Every session was very well structured and always supported by psychological facts and studies along with didactic activities at the end of each session which allowed us to clarify even more the concepts and improve our relationship with our colleagues.

I am very grateful to Flourished You and Saskia and I can recommend it to everyone.



The Offering

Consultancy

A customized programme comprising various elements tailored to individual needs and resources.

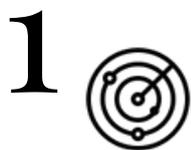
Consultancy

The Tailored Solution

The training programmes do not meet your needs or resources? No problem.

Specific needs can be addressed with the consultancy approach, which uses scientifically proven instruments and interviews to conduct a comprehensive needs assessment. A range of training and coaching elements are then developed and implemented to improve wellbeing and optimal functioning according to unique needs.

Consultancy Approach



Assessment

Use of psychological instruments and interviews for appropriate and comprehensive insight.



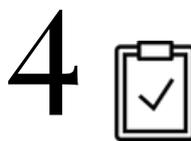
Development

The development of an adequate evidence-based programme customised to specific needs.



Implementation

The application of carefully selected and specifically designed coaching and training elements.

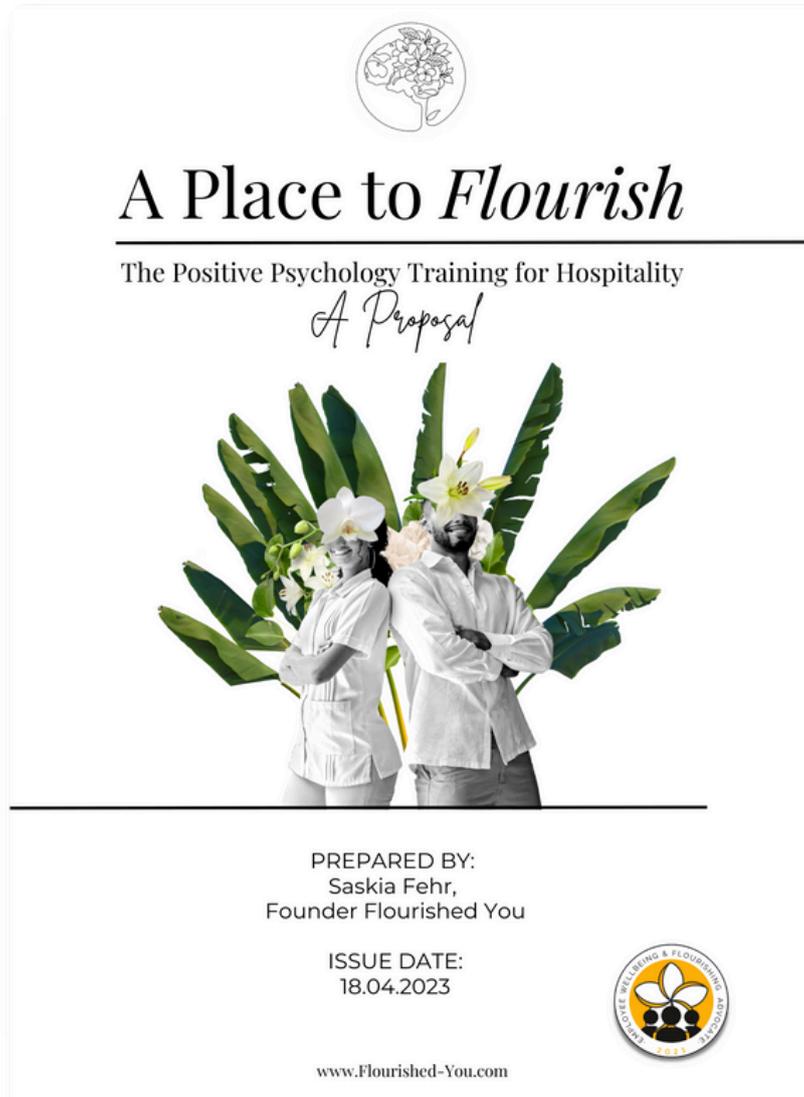


Evaluation

Assessment of the effectiveness of the interventions and clarification of future need for action.

Consultancy

Case Study



The following case study describes the development of a programme for hospitality professionals and illustrates the process of a detailed needs assessment and an individually tailored programme design.

Case Study Hospitality

The Needs Assessment

Based on interviews and extensive research, a needs assessment for the hospitality sector was conducted.

