

Flourishing: Development of a Higher-Level Uses Well-Being Scale and Concept in Positive Psychology

Nadja Alfin Nur'aini*¹, Olievia Prabandini Mulyana²

¹Department of Psychology, Universitas Negeri Surabaya, Surabaya, Indonesia

²Faculty of Psychology, Universitas Negeri Surabaya, Surabaya, Indonesia

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Abstract

Background: flourishing is a developing concept that has yet to be widely researched in positive psychology. Flourishing is the highest well-being concept in positive psychology. Individuals who thrive have a high level of well-being based on the hedonic and eudaimonic well-being perspective. **Objective:** to trace the development of theoretical concepts and flourishing scales so that future researchers can use them in researching flourishing variables. **Method:** This research uses a narrative literature review method to review theory development and the scale of flourishing from year to year. **Results:** The theoretical concept and development of the flourishing scale can be reviewed using the theoretical concepts put forward by Keyes, Seligman, Huppert & So, and Diener. Five scales can be used to measure flourishing: MHC-SF, SPANE, The Flourishing Scale, The PERMA Profiler, and The Flourishing Scale from ESS. **Conclusion:** This research provides implications for expanding knowledge regarding theoretical concepts and the development of the booming scale currently developing in the realm of positive psychology so that it can be used to conduct research in the future.

Keywords: Flourishing, well-being, theory, scale, literature review

Abstrak

Latar Belakang: Flourishing merupakan konsep yang sedang berkembang dan belum banyak diteliti dalam ranah psikologi positif. Flourishing merupakan konsep kesejahteraan tertinggi dalam psikologi positif. Individu yang flourish merupakan individu dengan tingkat kesejahteraan tinggi berdasarkan perspektif kesejahteraan hedonik dan eudaimonik. **Tujuan:** untuk menelusuri perkembangan konsep teori dan skala flourishing sehingga dapat digunakan untuk peneliti selanjutnya dalam meneliti variabel flourishing. **Metode:** penelitian ini menggunakan metode narative literature review untuk mengulas perkembangan teori dan skala flourishing secara menyeluruh dari tahun ke tahun. **Hasil:** konsep teori dan perkembangan skala flourishing dapat ditinjau dengan menggunakan konsep teori yang dikemukakan oleh Keyes, Seligman, Huppert & So, dan Diener. Terdapat lima skala yang dapat digunakan untuk mengukur flourishing, meliputi: MHC-SF, SPANE, The Flourishing Scale, The PERMA Profiler, dan The Flourishing Scale from ESS. **Simpulan:** penelitian ini memberikan implikasi untuk memperluas pengetahuan mengenai konsep teori dan perkembangan skala flourishing yang sedang berkembang dalam ranah psikologi positif agar dapat digunakan untuk melakukan penelitian pada masa depan.

Kata Kunci: berkembang, kesejahteraan, teori, skala, tinjauan literatur



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Corresponding author:

*Nadja Alfin Nur'aini
nadja20096@mhs.unesa.ac.id
Psychology Department Program
Universitas Negeri Surabaya
Surabaya, Indonesia

Flourishing is a well-being concept in positive psychology that is currently developing but has yet to be widely researched (Willen, 2022). Flourishing is a concept of well-being in positive psychology, which describes the highest level of well-being in individuals based on hedonic and eudaimonic perspectives (Huppert & So, 2009, 2013; Keyes, 2002). Flourishing is the highest welfare concept in positive psychology, and it combines the theories of hedonic well-being and eudaimonic well-being (Huppert & So, 2013). According to the concept of flourishing, an individual can be said to be thriving if the individual has a high level of well-being based on hedonic and eudaimonic well-being theory (Schotanus-Dijkstra et al., 2016). Flourishing is a condition of individual well-being where individuals can function optimally in the psychosocial domain (Seligman, 2002). The concept of flourishing states that individuals can be said to be prosperous not only based on the individual's subjective assessment of when they feel happy but also must be accompanied by individual achievements.

The concept of flourishing is a combination of two well-being theories, so examining the development of the flourishing theory ultimately requires an in-depth study of these two theories. These two perspectives are the hedonic and eudaimonic welfare perspectives. The hedonic well-being theory is often associated with subjective well-being. It states that an individual's well-being is subjective and can be seen from the individual's assessment of the happiness they experience (Ryan et al., 2008). Individuals who are considered prosperous in the hedonic well-being theory experience more positive than negative experiences in life (Deci & Ryan, 2008). Individuals who experience more positive experiences will be closer to a prosperous life, and vice versa (Mulamukti et al., 2020).

