

Research Paper

Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

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ABSTRACT

The purpose of the study was to implement an intervention based on the PERMA model and to find out its effectiveness. Job seekers commonly experience hopelessness, loneliness, financial stress, lack of self-confidence, and uncertainty about the future, which can lead to depression and anxiety, emphasizing the importance of enhancing their well-being for better mental health and functioning. An experimental one-group pretest-posttest design was used for this study. The PERMA Profiler was administered to 50 job seekers, and those who scored low (n=13) were included in the study. The experimental group went under 20-day intervention. The study implemented mixed methods, both quantitative and qualitative phases. The posttest and pretest scores of the well-being was compared by using the Wilcoxon signed-rank test. For the qualitative phase, thematic analysis was used after a semi-structured interview. The results revealed a significant increase in overall well-being and dimensions, including positive emotions, meaning, and accomplishments. Moreover, the thematic analysis revealed that the intervention was effective and can be implemented by career counselors and in different organizations to enhance well-being.

Keywords: *Well-being, Jobseekers, PERMA Model-Based Intervention*

Well-being is a multifaceted concept, there is no universally accepted single definition. It is important to note that well-being is much more than happiness. It also includes happiness and other elements like the purpose of life and feeling in control over own life. Well-being can also be stated as a positive state experienced by individuals. Similar to health, well-being is important for all individuals in their daily lives and is determined by social, economic, and environmental conditions. Well-being involves the quality of life and the ability of the individual to contribute with meaning and purpose to the world.

The definition by Waddell and Burton is that well-being is “the subjective state of being healthy, happy, contented, comfortable, and satisfied with one’s life.” Well-being refers to the state, condition, or circumstances that are good, a flourishing condition consisting of healthy development, full activity, success, good health, rest, repose, peace, bliss, and

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Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

comfort (Tanner, 2009). It is important to realize that well-being is not just the absence of negative situations; it also includes positive aspects such as happiness and quality of life.

Well-being is a phrase that reflects not just on one's health but also on satisfaction with work and life. Recent research by Ruggeri et al. (2020) argued that well-being should be much more than happiness and life satisfaction. The authors emphasized that well-being must be understood through a multidimensional approach, including social relationships, mental health, and personal control.

Positive psychology's three main aims are curing mental illness, helping people lead more productive and fulfilling lives, and identifying and nurturing high talent (Seligman 1998). To achieve these aims, Seligman introduced the PERMA model, which emphasizes five key elements of well-being: Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment. The five elements incorporated in the PERMA model of Seligman can be considered to be the core building blocks of well-being and expound on the importance of ensuring that these elements are the primary focus of attention in someone's life to be able to lead a healthier, happier, and more successful life.

Positive Emotion In the many forms of positive emotions discussed by psychologists, 'happiness' is only one of the components. Some of the positive emotions are hope, interest, joy, love, compassion, pride, amusement, and gratitude. According to Seligman (2011), positive emotion can be described as feeling good in any situation, self-confidence, hope that good will come, and having faith in oneself, other people, and the environment. As Seligman pointed out (2011), positive emotions are essential to subjective well-being as they enhance one's momentary experience of happiness, and of course, this acts as a prerequisite for the existence of a happy life.

Engagement According to Seligman (2012), engagement is "being one with the music." This goes by Csikszentmihalyi's (1989) flow theory. In this theory, flow refers to the temporary state in which an individual not only loses some level of self-consciousness but is also completely engrossed in the activity in question and does not think of anything else. It is being in the now and concentrating on the present course of action and nothing else. This phenomenon, often referred to as flow attention, is said to occur when challenge and skill/strength meet at the most ideal place (Csikszentmihalyi & LeFevre, 1989).

Relationship In the PERMA framework, relationships depict the experience of feeling supported, loved, and valued by others. Moreover, Relationships are part of the model as they emphasize the fact that human beings are social animals (Seligman, 2012). This is observable in all aspects of life, though social ties become especially salient with aging. Healthy relationships are essential components of well-being. Virtually every activity in life entails other people. One cannot avoid, however, the fact that people are determinants of the rise and fall in one's life.

Meaning Throughout life, human beings display a variety of needs and desires. The search for meaning and the other wanting to feel value and worth. In Seligman's (2012) discussion, meaning could be described as some kind of belonging and or serving some cause greater than oneself. The Theory of Meaning in Life posits that it is instinctive for every individual to want to have a reason for their existence. The wish to find meaning drives the person's

Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

approach to everyday activities, challenges, or even hardships that one is bound to overcome.