One of the biggest challenges of the industry which lead to high avoidable costs, its consequences and its drivers are presented.



Turnover Rates of 70-80%

Whenever there is high employee turnover, there are ripple effects that spread to the entire organisation. In hospitality, in particular, high employee turnover rates can have

disastrous consequences:



Lack of Labor

The absence of staff creates a void that has a negative impact on performance and morale in the team.



High Costs

Recruitment and training according to hotel values and standards is time-consuming and costly.



Productivity

Staff shortages can affect the whole team and impact the productivity of the entire organisation.



Guests

Stressed and inexperienced employees may create an unpleasant atmosphere for guests.

The hospitality industry is volatile and experiences extraordinary changes not only since COVID-19 but also due to industry-specific circumstances such as seasonal hiring. Therefore turnover rates are higher due to the nature of the industry. However, there are common threads behind high turnover rates.

Drivers of Turnover

Lack of Appreciation & Recognition



The hospitality industry requires hard work, often in the form of long or irregular hours. Despite this dedication, many employees feel like their hard work goes unappreciated. This feeling of undervaluation can lead to employees cutting corners causing negative guest experiences.

Long Hours, Shift Work & Limited Rehabilitation Possibility



Shifts and working hours in the hospitality industry can be long and demanding. Days off may be rare and the opportunity to use these days for rehabilitation purposes is often limited due to the characteristics of the workplace. This can lead to high levels of stress and tension among employees, which ultimately affect attitudes towards guests.

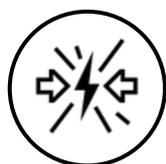
Toxic Workplace Culture & Inefficient Communication



Poor communication, rudeness, bullying and ignorance can create a toxic workplace culture and increase the likelihood of employees seeking alternative employment. Additionally, a tensed atmosphere within the team may reflect on to the guest.

Consequences

The presented work conditions are typical for hospitality and have a ripple effect on further consequences, including job termination.



High Stress Levels

High stress levels have negative effects on physical and mental health and often cause burnout.



Poor Engagement

Low motivation and commitment lead to dissatisfaction and poor work performance.



Work Absence

The likelihood of accidents, substance abuse, sick days and lack of mutual trust increases.



Dissatisfaction

Dissatisfaction increases, team morale drops and resignation appears more likely.

Case Study Hospitality

The Solution

What if a wellbeing culture could be established that not only retains employees and attracts high potential but also spreads to guests, increasing customer satisfaction and loyalty?

Positive psychology, the science of wellbeing and flourishing, is a field of study that focuses on understanding and cultivating positive emotions, behaviours, and relationships.

The hospitality industry can benefit immensely from Positive Psychology as it provides valuable tools for achieving service excellence.

Positive emotions, such as joy, enthusiasm, and gratitude, can help employees to be more engaged, creative, and productive. Positive and appreciative relationships and communication in teams lead to a more harmonious and collaborative work environment. Awareness of personal strengths and their application in daily life enhance employee engagement, motivation and loyalty.

Overall, Positive Psychology can support hotels in the mission to create a more positive environment for their employees and guests causing an increase in happiness, engagement and satisfaction resulting in customer loyalty and increased revenue.

6x ROI
for organisational wellbeing training*

Higher Wellbeing at Work results in**



Better Customer Service & Higher Attentiveness



More Resilience & Better Coping with Stress



Higher Employee Satisfaction, Morale & Loyalty



Improved Engagement & Motivation



Better Social Behaviour & Conflict Management



Less Accidents, Absence & Substance Abuse

*Deloitte, March, 2022.

**Diener, King & Lyubomirsky, 2005.

Case Study Hospitality

The Programme

A Place to *Flourish* is a multifaceted programme specifically designed to meet the needs of hospitality employees.

The psychological-based training, integrated with interactive exercises and other wellbeing techniques, addresses the needs identified in the previous assessment.

Programme Outcomes



High engagement & motivation



Appreciative workplace culture



Positive communication



Improved conflict management



Greater wellbeing



Stronger optimism



Regular flow experience



Capacity to cope with stress

The Timeline

Delivery options are 3 full days, 6 half days or digital.

Preparation

At the outset of the programme, keyperson interviews are conducted to identify specific wellbeing needs and indicators.

Training

The training days are consecutive and accompanied by workbooks.