This hedonic well-being theory was then refuted by the eudaimonic well-being theory, which states that subjective assessments regarding the happiness individuals feel are not appropriate benchmarks for measuring an individual's well-being. The theory of eudaimonic well-being is linked to psychological well-being (Ryff, 2013). The eudaimonic well-being theory states that an individual's well-being condition is not limited to when they feel happy but also includes their efforts to develop their potential towards self-actualization (Ryff & Singer, 2008).

Literature studies show that flourishing is associated with well-being and mental health (Agenor et al., 2017). Flourishing is very important for individuals because flourishing is related to various positive things that can benefit the individual and others (A'yuninnisa et al., 2024). In general, flourishing is conceptualized as a form of well-being that includes hedonic well-being related to emotional well-being in individuals, which is associated with the emergence of happiness, which positively influences individual life satisfaction (Vanderweele, 2017). Apart from the individual personally, flourishing is also related to the favourable conditions of the individual in the organization and workplace, which can improve individual performance due to the individual's optimal functioning (Fabricio et al., 2022).

Flourishing is a developmental concept, and a study conducted by Agenor et al., (2017) revealed that the concept of flourishing is still immature, which is in line with the findings of welfare researchers. The difference between hedonic and eudaimonic perspectives in studying well-being has been debated recently (Henderson & Knight, 2012). Previous studies show that research examining the concept of flourishing needs to be clarified because the concept of flourishing comes from two theoretical approaches: eudaimonic and hedonic (Hone et al., 2014). This often causes research examining flourishing to be carried out using a separate approach (VanderWeele et al., 2023). Research that examines the concept of well-being in psychology often discusses the concept of well-being using only one theoretical perspective without combining the two. A complete picture of well-being can be obtained by combining the two theories into a concept of well-being

(Keyes, 2002). Scientific researchers have found that flourishing can be well conceptualized as a multidimensional phenomenon by combining both hedonic and eudaimonic concepts of well-being (Momtaz, et al., 2016). Therefore, research on well-being using the concept of flourishing is necessary to obtain a more complete picture of individual well-being.

Flourishing is a concept that is experiencing growth and shows an exponential growth trend in academic production, which has continued to increase in recent years (Cebral-Loureda et al., 2022). Based on this, to support research and writing quality scientific literature, a review is needed that can be used as a guide for conducting research in the future. Thus, this research aims to conduct a literature study that examines the development of theoretical concepts and the scale of flourishing from year to year, which is likely helpful for research examining the idea of flourishing. The difference between this research and other research is that the literature study in this research was carried out using the narrative literature review method. The concept of flourishing has not yet been widely researched, so this method can be used to study the theoretical concept and development of the flourishing scale in a broad and in-depth manner, starting from the history of the emergence of the term flourishing and the development of measuring instruments that can be used to examine flourishing variables.

Method

This research uses a narrative literature review method to examine the development of concepts and scales in the flourishing variable. The method used in this research is a narrative literature review method. This method was adapted to the research objective, namely to review the development of the concept and scale of development in full. Narrative literature reviews provide an overview of a broad research topic to provide a thorough understanding of the research topic and identify areas for further research (Rother, 2007). This research was conducted to determine the development of the idea of flourishing starting from the emergence of the term flourishing, which is a combination of two well-being perspectives: the development of flourishing variables from year to year, as well as the development of instruments that can be used to measure flourishing variables in individuals. The development of the concept of flourishing and the flourishing scale in this research is reviewed by examining two well-being perspectives, namely subjective well-being and psychological well-being, considering that flourishing combines these two perspectives. The data in this research comes from review articles containing the concept of flourishing, which the author has reviewed. This research focuses on articles published in reputable international journals. There is no limit to articles published in a particular year to study the concept of flourishing because this research aims to fully discuss the history of developing the idea of flourishing. Meanwhile, to examine the development of the flourishing scale, this research focuses on articles published from the beginning of the emergence of the term flourishing, namely from 2002 to 2024.