Accomplishments Accomplishment in PERMA is also known as achievement, mastery, or competence. Achievement can be defined as self-driven goal orientation, completion of tasks, and overcoming challenges. Such a scenario enhances the well-being of individuals as they tend to evaluate their existence and feel proud (Seligman, 2012).

Job Seekers are individuals who identify, initiate, and pursue actions to obtain new employment or reemployment (Kanfer et al., 2001). According to the U.S. Bureau of Labor Statistics (BLS), a job seeker is defined as a person who is looking for work but is currently not employed (Bureau of Labor Statistics, 2021). Job seekers face difficulties such as social stigma, financial collapse, and purposelessness, which are some of the catalysts of mental disorders such as anxiety and depression (Paul et al., 2009). These problems can be resolved by the PERMA model. By targeting multiple levels of well-being, it addresses all the issues at once. For example, there is evidence supporting that the development of positive emotions helps in stress relief (Fredrickson, 2001), and increasing involvement in purposeful occupation reduces hopelessness (Seligman, 2011). Moreover, warm relations with others as well as a sense of success may help job seekers cope with challenges and keep up the motivation to look for jobs. The process of finding a job for most job seekers is influenced by many elements, heuristically, socially, and economically. In search of a job, what they think about the available job opportunities, how driven they are, as well as how they aim for their goals influence the outcomes of finding employment (Wanberg, 2012). The evidence suggests that unemployed individuals, especially those who have been without a job for a considerable time, can exhibit optimistic bias. This, in turn, results in a conflict between their anticipations of job-finding rates and the actual duration of finding a job, with the latter lengthening with the duration of unemployment (McGee et al., 2005). Besides personal views, there is also the importance of a clear understanding of job search objectives. The significance of goal formation and self-management has come out clearly in the job-searching behavior. What's more, applicants who set goals and adopt active job search principles tend to have better chances of getting employed again (Koen et al., 2010). Moreover, the context in which job seekers function is an important determinant of their experiences. Some environments may be conducive to better job search strategies and outcomes, while others may be more harmful to these efforts (Vinokur & Schul, 2002). Recognizing these elements is important in coming up with appropriate assistance programs for job seekers depending on their circumstances. A combination of psychological factors, goal setting, and the environment is a helpful way of understanding the practices of job seekers. It is vital to focus on these aspects to enhance the measures put in place to assist people facing barriers in the job market, which will, in turn, result in better employment outcomes.

Complementary research has been reviewed to inform the development of the research problem and the design, implementation, and analysis of the intervention. Well-being is essential for all aspects of human beings, including job hunting. Kumar and Dwivedi (2023) found that there was a strong positive correlation between well-being and job-hunting assertiveness which indicated that with an increase in an individual's well-being, there were more assertive job-searching behaviors exhibited. PERMA Model Intervention has been effective in enhancing well-being. Binoy KD (2006) found that the subjective well-being of the participants has been increased through psycho educational Intervention based on the

Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

PERMA Model. Kovich et al., (2022) found that the application of the PERMA Model on undergraduates was effective in enhancing well-being and five aspects should be prioritized for undergraduates. Although previous literature provides valuable understanding into the PERMA model and well-being, an extensive review revealed that no existing study has addressed the specific focus of the present study, thereby highlighting a clear gap.

METHOD

Objectives

1. To develop and validate the PERMA Model-Based Intervention among job seekers
2. To explore the effect of the PERMA model intervention on the dimensions of well-being: Positive Emotions, Engagement, Relationships, Meaning, and Accomplishment.

Hypotheses

- H01: There is no significant difference in pretest and posttest scores of overall well-being among job seekers.
- H02: There is no significant difference in pretest and posttest scores of Positive Emotion among job seekers.
- H03: There is no significant difference in pretest and posttest scores of Engagement among job seekers.
- H04: There is no significant difference in pretest and posttest scores of Relationship among job seekers.
- H05: There is no significant difference in pretest and posttest scores of Meaning among job seekers.
- H06: There is no significant difference in pretest and posttest scores of Accomplishment among job seekers.

Sample

The study was conducted among job seekers aged between 18-30. The purposive sampling method was used for selecting the samples. The participants were recruited from a workspace where they were seeking jobs and studying for their future to get a job. Initially, the questionnaire was completed by 50 participants. Those who scored below the suboptimal level of well-being on PERMA-Profiler were selected for the study. There were 13 participants (10 male and 3 female).