The workbooks support and encourage employees after the training.

3 Months Follow-up

After a short post-training evaluation, a follow-up takes place after three months in which the measurements are repeated in order to determine the training outcome. In addition, key persons are interviewed again to monitor the training effect and to identify further needs.

Workbooks

Case Study Hospitality

The Approach

The Training

In interactive workshops, topics from Positive Psychology are explored and related to the individual so that strategies for the application of insights can be developed. In addition, practices from body psychotherapy (tension-releasing exercise; TRE®) are incorporated.

Interventions

For sustainable effects, specific interventions from Positive Psychology are implemented. These include various activities developed and tested in scientific studies to promote positive emotions, cognitions and behaviours. The Interventions are carefully selected for each element addressed.

Assessments

Measurements of wellbeing parameters are taken to monitor progress and identify individual needs. In addition, a wide range of questionnaires and guided inquiries are undertaken to promote self-exploration and development.



The Workbooks

The workbooks serve to deepen understanding between and after sessions and facilitate independent exploration and development. The workbook consists of background knowledge from cutting-edge research, specifically designed exercises and tools from psychology for self-exploration.

The Event Offering



Flourishing Retreats

Integrative holistic wellbeing Retreats for flourishing.



Positive Psychology Workshops

Integrative interactive and science-based programmes to promote wellbeing & flourishing.



TRE®

A series of exercises that assist the body in releasing deep muscular patterns of stress, tension & trauma.





The Offering

Flourishing Retreats

Holistic Wellbeing Retreats for Flourishing

www.Flourished-You.com



The Offering

Flourishing Retreats

Holistic Wellbeing Retreats for Flourishing

Flourishing Retreats

The Flourishing retreats are carefully balanced nutrition, movement, contemplation and positive psychology programmes to approach wellbeing holistically and enable flourishing.

A wide range of activities such as hikes, fire circles and cacao ceremonies are integrated with relaxation and mindfulness techniques such as yoga, meditation and sound healing as a basic programme. The unique element of the Flourishing retreats is the positive psychology approach, so each programme includes a thoroughly designed programme based on positive psychology to promote insight, growth and wellbeing.

In addition, the retreats take place in beautiful settings such as Umbria, Sardinia, Sylt, Costa Rica or Thailand and include delicious healthy meals prepared by top chefs.

5-10 Days

The number of participants is limited and early registration is recommended.



The Offering

Positive Psychology Workshops

Integrative science-based programmes to promote
wellbeing & flourishing.

www.Flourished-You.com



The Offering

Positive Psychology Workshops

Integrative science-based programmes to promote wellbeing & flourishing

Positive Psychology Workshops & Retreat Programmes

The workshops and retreat programmes integrate a variety of elements for transformative results. Psychoeducational content from Positive Psychology is presented to participants in an accessible way through talks and various reflective exercises.

The sessions are highly interactive and creative, allowing true introspection and discovery to happen. In addition, great emphasis is placed on sharing and dialogue. Mindfulness meditation and guided dream journeys complement the sessions.

90 mins session

This is a group session. Guests sit on Yoga mats or chairs in a private and comfortable environment. There will be a lot of writing and talking.

Sessions can take place as part of a consecutive programme or independently of each other. Topics can be customised to the needs of the guests.



groups
of up to
15 people

Positive Psychology Workshop Participants

Testimonials



Toichi Herzberg

Saskia Fehr is a wise person with a friendly demeanor. It was a pleasure meeting Saskia who was the facilitator of a six day workshop at the Uberlingen Buchinger Wilhelmi Health Clinic in January 2024.

The workshop's goals was to help us understand our personal development goals based on what we consider important (or not) in our lives. To be honest I was initially attracted by the fire ceremony (which did not happen due to weather constrains) but ended up participating in all six group sessions because I was becoming more aware of my desired path ahead.

During and after the group sessions I had conversations with Saskia who shared some of her knowledge about spirituality, Buddha and Thich Nhat Hanh. Also about Vipassana Meditation which is now added to my to do list.

Tobias Gräf

GOURMET CHEF

I cannot emphasise enough how much Saskia Fehr's Positive Mental Health course has helped me. It wasn't just a course; it was a journey that helped me to sort out my thoughts, define personal goals and develop strategies to cope with everyday life with more serenity.