In this research, the search for articles focused on searching the Scopus, ScienceDirect, and Google Scholar databases. Article searches focus on the Scopus and ScienceDirect databases to obtain reputable international articles. Meanwhile, a search on the Google Scholar database was used to get several books and articles discussing flourishing that could not be found in the Scopus and ScienceDirect databases. In this research, a literature search was carried out using the keywords “flourishing”, “flourishing concept”, “flourishing scale”, “well-being”, and “positive psychology”. The selection process for the articles used in this research was carried out by reading the title and abstract of the article to find out whether the article was relevant and met the criteria to be used as a reference source in this literature study. The criteria used by the author to select suitable articles are: 1) The article is sourced from a reputable international journal, 2) The international article is assessed as reputable by looking at the Q1-4 index, and 3) The article discusses the concept to be researched, namely related to the concept of flourishing and flourishing scale in positive psychology. Based on a search on the Scopus, ScienceDirect, and Google Scholars databases using the keywords flourishing, flourishing concept, flourishing scale, well-being, and positive psychology, 8 articles and 2 books were found that were deemed worthy of review to examine the concept of flourishing and 6 articles were used. To describe the development of the flourishing scale.

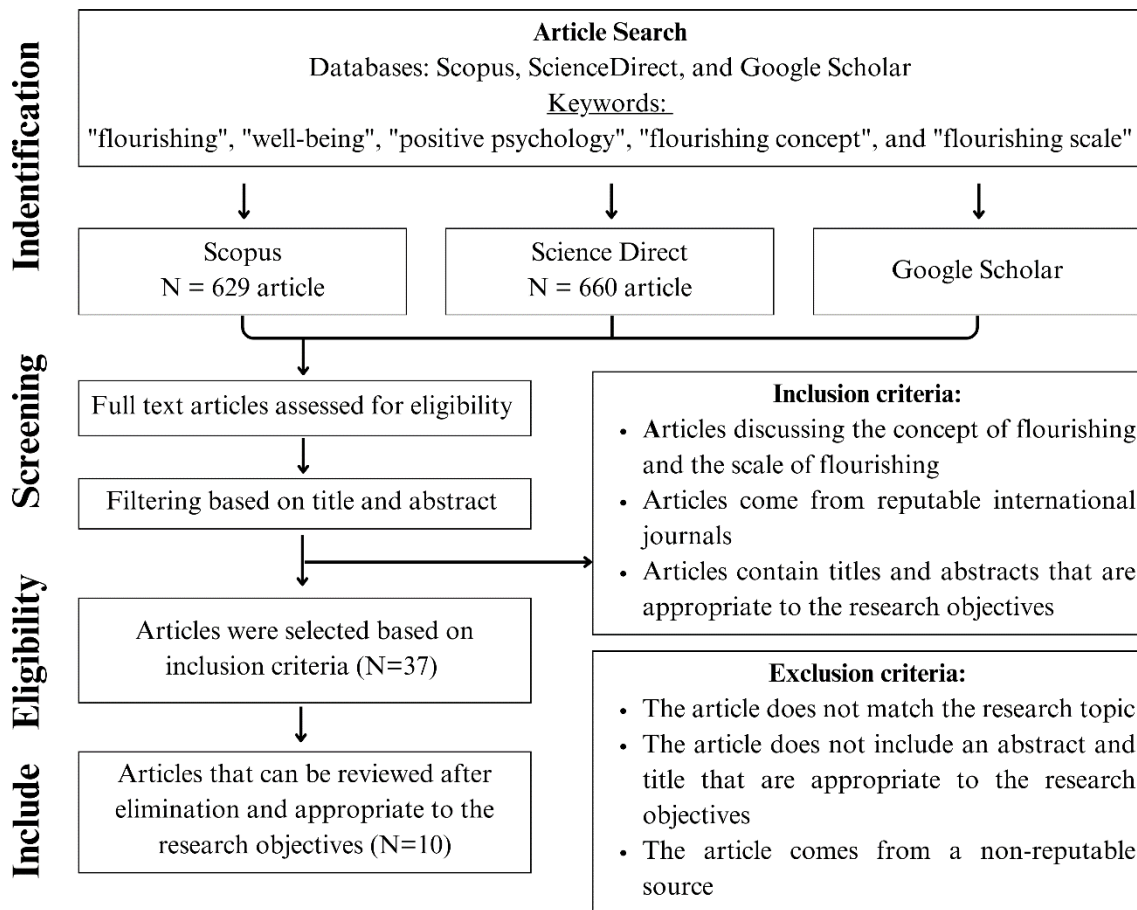


Figure 1. Research Model

The author then reviews articles that meet the criteria to conclude the description of the concept of flourishing obtained in each selected article. Before the author concludes the selected articles, the author will identify the articles by making a summary in table form. When reviewing the development of the flourishing concept, a summary table is created containing the year the article was published, the author's name, the theory used, and the results. Meanwhile, to study the development of the flourishing scale, the author makes a summary in the form of a table containing the year of publication, author's name, theory, scale title, dimensions used, and scale limitations.

Result

Based on the literature review that has been carried out based on a search on the Scopus, ScienceDirect, and Google Scholars databases using the keywords flourishing, flourishing concept, flourishing scale, well-being, and positive psychology, 8 articles and 2 books were found that were deemed worthy of review to examine the concept of flourishing. Flourishing is the highest form of individual well-being, combining two well-being theories. Both are hedonic and eudaimonic welfare perspectives. The hedonic perspective concerns subjective well-being (SWB) variables. Meanwhile, the eudaimonic perspective is related to the psychological well-being (PWB) variable. The following is a table that illustrates the development of the concept of flourishing, starting from the emergence of one of the two perspective concepts that underlie the term's emergence and its development from year to year. A review of both perspectives is carried out because flourishing is a combined concept of both perspectives. The following are the results of a review of the development of these two theories in Table 1.