Inclusion Criteria

- Individuals are between 18-30.
- Individuals who are currently unemployed and actively seeking for job (minimum 3 months).
- Individuals having a minimum level of education which is high school or equivalent.
- Individuals who are willing to participate in the study and complete all assessments and interventions.
- Only individuals who can read and understand the English language are included.

Exclusion Criteria

- Individuals who are working part-time
- Individuals who are unable to work because of severe physical or mental illness.
- Individuals who are currently involved in other intensive psychological interventions or therapy.

Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

- Individuals with mental and physical health conditions

Instruments

PERMA-Profiler: It is a well-being assessment tool based on the PERMA model developed by Martin Seligman. It was created by Dr. Margaret L. Kern and colleagues in 2015 to measure the five dimensions of well-being: Positive Emotions, Engagement, Relationships, Meaning, and Accomplishment. The measure consists of 23 items. The health, negative emotion, loneliness, and overall happiness questions act as filler questions and provide more information; for brevity, the 15 PERMA questions (3 per PERMA domain). It uses an 11-point Likert scale (0 = never/not at all to 10 =always/completely). Scoring involves averaging the three items for each PERMA dimension, with higher scores indicating better well-being. Overall well-being is calculated by averaging all 15 items, while negative emotions and physical health scores are reported separately.

The PERMA Profiler shows high reliability, with Cronbach's alpha between 0.70 and 0.90 and good test-retest reliability, and its validity is established by high correlations with similar well-being scales (e.g., $r = 0.84$ with the Flourishing Scale) and a good five-factor fit (RMSEA = 0.055, TLI = 0.968), validating its accuracy in diverse populations.

Procedure

The research study is conducted in four different stages: the preparatory stage, the screening stage, the intervention stage, and the post-intervention stage.

Preparation stage

During this stage, 20-day intervention based on PERMA was developed by the researcher. This was achieved by reviewing extensive literature on positive psychology interventions as well as incorporating activities outlined in Martin Seligman's book *Flourish: A Visionary New Understanding of Happiness and Well-being*. The activity designed will conform to the PERMA model so that it can improve well-being and is based on evidence-based practice.

Screening Stage

Before administering the inventory, adequate instructions were provided to the participants. Any doubts were clarified to ensure complete understanding, and the confidentiality of the data collected was assured. Consent was obtained from all participants before proceeding. The PERMA Profiler, which measures well-being, was administered to 50 job seekers, mainly from the IT sector, who fulfilled the inclusion criteria. Data was collected through Google Forms. Based on their scores, participants who scored below the suboptimal level of well-being were selected for the main study. Out of the 50 participants, 13 were chosen who scored low.

Intervention Stage

The intervention, based on the PERMA model, was administered to the experimental group of 13 participants and was conducted online. It was conducted for 20 days, with participants engaging in one activity per day. Each activity took approximately 30 minutes to 1 hour to complete. It was ensured that each participant had completed the tasks every day. All participants in the experimental group completed the intervention. On day 1, Participants were given an introduction to the PERMA Model. The next 4 days focused on positive activities such as "three good things in life, best possible self, optimistic thinking, and random acts of kindness." After positive emotions, 4 days of engagement-focused activities

Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

were provided, such as “identifying signature strengths, savoring, flow activities, and mindfulness.” 4 days of Relationship-focused activities were “gratitude visit, social support network mapping, connection check-in, and forgiveness letters.” Activities in the case of meaning for 3 days were “goal setting, legacy letter, gratitude and meaning reflection” provided. Lastly, activities for enhancing accomplishment were provided for 4 days, in which “visualizing success, reflecting on past success, vision board, and self-compassion during failure” were provided to the participants.

Post-Intervention Stage

After the 20-day PERMA model-based intervention, the PERMA Profiler was administered again to evaluate the effect of the PERMA model-based intervention. For the qualitative phase, semi-structured telephonic interviews were conducted, and these were audio-taped with the help of call recording. Its verbatim inscriptions were prepared to find out the major themes using the Thematic Analysis Method.