Saskia has an incredible ability to create a supportive and empathetic atmosphere in which I immediately felt at ease. The techniques I learnt there helped me to organise my thoughts and see my priorities more clearly.

What I particularly appreciate is the practical orientation of the course. It's not just about talking about problems, but also about taking concrete steps to overcome them. I now feel better equipped to deal with life's challenges and I am incredibly grateful for the experience.

If you are looking for a way to strengthen your mental health and bring more clarity into your life, I highly recommend this course. It was enriching for me and I'm sure it will be for you too.



Marie Seltzer

PSYCHOLOGIST

With her empathetic approach, Saskia Fehr created a mindful space in her group programme "Release Align Proceed" programme, in which I was able to immerse myself. With refreshed memories of what is meaningful to me in life, I was able to emerge and gather myself in the here and now. The programme is a harmonious and effective interplay of sensing, reflecting, respectful exchange and integration of self-experience.



The Offering

Tension & Trauma Releasing Exercise®

For more relaxation, psychological, emotional
& physical wellbeing.

www.Flourished-You.com



The Offering

Tension & Trauma Releasing -Exercise[®] (TRE[®])

For more relaxation, psychological, emotional & physical wellbeing.

Tension & Trauma-Releasing-Exercise[®]

TRE[®] (Tension & Trauma-Releasing-Exercise[®]) is a set of physical exercises designed to release body tension caused by stress and trauma through a natural neurogenic tremor process. TRE[®] helps trigger the body's natural tremor mechanism, allowing for the release of excess tension and promoting a state of calm and balance.

By intentionally pre-fatiguing specific muscle groups, TRE[®] facilitates the body's own involuntary movements, aiding in the release of built-up tension and supporting overall wellbeing.

60 mins session

TRE[®] can be done in groups and in one-on-one sessions. For the exercises, about one metre of free wall space per person and a yoga mat are required.



groups
of up to
12 people



1-on-1
individual
session

Two sessions with 3-7 days in between are recommended.



Explanation Tension-Releasing-Exercise®

What is TRE®?

Tension-Releasing-Exercise® (TRE®) is a series of physical exercises designed to release the tension in the body caused by stress and trauma through a natural neurogenic tremor process.

In the event of a dangerous situation, i.e., an experience that is potentially traumatizing or exceeds coping mechanisms, energy and tension-generating chemicals are released, protecting the body by tensing various muscle groups and preparing it for one of three emergency responses: Fight, flight or freeze.

Shivering is a natural mechanism of the body to release the strong tension and excess energy generated in the organism in a dangerous situation. Shivering, trembling and other involuntary movements help the body to retain a state of calm and balance.

Often those chemical substances are not used, because in nowadays stressful situations (e.g. conflict, road traffic, etc.) we rarely flee or fight. As a result, the organism remains in a feedback loop and uses the substances to contract muscles to hold the excess charge and release it at a later time.

If these muscles do not get the opportunity to do this, a chronic state of tension develops. If the body remains in such a state of danger, many bodily functions are suppressed (e.g. immune function, cell renewal, etc.).

The state of tension in the muscles sends a signal to the brain that the danger is not yet over, keeping the body in a state of danger. Because of the communication between the body and the brain, the person also remains psychologically in a state of protection and defence which suppresses psychological growth, development and learning.

The excess tension in the body can be released through the TRE® exercises by eliciting the body's own involuntary movements through purposeful pre-fatiguing the involved muscle groups.

Explanation Tension-Releasing-Exercise®

Scientific Background

TRE® was developed by Dr. David Berceli, an American biogeneticist and psychotherapist, with the aim of supporting the body in processing traumatic experiences.

The research results of the American psychologist and biophysicist Dr. Peter Levine (Somatic Experiencing) show that mammals react to shock experiences or traumatic situations with numbness (the so-called dead centre reflex). After surviving the shock experience, the rigidity dissolves and the whole body begins to tremble. This trembling is considered by Dr. Levine as a self-healing mechanism of the body to restore the inner balance after the shock. If the body cannot dissipate the traumatic energy by trembling, it remains frozen in the body. The body then continues to respond as if the traumatic threat is still present.

Building on Dr. Levine's findings, Dr. Berceli developed the Tension and Trauma Releasing Exercises. The exercises are used to make the body tremble and release traumatic energy that is bound up in the body.