Table 1. Results of a Literature Review on the Development of Flourishing Theory

Year	Authors	Theory	Results
1985	Diener	SWB	This research states that the condition of well-being in an individual can be measured using hedonic theory by looking at subjective well-being in the individual, where an individual can be said to be well-being if the individual tends to experience more positive than adverse effects in life, which leads to satisfaction.
1989	Ryff	PWB	This research states that an individual's well-being cannot be measured only based on his hedonic theory when he feels happy in life. However, well-being is when an individual can function optimally in life and develop to optimize his potential.
2000	Ryan & Deci	SDT	This research explains that, according to self-determination theory, well-being can be achieved by fulfilling three basic psychological needs: competence, autonomy, and relatedness.
2002	Keyes	SWB PWB	This research states that SWB and PWB theories are related but different in aspects of positive psychological function. Therefore, a more complete picture of individual well-being conditions can be obtained by combining these two philosophical theories into a new concept of happiness to obtain a perfect picture.
2002	Seligman	SWB PWB	The book <i>Authentic Happiness</i> explains that happiness includes the dimensions of pleasure and engagement as part of the hedonic well-being perspective and meaning as part of the eudaimonic perspective.
2009	Diener	SWB PWB	This research updates Diener's (1985) findings that individual well-being can be measured using a new theory by adding the concept of psychological well-being. The condition of well-being in individuals can be measured using several domains, which include positive and negative feelings, positive thinking, and a short scale of psychological well-being (PWB).
2009	Huppert & So	SWB PWB	This research explains that flourishing conditions are a form of the highest welfare concept in positive psychology (Huppert & So, 2009). This is because flourishing combines feeling good and functioning effectively, a combination of hedonic theory and optimal individual functioning in eudaimonic theory.
2010	Diener	SWB PWB	Referring to Diener (2009), this research introduces The Flourishing Scale to measure individual well-being by measuring positive and negative feelings, purpose and meaning, supportive relationships, engagement, competence, and optimism.
2011	Seligman	SWB PWB	The publication of this book refers to the <i>Authentic Happiness Theory</i> , in which Seligman adds two aspects to measure the flourishing condition of individuals: relationship and accomplishment. This theory became known as PERMA. In this book, it is explained that flourishing individuals are individuals who can function optimally in the psychosocial domain.
2013	Huppert & So	SWB PWB	Flourishing is a combination of feeling good and functioning effectively, considered the highest level of mental well-being. This article offers a new conceptual framework that equates high well-being with positive mental health. Well-being is seen as the opposite of common mental disorders such as depression and anxiety. Ten features of positive well-being were identified, including competence, emotional stability, engagement, meaning, optimism, positive emotions, positive relationships, resilience, self-esteem, and vitality.