RESULTS

Quantitative Phase

Table 1. Wilcoxon Signed Rank Test of Comparing the Mean Ranks in the Pretest and Posttest Scores of Overall Wellbeing

Variable	Mean ranks		Z	Sig	Effect size
	negative	positive			
wellbeing	3.33	7.56	-2.28	.023	0.63

Table 1 shows the Wilcoxon Signed Rank Test comparing the Mean Ranks in the Pretest and Posttest Scores of Overall well-being. The z value was -2.28 ($P < .0005$); with a Positive Mean Rank = 7.56, and a Negative Mean Rank = 3.33. This suggests that a significant difference between the pre-test and post-test scores of overall well-being and the increase was large ($r = -0.63$). Therefore, the null hypothesis is rejected.

Table 2: Wilcoxon Signed Rank Test of Comparing the Mean Ranks in the Pre-test and Post-Test Scores of PERMA Dimensions of Well-being:

PERMA Dimensions	Mean ranks		Z	Sig	Effect Size
	Negative	Positive			
Positive Emotions	7.50	6.91	-2.13	.033	0.59
Engagement	7.00	7.00	-1.23	.220	0.34
Relationship	4.00	9.00	-1.18	.238	0.33
Meaning	4.00	7.90	-2.35	.019	0.65
Accomplishments	3.00	7.67	-2.37	.018	0.66

Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

Table 2 presents the Wilcoxon Signed Rank Test comparing the Mean Ranks in the Pre-test and Post-test Scores of PERMA Dimensions of Well-being.

In the case of Positive Emotion (P), since $Z = -2.13$, $P = .033$; with Positive Mean Rank = 6.91, Negative Mean Rank = 7.50; there is a significant difference between the pre-test and post-test scores, and the increase was large ($r = 0.59$). Therefore, the null hypothesis is rejected.

In the case of Engagement (E), since $Z = -1.23$, $P = .220$, with Positive Mean Rank = 7.00, Negative Mean Rank = 7.00; there is no significant difference between the pre-test and post-test scores, and the effect size was moderate ($r = 0.34$). Therefore, the null hypothesis is retained.

In the case of Relationships (R), since $Z = -1.18$, $P = .238$; with *Positive Mean Rank = 9.00*, *Negative Mean Rank = 4.00*; there is no significant difference between the pre-test and post-test scores and the effect size was moderate ($r = 0.33$). Therefore, the null hypothesis is accepted.

In the case of Meaning (M), since $Z = -2.35$, $P = .019$; with *Positive Mean Rank = 7.90*, *Negative Mean Rank = 4.00*; there is a significant difference between the pre-test and post-test scores and the increase was large ($r = 0.65$). Therefore, the null hypothesis is rejected.

In the case of Accomplishment (A), since $Z = -2.37$, $P = .018$; with Positive Mean Rank = 7.67, Negative Mean Rank = 3.00; there is a significant difference between the pre-test and post-test scores, and the increase was large ($r = 0.66$). Therefore, the null hypothesis is rejected.

DISCUSSION

Quantitative Analysis

The PERMA Model-based intervention improved the overall well-being of the job seekers. Before the intervention, the participants faced many problems. The intervention assists them in reframing their thought process, building resilience, and identifying their strengths. A lot of activities were provided to have a positive outlook on their life. Through goal-setting exercises and gratitude practices, they developed a greater sense of purpose and self-worth. As a result, they felt optimistic, motivated, and emotionally balanced which contributed to their overall well-being. The findings of this study are consistent with previous research, a study conducted by Kumar and Dwivedi (2023), which examined the role of the PERMA model in the job search process among management students in Delhi NCR. The results show that the PERMA model significantly enhanced the overall well-being of job seekers. The subjective well-being of Syro-Malabar migrant youth improved statistically significantly after a psycho-educational PERMA-based intervention to the research findings by Binoy (2006). Additionally, Zheng et al. (2023) found that a psychological intervention based on PERMA significantly improved stroke patients' post-traumatic growth and well-being. Yang et al. (2024) found that vocational nursing students' well-being and social anxiety decreased following the intervention in an educational setting. Through an adapted Mindfulness-Based Stress Reduction program, Wasson et al. (2020) observed increases in mindfulness and decreases in self-reported stress.

Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

Similarly, other dimensions such as positive emotions, meaning, and accomplishments of the job seekers have increased. The activities focusing on positive emotions helped the job seekers to feel more pleasant emotions like gratitude, hope, life satisfaction, optimism, and happiness, which showed a significant increase in their positive emotions compared to before and after the intervention. This finding supports Carleton's (2009) study, "Happiness at Work: Using positive psychology interventions to increase worker well-being," which shows that positive psychology interventions foster worker well-being by boosting positive emotions. Also, Kaplan et al. (2013), found an increase in positive feelings among employees after participating in structured positive psychology programs. These results support the idea that interventions like the PERMA model can effectively cultivate emotional positivity.