What happens in the body during TRE®

According to Berceli, the psoas muscles play a central role in the physical process of trauma. These muscles are located in the centre of the body. They connect the back to the pelvis and legs. If a traumatic event occurs, these muscles contract to protect the vital organs.

The tremor caused by TRE® releases the tension in this deep-seated muscle group. This can then return to a balanced state. According to Berceli, the central nervous system sends signals to the brain that the threat has passed.





Explanation Tension-Releasing-Exercise®

Who should practice TRE®

TRE® is not only helpful for people who have experienced trauma. Most people report relaxation after doing the exercises. TRE® can thus be used whenever one feels tense or stressed. For instance, it is recommended to practice TRE before going to sleep.

TRE® should always be learnt under the guidance of a trained provider. Training as a TRE® provider at NIBA e.V. includes weekend seminars, trauma education, practice hours and exams over a period of at least 2 years.

To gain confidence in the technique, two sessions a few days apart are recommended. Once TRE® has been learnt, it can be practised alone. A provider can be consulted at any time to deepen the process or work more specifically with interventions. TRE® can take place in groups of up to 12 people.

TRE® as a series of physical exercises can be adapted to any age and fitness level and can generally be performed by anyone who is advised by a doctor to engage in sport or physical activity. In case of doubt, a doctor should be consulted beforehand.

Testimonials



Daniel Münch

PORTFOLIO MANAGER

TRE was a life-changing experience for me. My body moved without me moving it. It was an amazing feeling. Afterwards I felt light and relaxed, which I would not have expected to feel at all because I am very busy at work and have a lot of stress. A great experience that Saskia made possible for me in a highly competent and professional way. I always felt comfortable and safe in her hands during the session.

Elvira Fröhlich

WELLBEING PROGRAMME MANAGER

As a participant in a TRE (Tension & Trauma Releasing Exercises) workshop, I found the experience extremely enriching.

The hands-on approach enabled me to engage with my own tensions and traumas at a deep level. The instructions were clear and empathetic and everyone felt safe and supported by Saskia throughout the workshop. The exercises helped me to release held tensions and connect more deeply with my body.

Overall, it was a transformative experience that can be recommended to anyone interested in healing from stress and trauma. Saskias attentiveness to all participants was special.



Ines Noack

CORPORATE CONSULTANT

My TRE workshop with Saskia Fehr was an inspiring experience. In a relaxed atmosphere, my body achieved a remarkable release of tension through the trembling of my thighs and pelvis.

Days later, the centre of my body still felt relaxed. My walk was lighter and more bouncy. Amazing. It certainly wasn't the last time I tried TRE.



Curriculum Vitae

Saskia Fehr

Positive Psychologist & Coach



Phone +4915223174347
LinkedIn www.linkedin.com/in/saskia-fehr
E-mail saskia@flourished-you.com
Address Geisbergstr. 54, 50939 Cologne, Germany

I have a deep passion for wellbeing and the good life. As a lecturer, researcher, practitioner and student, I engage with the Western science of wellbeing, Positive Psychology and the traditional teachings and practices of various cultures to get to the bottom of the question of what a good life is and how we can live it. As a coach and trainer, I integrate these two areas to support my clients holistically.

EDUCATION

Yoga Allianz certified Integrative Vibrational Therapy

Dimitri Miteff, Koh Yao Noi, Thailand

November 2025

Sound Therapy with Therapeutic Singing Bowls.

PhD Candidate

North-West University, South Africa

February 2025 - Today

Dissertation: The conceptualisation, assessment and development of spiritual awakening.

TRE® Provider

North German Institute for Body Psychotherapy and TRE®

March 2020 - June 2022

Tension & Trauma-Releasing Exercises instructions and in-depth application of TRE®

Yoga Allianz certified yoga teacher (200h)

Worldpeace Yoga School, Rishikesh, India

March 2022 - April 2022

Yoga: theory, philosophy, anatomy and practice (meditation, asana, cleansing & mantra)

M.Sc. Applied Positive Psychology and Coaching Psychology

University of East London, London, United Kingdom

September 2020 – February 2022

Master thesis: The Contextualization of Wellbeing in Non-Western Cultures: A Meta-Synthesis. Grade: Pass with Distinction

B.Sc. Psychology

RWTH Aachen, Aachen, Germany

April 2018 - September 2019

Focus: Health psychology and neuropsychology Bachelor thesis: The importance of gaps in the CV for assessing applicants and their personality - interviews with personnel decision makers. Grade: 1.0