Based on Table 1, the development of the flourishing theory can be reviewed further by reviewing the opinions and research conducted by: Diener, Ryff, Ryan & Deci, Keyes, Huppert & So, and Seligman. These six figures are important figures that cannot be forgotten when discussing hedonic and eudaimonic well-being variables. Based on the table, it is also known that flourishing is a combined concept of the two theories of well-being that Keyes introduced in 2002. Apart from studying the development of the flourishing theory, this literature review also aims to examine the development of a psychological scale that can measure flourishing in individuals. Below are 7 articles in Table 2 that use various scales to examine the level of flourishing an individual possesses, as well as various theories and different aspects of each figure.

Table 2. Results of Literature Review on the Development of the Flourishing Scale

Year	Authors	Scale	Theory	Dimensions	Limitations
2002	Seligman	Authentic Happiness	SWB PWB	1. Positive emotion 2. Engagement 3. Meaning	It is only a theory without a research scale
2005	Keyes	Mental Health Continuum Short Form	SWB PWB	1. Emotional well-being 2. Social well-being 3. Psychological well-being	Too few items while the dimensions to be measured are too broad
2009	Diener	SPANE	SWB PWB	1. Psychological well-being 2. Balance between positive feelings and negative feelings 3. Positive thinking	Using a subjective self-report method.
2010	Diener	The Flourishing Scale	SWB PWB	1. Positive and negative feelings 2. Purpose and meaning 3. Relationship supportive 4. Engagement 5. Competence 6. Optimistic	Using limited test samples
2011	Seligman	A Visionary New Understanding of Happiness and Well-being: Flourish	SWB PWB	1. Positive emotions 2. Engagement 3. Relationship 4. Meaning 5. Accomplishment	Development of the basic concept of flourishing Authentic Happiness, but not yet accompanied by a research scale
2013	Huppert & S0	The Flourishing Scale	SWB PWB	1. Competence 2. Emotional stability 3. Engagement 4. Meaning 5. Optimism 6. Positive emotion 7. Positive relationships 8. Resilience 9. Self-esteem 10. Vitality	The items in The Flourishing Scale are considered inadequate because they only use 1-2 items for each aspect.
2016	Butler & Kern	The PERMA - Profiler	SWB PWB	1. Positive emotions 2. Engagement 3. Relationship 4. Meaning 5. Accomplishment	Development of the flourishing scale from Seligman (2011)

Based on Table 2, the development of the flourishing scale cannot be separated from the figures that initiated the flourishing theory in Table 1. The development of the flourishing scale from year to year was pioneered by: Diener, Keyes, Huppert & So, and Seligman. These four figures became the basis for other researchers' development of the flourishing scale, which will be developed in subsequent research.

Discussion

The Concept of Flourishing Theory

Based on Table 1, it can be seen that the development of flourishing theory is studied by examining the development of well-being theory starting from the emergence of subjective well-being theory, psychological well-being, to the emergence of the term flourishing, which is a combination of these two perspectives. In the hedonic well-being perspective, Diener is the figure who is the basis of the subjective well-being theory. In the eudaimonic well-being perspective, Ryff pioneered the psychological well-being perspective theory. Meanwhile, flourishing is a term introduced by Keyes (2002), which was then followed by the emergence of other figures who researched flourishing further, namely Seligman (2002), Huppert & So (2009), and Diener (2009), who created the New Measures of Well-being by adding psychological well-being to the measurement of individual well-being.

Subjective Well-Being and Psychological Well-Being

The development of measuring tools and concepts of well-being began with the emergence of the hedonic theory of well-being. The concept of hedonic theory is associated with subjective well-being. Suppose a person feels happiness, satisfaction, and other positive emotions more often than feelings of sadness, anger, or other negative emotions. In that case, that individual is considered good well-being (Diener et al., 1985). Individual subjective well-being can be measured using The Satisfaction with Life Scale created by Diener et al. (1985), which contains three components: 1) life satisfaction and 2) balanced positive and negative affect. The Life Satisfaction Scale measures cognitive effects to measure an individual's life satisfaction. Based on this, to improve the measurement of subjective well-being in individuals Watson et al. (1988) developed the Positive and Negative Affects Schedule (PANAS) scale, which focuses on measuring positive and negative emotional effects on individuals. According to the PANAS scale, well-being can be measured using a self-report format using two aspects, namely positive affect and negative affect; the PANAS scale has limitations because it uses a subjective self-report method.