In the case of Engagement (E), there is no significant difference between the pre-test and post-test scores. PERMA interventions often enhance emotions and meaning, but engagement levels may be less responsive, possibly due to personal factors or the relatively short duration of interventions.

In the case of Relationships(R), there is no significant difference between the pre-test and post-test scores. Relationship-building often takes time and may not show immediate shifts following short-term interventions. Building meaningful social bonds may require continued interaction and support more than a 20-day program.

In the case of Meaning (M), there is a significant difference between the pre-test and post-test scores. The increase in meaning can be assumed to be due to the activities provided, which likely encouraged participants to reflect on their purpose, future aspirations, and personal values. These activities gave participants a chance to step back and think about what truly matters to them, such as their hopes for the future, the legacy they wish to leave, and the people and moments they're grateful for. By analyzing their goals and personal values, they may have achieved a clearer sense of purpose, helping them feel more connected to their lives and what brings them meaning. This finding can be supported by the study of Luo et al. (2022), "Effect of Positive Psychological Intervention Based on PERMA Model on Perioperative Patients with AIDS Complicated with Breast Cancer," which found that PERMA-based positive psychology interventions enhanced patients' sense of purpose and meaning. Gander et al. (2012), in their study "Strength-Based Positive Interventions: Further Evidence for their Potential in Enhancing Well-Being and Alleviating Depression," also showed that strength-based interventions increased a deeper sense of meaning by helping individuals recognize their values and act in accordance with their goals.

In the case of Accomplishment (A), there is a significant difference between the pre-test and post-test scores. An increase in Accomplishments can be assumed as the activities related to enhancing accomplishments encouraged participants to recognize their abilities and celebrate their progress, both past and future. Visualizing success and reflecting on their past achievements may have reminded them of their strengths and how far they've come, boosting their confidence. Making a vision board provided them set clear, inspiring goals, something to work towards. Learning self-compassion in failure showed them that failure does not destroy what they have accomplished, but rather it's all part of the process. These activities together nurtured a sense of growth and progress, improving the belief that they can achieve their goals. This finding is reflected in Jennings (2017), whose study "Character Strengths as a Pathway to Obtaining and Maintaining Employment for Job Seekers with

Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

Disabilities: A Model for Building Job Seeker Hope and Self-efficacy" showed that PERMA model interventions increased job seekers' sense of accomplishment through goal-setting activities and promoting self-efficacy.

Qualitative Analysis

In the qualitative phase, the results drawn from participants' experiences, perceptions, and insights gained from semi-structured interviews are reported. With thematic analysis, data is analyzed systematically to look for repeated patterns, themes, and meanings.

Positive emotions

Positive Emotions like joy, optimism, and satisfaction were high for the participants after the intervention. According to one participant, *"From a broad thought process, I changed to a wider thought process, I completed the course I'm doing and also built more connections and worked on a start-up."*

The participants' productivity was increased by having more positive emotions and the work performance of the participants was boosted through positive emotions. According to one participant, *"Positive emotions helped in my work performance. When I had negative emotions, I used to think about those things related to negative emotions and was stressed and was not able to work efficiently. However, positive emotions helped me to excel in my work"*.

The creativity and problem-solving also of the participants were increased through positive emotions. According to one participant, *"When I'm in a negative mood I won't be able to do creative kinds of stuff, but when I'm in a positive mood, I have many ideas to do photography or painting, etc"*.

The activities conducted to increase positive emotions helped them to maintain happiness even if they had negativity in their surroundings. One participant stated, *"I felt more happiness and positive feelings after the intervention. Three good things and meditation helped me to maintain happiness till the end of the day. Journaling helped me to be calm and without it, I felt like I was zoned out. The intervention helped me to do things like positive thinking and I maintained it. It helped me a lot"*. The positive emotions not only enhanced their happiness but also helped to build resilience by helping the participants to cope with challenges and pursue their goals with a more open and creative mindset.