B.Sc. Organizations Psychology

Distance University of Hagen

April 2015 – April 2018

Abitur (High School Diploma)

Schiller-Gymnasium Cologne

2005 - 2013

LANGUAGES

German (native language)

English (fluent)

Spanish (basics)

Italian (basics)

VOLUNTARY WORK

Start-up Advisor for Coaching Psychology

December 2021 – October 2022

Pro-bono Coaching

February 2021 — Today

Youth group in the Evangelical Church

October 2004 — May 2007

CERTIFICATES

EMCC Coaching Accreditation: EIA Senior Practitioner

TRE® Provider

Accredited yoga teacher (200h)

Happiness Manager (TUV)

Finding Purpose and Meaning In Life: Living for What Matters Most (University of Michigan · Oktober 2021)

IELTS Academic Result: C1 March 2020

SSI Open Water Diver · November 2023

Curriculum Vitae

Saskia Fehr

VIA CHARACTER STRENGTHS

-  Love of learning
-  Curiosity
-  Creativity
-  Love
-  Appreciation of Beauty & Excellence

HOBBIES & INTERESTS

Travel: With a camper, suitcase or backpack, preferably in the Mediterranean region and Asia

Outdoor activities such as: hiking, diving, camping, skiing & kayaking

Reading: Preferably Thich Nhat Hanh and similar authors

Yoga & Vipassana Meditation

Retreats and getting to know various spiritual/traditional practices

Time with my loved ones

Art & Design

STAYS ABROAD

Digital nomad life
· June 2022 — Today

Yoga Teacher Training, Rishikesh, Indien
· March 2022 — April 2022

Studies, London, United Kingdom
· February 2021 — February 2022

World Travel
· October 2013 — April 2014

Northcote College, Auckland, New Zealand
· June 2010 — October 2010



PROFESSIONAL EXPERIENCE

Visiting Practitioner

- Joali Being, Bodufushi, Maldives - October — November 2024
- Buchinger Wilhelmi Clinic, Lake Constance, Germany - January 2024; June 2024; January 2025; July 2025; January 2026
- Onboarded SixSenses Database, October 2025
- Wonderland, Koh Phangan, Thailand - Oktober — December 2023
- Samma Karuna, Koh Phangan, Thailand - November 2023

Development and facilitation of various offerings such as psychological workshops, group and single coaching formats and TRE sessions.

Lecturer in Positive Psychology

MEU - Die Multiversität, Magdeburg, Germany

October 2023 — Today

Development, facilitation and evaluation of the module Positive Psychology and Empowerment in the M.Sc. Clinical Psychology and Empowerment.

Positive Psychology Expert

Nilo.health, Berlin, Germany

July 2023 — Today

Developing and facilitating workshops and trainings, group and individual coaching based on Positive Psychology for greater wellbeing at work and in private life.

Positive Psychologist

Self-employed, www.flourished-you.com,

August 2021 — Today

With Flourished You, I strive for the wellbeing and flourishing of individuals and groups in retreat and business settings. Through coaching and training approaches, Positive Psychology is applied to enhance wellbeing and performance holistically.

Volunteer Advisor

Keptika, London, United Kingdom,

December 2021 — October 2022

Regular advice for a start-up that developed artificial intelligence in coaching supervision.

Trainer and Lecturer

Happiness Management Institute, Munich, Germany

February 2021 — July 2022

Co-development and facilitation of a TÜV-certified training program for happiness managers: people who establish principles of positive psychology in their company to promote wellbeing.

Support Teacher

Deutschherrenschule, Hürth, Germany

January 2015 — January 2021

Remedial lessons in German and Math for children (6-11 years) with a migration and refugee background on behalf of the job centre, Germany.

Team leading Board Room Hostess

InterCris Trade Fair Agency, Hanover, Germany

May 2016 — May 2020

Training and management of service personnel teams for trade fairs, general annual meetings and events of up to 53 team members.

Promotion

Buttler Verlagsmarketing, Cologne, Germany

June 2014 — April 2015

Sales and marketing of newspapers.



Thank you,
for your interest.

With absolute delight, I will answer any question, provide you with more information or arrange a free call.

with Metta,

Saskia Fehr

Positive Psychologist,
Coach & Founder
Flourished You
saskia@flourished-you.com



Please find my
availability here.

www.Flourished-You.com