The eudaimonic theory considers that well-being is not limited to when an individual feels subjectively happy (Ryan et al., 2008). This also explains that thriving is a matter of how a person's life goes as a whole, not how they feel at a particular time. However, individual well-being is assessed by the individual's efforts to optimize one's potential toward individual self-actualization (Deci & Ryan, 2008). The eudaimonic theory focuses on psychological well-being in individuals through achieving potential and self-actualization. Aristotle explained that flourishing is an integrated pattern of activity, with a quality of life that appears in its completeness and coherence (Fowers & Owenz, 2010). Overall, an individual's well-being can be described by the individual's desire and interest to develop from various scientific disciplines as an individual who desires to fight, gives meaning, and is proactive and actively faces life's challenges (Ryff, 2013). Individual psychological well-being can be measured using the Psychological Well-Being Scale (Ryff, 1989). There are six dimensions in this scale, including: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance (Ryff, 2013). Meanwhile, in a broad domain, according to the eudaimonia perspective, it includes an individual's openness to new experiences in life, which can function positively and have an impact on complexity, curiosity, engagement/flow, personal growth, competence, life goals, and lead to individual self-actualization. (Vittersø, 2004)

Flourishing

Flourishing is a positive psychology concept that combines hedonic and eudaimonic theories to assess individual well-being. Individuals who thrive have relatively high levels of hedonic and eudaimonic well-being (Schotanus-Dijkstra et al., 2016). Based on this, two main theories can be used to measure flourishing in individuals: hedonic well-being theory and eudaimonic theory (Elfida et.al, 2021). Therefore, the

development of theories and concepts of flourishing are studied using these two theories. The development of flourishing theory began with the emergence of the term flourishing proposed by Keyes in 2002. According to Keyes (2002) an individual can be said to be flourish if the individual experiences positive emotions and can function optimally in psychological and social functions. Based on this, the MHC-SF (Mental Health Continuum - Short Form) was developed, which states that individuals who thrive have positive emotional well-being, social well-being, and good psychological well-being (Keyes, 2005). The concepts of psychological well-being, social well-being, and flourishing are match by the eudaimonic well-being perspective, which focuses on individual potential, including the concepts of self-growth, meaning, and self-realization, which define well-being through the form of a fully functioning individual (Didino et al., 2019). Meanwhile, based on a hedonic perspective individuals can flourish if they experience positive emotions, characterized by having a pleasant life and being enthusiastic, happy, calm, peaceful, satisfied, and happy or satisfied with life (Keyes, 2005).

In the same year as the term flourishing emerged, Seligman (2002) published the book "Authentic Happiness", which stated that authentic happiness is happiness that describes the overall goal of life, which includes positive feelings and is tied to the activities carried out. According to authentic happiness, pleasure, and engagement are part of hedonic theory, and aspects of meaning is part of eudaimonic theory. These three dimensions are different but can be fulfilled simultaneously (Hirschi, 2011). In line with these three aspects, Peterson, Park, & Seligman (2005) developed an Orientation to Happiness (OHT) measuring instrument using three dimensions: pleasure, engagement, and meaning. The results show that the respondents' life satisfaction scores simultaneously approach the peak of the three Orientation to Happiness (OHT) subscales. Furthermore, Seligman (2011) finally published a book entitled "Flourish: A Visionary New Understanding of Happiness and Well-being," which contained the PERMA concept in positive psychology, the basis for research the following year. According to PERMA theory, an individual can flourish if the individual experiences more positive emotions, is connected to the activities being carried out, has positive social relationships, has meaningful life goals, and can achieve these goals (Seligman, 2011).

Huppert & So are other figures who also played a role in developing flourishing theory. Flourishing is the highest level of well-being in positive psychology (Huppert & So, 2009). Flourishing is a combination of feeling good and functioning effectively, considered the highest level of mental well-being (Huppert & So, 2013). This article offers a new conceptual framework that equates high well-being with positive mental health. Well-being is seen as the opposite of common mental disorders such as depression and anxiety. Ten features of positive well-being were identified, including competence, emotional stability, engagement, meaning, optimism, positive emotions, positive relationships, resilience, self-esteem, and vitality.