Engagement

The level of engagement of the participants increased after the intervention. Before the intervention, they described feeling unproductive, with one participant stating: *"Before the PERMA Model, I was not productive at all. All I did was sleep and eat."* Another participant stated, *"My level of engagement was more after the intervention. I understood that our engagement can be regulated by our mindset. So I used to think more positively"*. Following the intervention, they began setting goals and completing tasks which was stated by another participant: *"Now I find solutions by talking to seniors... Before, I used to sit simply or search Google, but now I find solutions myself."*

Through the PERMA Model intervention, the participants were able to find their flow activities. One participant stated, *"The intervention helped to find activities which were coding, solving problems, and reading books."* Another participant stated, *"I was able to*

Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

find the activities which provided a sense of flow...which are drawing, painting, and music.”

In addition, some participants linked their flow experience to their work performance and goal achievement which increased their productivity and also reduced negative emotions. The response of the participant was *“Now I find enjoyment in what I do and I don't feel much despair when I do work which increases my productivity”*.

Mindfulness meditation was a powerful tool for engagement for many participants which helped them to have a better focus. According to one participant, *“Meditation helped me to clear my mind... a happy mind helped me to engage in more activities.”* According to another participant, *“Guided meditation helped me feel like going to another place, a peaceful place.”* The intervention focused on engagement provided a long-term benefit for the participant as they were able to restart their hobbies, time management, and find solutions to their problem.

As highlighted by a participant, *“I started having time management in my professional life.”* One participant noted, *“Now I find solutions by talking to seniors... before I would just leave it incomplete.”* Another participant noted, *“I felt it when I restarted my hobby. I used to write for 3 years like stories, articles, and poems. Another participant mentioned, “Now I restart which I engage and lose track of time. I write significant things that happened in my life that I don't want to forget in a file. I write it aesthetically or poetically.”*

Relationship

Participants showed little to no change in their relationship. For some participants, it helped them to strengthen their connections. A participant mentioned, *“I felt the same in the case of relationships. Activities related to relationships were easy tasks for me. I maintain a good relationship with everyone, so I didn't feel any changes.”* Another participant mentioned, *“Connecting with someone whom we haven't talked to for a while helped to build that connection. We have not been talking much this activity helped to reconnect and maintain which I thought it would be impossible for us.”*

Writing a forgiveness letter helped them to clear their mind and learn lessons from it. One participant mentioned, *“The forgiveness letter helped me to sort out my feelings even though I forgave them. It helped me to clear my emotions.”* Another participant mentioned, *“Writing a forgiveness letter helped me to forgive others and also helped me to learn the lesson and avoid situations that make me regret it in the future. It helped me to say sorry and avoid regret.”* Gratitude letters, on the other hand, allowed participants to spread positivity.

Also sharing positive feelings can strengthen the bond. A participant reflected, *“I felt happy, and the one who received the letter was happy. They valued the letter I gave and kept it safely so they could read it again and again.”* Another participant reflected, *“I get to know that when I share with someone that I'm grateful for having you in my life, it can make both people happy... This helps to build or deepen the relationship”*. Forgiveness letter and gratitude letter helped many participants rebuild their connections with others which contributed to their overall well-being.

Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

Meaning

Before the PERMA model intervention, participants described having an unclear sense of direction, with some having no goals or only basic career plans. After the intervention, the participants have a positive impact on their search for purpose or meaning. A participant observed, *“Before the PERMA model, I didn't have any goals or purpose, but after the intervention, I had goals — not only one but many goals to achieve.”* Another participant observed, *“I planned to start my career as an employee and end it the same way. Now I want to start as an employee but end my career as an entrepreneur.”*

Activities like a vision board, Best possible self, and legacy letter helped participants find meaning in their lives. A participant mentioned, *“The legacy letter helped me find purpose. It made me realize that if I want to advise my future self, I need to make achievements.”* Another participant mentioned, *“The vision board reminded me every day of the purpose of my life. It kept my goals clear.”*

Many participants faced challenges like self-doubt and sustaining motivation throughout life. But intervention helped them shift their mind and overcome the challenges of their lives which helped them to find purpose and meaning. According to one participant, *“Before, I had dreams but always thought — will I reach there? Am I capable of reaching there? The intervention helped me to be positive and work toward my goals. Within three months, I achieved many things on my vision board which helped me to overcome my self-doubt. Now I have feelings of confidence and that I'm capable of doing things.”*

The participants also had long-term effects on both their personal and professional lives. The intervention helped the participants to be confident, have a sense of agency, and have ongoing motivation to achieve their goals. A participant reported, *“I reduced tea and sugar consumption. I helped someone start a startup. I now have the confidence that I can do things if I want.”* Another participant reported, *“The vision board kept me productive every day.”*

Accomplishments

Before the intervention, most participants were aimless and unclear about their goals. A participant mentioned, *“Before the intervention, I did not have any goals. I was aimless.”* After the intervention, the participants were able to accomplish more. Structured goal-setting activities like SMART Goals, Vision Board, and Legacy Letter encouraged participants to identify and pursue their goals. A participant stated, *“By seeing the Vision Board daily, I felt motivated to take action.”* Another participant stated, *“Thinking about what I should tell my future self helps me achieve more.”* Another participant reported, *“I achieved the goals I set during the intervention, like reading books, completing projects, and doing courses.”*

Many participants faced various obstacles to achieving their goals including time management, self-doubt, and social media. The intervention helped the participants to identify the challenges and overcome them which led to achieving their goals. A participant reflected, *“I used to waste my time scrolling through reels, but now I find solutions by talking positively to myself”*. Another participant reflected, *“My main challenge was forgetting about my goals, but the vision board helped me to remember it daily”*.

The intervention allowed sustained motivation by instilling positive habits and reinforcing goal-oriented thinking. According to one participant, *“Even after the intervention, I still use*

Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

goal-setting because I saw how much faster I achieved things when I wrote them down." According to another participant, "When I saw the impact of goal-setting, I felt like I could achieve more."

Overall Well-Being

Participants reported a significant improvement in their overall well-being following the PERMA model intervention, with self-ratings showing positive change. Many expressed that their well-being was quite low before the intervention, saying that it was *"somewhere around low to moderate."* However, after the intervention, they experienced a significant boost, with some stating that their well-being had increased to a *"much higher and more positive level."* One participant shared, *"Before the intervention, my well-being felt quite low, but now I feel a clear sense of improvement and stability."* Another participant reflected, *"I used to feel like my well-being was just average, but after the intervention, I feel a lot more positive and balanced."*

Participants identified specific intervention activities that were most impactful in boosting their well-being. They were Legacy letter, Vision board, and Meditation. Also, a participant reported that journaling activities helped them to clear their mind by writing what's going on in their head. A participant stated, *"The Vision Board helped me stay focused and feel more positive."* Another participant stated, *"Meditation helped me to clear my mind and boost my overall well-being."*

Implications

This research highlights that the 20-day PERMA model intervention has a positive impact on the well-being of job seekers, mainly in areas such as Positive Emotion, Meaning, and Accomplishment. This shows that well-being enhancement can be effective for individuals experiencing career changes, enhancing their motivation, resilience, and emotional health. Career counselors and job placement services can utilise PERMA-focused techniques like mindfulness, gratitude exercises, goal setting, and journaling in their sessions to help job seekers maintain their motivation and emotionally stable throughout the job search process. The results suggest that positive emotions and mindfulness practices improve productivity, creativity, and concentration. These can be adopted by organizations and professionals can apply similar methods to enhance the engagement and performance of workers. The significant increase in Meaning and Accomplishment scores indicates that helping individuals to find purpose and accomplish their goals can lead to long-term motivation and confidence. Career development programs should focus on tools like vision boards, SMART goals, and legacy letters to enable people to set their goals. The study shows that many participants continued using goal-setting methods and mindfulness practices after the intervention, suggesting that well-being activities can bring about lasting behavioral change. Employers and career programs should promote continued engagement in these practices to ensure long-lasting advantages.

Limitations of the study

The results of the study cannot be generalized to a large population due to the limited number of participants. As the intervention was conducted for 20 days, there was no increase in engagement and the relationship dimension of the job seekers. Long-term intervention can capture the full impact of the PERMA model. The long-term impact on the participants is not measured through the study.

Application of PERMA Model-Based Intervention on Well-being Among Job Seekers: A Mixed Method Approach

Suggestions and Scope for future research

Future studies can include a larger and more diverse population to enhance the generalizability. Long-duration intervention can give deeper insights into the long-term impact of the PERMA model on job seekers' well-being. Longitudinal studies can be conducted to understand the impact of the PERMA model on participants' well-being, career progression, and personal growth over time. A study comparing the effect of PERMA model-based intervention with other interventions on well-being can be encouraged in the future.

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Conflict of Interest

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