Motivated by the emergence of the term flourishing, Diener (2009) also created a new perspective regarding measuring individual well-being. Psychological well-being was added to the latest well-being measuring tools to complete the available scales by combining psychological well-being and negative and positive feelings to measure individual well-being better (Diener, 2009). This shows that Diener supports combining hedonic and eudaimonic perspectives to measure individual well-being. One year later, Diener et al., (2010) added dimensions related to the eudaimonic perspective, including purpose in life, positive relationships, engagement, competence, self-esteem, and optimism to measure individual well-being. This measuring instrument is known as The Flourishing Scale. Based on the statements made by several experts above, it can be concluded that flourishing is a form of the highest level of well-being in individuals in positive psychology according to both well-being perspectives, where individuals who thrive are not only happy but are also able to develop in life with optimal individual functioning in psychological and social functioning.

The Development of the Flourishing Scale

Based on a literature review conducted to explore the development of scales that can be used to measure flourishing variables, 5 articles and 2 books were obtained that can be used to measure flourishing variables and as a basis for preparing flourishing scales for future research. The following is a scale that can be used to measure the flourishing variable in individuals.

Mental Health Continuum Short Form – Keyes (2002)

A complete picture of well-being can be obtained by combining the two theories into a concept of well-being (Keyes, 2002). According to Keyes (2002) an individual can be said to be flourish if the individual experiences positive emotions and can function optimally in psychological and social functions. Based on this, the MHC-SF was developed with 14 aitem, which states that individuals who flourish have 3 dimentions: 1) positive emotional well-being, 2) social well-being, and good 3) psychological well-being (Keyes, 2005). This scale was later developed into a short version known as the MHC-SF short version (Keyes et al., 2008). Individuals flourish and experience positive emotions that lead to enthusiasm for life so that they can contribute fully and actively to the surrounding environment (Keyes, 2007). They are free from mental illness and have good emotional well-being, which is helpful in their lives (Michalec, Keyes, & Nalkur, 2009). Individuals can flourish if they experience positive emotions, characterized by having a pleasant life and being enthusiastic, happy, calm, peaceful, satisfied, and happy or satisfied with life (Keyes, 2005). There is a positive relationship between quality of life and emotional well-being, this means that someone who has high emotional well-being will also have a high quality of life (Damayanti & Desiningrum, 2014). Fulfilling psychological well-being can increase individual life satisfaction (Milyavskaya et al., 2013).

Scale of Positive and Negative Experience (SPANE) – Diener et al. (2009)

The SPANE scale is a well-being measuring tool created by Diener et al. (2009) to measure individual well-being using a new theory by adding the concept of psychological well-being to the eudaimonic well-being theory. According to The Scale of Positive and Negative Experience (SPANE), well-being can be measured using three aspects, namely: 1) psychological well-being (PWB), 2) positive thinking, and 3) positive feelings, negative feelings, and the balance between the two (Diener et al., 2009). Positive and negative experiences significantly influence individual well-being and can be used as a measure of well-being. The more often an individual experiences positive emotions such as happiness, joy, gratitude, and love, the closer the individual will be to a flourishing life and life satisfaction (Witten, Savahl, & Adams, 2019). Positive thoughts are related to life satisfaction which can have an impact on an individual's overall well-being (Naseem & Khalid, 2010). The PWB aspect on this scale is measured using items that describe essential aspects of the individual's psychosocial domain, starting from having meaning and purpose in life, supportive and positive relationships, involvement, contributing positively to the welfare of others, competence, self-acceptance, self-confidence, and respect. One year later, Diener published a scale to complement the limitations of the SPANE scale.

The Flourishing Scale – Diener et al. (2010)

The Flourishing Scale compiled by Diener et al. (2010), which added the concept of psychological well-being (PWB) to its theory. The Flourishing Scale was developed in line with this new theory. The Flourishing Scale measures individual well-being using 5 aspects: 1) purpose and meaning in life, 2) positive relationships, 3) involvement, 4) competence, and 5) optimism (Diener et al., 2010). Adding the psychological well-being aspect to these two scales shows that the scales are based on hedonic and eudaimonic theories. Individuals will have high psychological well-being when they can live their lives with clear life goals and positive relationships with the people around them (Schalkwyk & Wissing, 2010), and individuals who have good self-control abilities will be more capable and have a greater chance of flourishing in individuals. (Orkibi et al., 2018)

The PERMA Profiler – Butler & Kern (2016)

The background to the emergence of The PERMA Profiler begins with the emergence of the concept of flourishing proposed by Seligman (2002) and further developed into the PERMA concept by Seligman (2011). The concept of flourishing in positive psychology was put forward by Seligman (2002) in Authentic Happiness Theory. According to Authentic Happiness Theory, the dimensions of flourishing consist of positive emotions, engagement, and meaning (Seligman, 2002). Flourishing includes aspects of pleasure and engagement as part of hedonic theory and aspects of meaning as part of eudaimonic theory. Based on the three dimensions according to the Authentic Happiness Theory. Seligman (2011), the flourishing concept previously put forward by the Authentic Happiness Theory includes three aspects, which were further developed by adding two aspects, namely positive relationships and accomplishment. This theory became

known as PERMA because it includes five aspects: positive emotions (P), engagement (E), relationships (R), meaning (M), and accomplishment (A). Based on this, the PERMA-Profiler measuring tool was developed by Butler & Kern (2016). The PERMA-Profiler measures flourishing conditions in individuals using five aspects: positive emotions, engagement, relationship, meaning, and accomplishment. This scale is the most popular scale and is often used to measure flourishing variables, so it is often adapted in various research settings (Magare et al., 2022); (Wammerl et al., 2019); (Eliüşük, 2018); (de Carvalho et al., 2023); (J. Ryan et al., 2019). A study conducted in New Zealand involving 1009 respondents showed that Seligman's concept had the highest results (47%) compared to Diener, Keyes, and Huppert & So's concept (Hone et al., 2014).

Positive emotion is the most important part of well-being, including pleasure, joy, happiness, etc. (Sekarini et al., 2020). Positive emotions can influence and change individual thought patterns to be more positive (Fredrickson & Losada, 2005). According to positive psychology, engagement is the level of psychological involvement of an individual who enjoys and is immersed in the activity he is carrying out, involving intense concentration, absorption, and focus (Csikszentmihalyi, 1991). Social relationships are related to individual growth, where it is reported that individuals who are married and have a positive relationship with their partner tend to have a high level of growth (Baiden & Fuller-Thomson, 2016). Positive relationships with others are associated with reduced depression and illness, leading to better physical health, positive behavior, and other positive outcomes (Taga, 2006). On this scale, *meaning* is defined as an individual who has a direction and purpose in life, has a big goal that is beneficial to other people and the wider community, and feels that one's life is valuable and useful because of the purpose of what one does (Steger, 2012). Accomplishment is an individual's success in achieving life goals so that the individual feels satisfied and proud because they have succeeded in achieving something they have attempted (Effendy, 2016). Individuals who fulfil these five things will experience a meaningful life and lead a state of well-being (Stuart et al., 2012).

The Flourishing Scale from the ESS – Huppert & So (2013)

Flourishing is a form of high level of individual well-being where individuals experience good life experiences and a combination of good feelings and can function fully and effectively (Huppert & So, 2013). The Flourishing Scale measures the flourishing condition of an individual using 10 aspects, including: 1) competence, 2) emotional stability, 3) involvement, 4) meaning in life, 5) optimism, 6) positive emotions, 7) positive relationships, 8) resilience, 9) self-esteem, and 10) vitality. What is different about the Huppert & So scale compared to the other four scales is the dimensions of resilience and vitality. Resilience can influence an individual's psychological well-being and this can influence an individual's ability to function effectively in everyday life (Idris et al., 2019). The ability of resilience in individuals is related to the individual's intelligence in processing emotions and can moderate it to reduce anxiety in the individual (Gloria & Steinhardt, 2016). Analyzes investigating the relationship between life satisfaction and flourishing showed that these are distinct constructs, with one third of flourishing ESS participants not scoring high on life satisfaction, and half of those with high life satisfaction not meeting criteria for flourishing and Huppert and So's scale is the only one of the four scales that is most rigorous for measuring flourishing (Hone et al., 2014). However, the items in The Flourishing Scale by Huppert & So are considered inadequate because they only use 1-2 items for each aspect (Butler & Kern, 2016).

Conclusion

Based on literature review that have been made, development is a high-level concept of well-being in positive psychology based on two perspectives, namely the hedonic and eudaimonic perspectives. An individual's growth condition can be measured using a growth scale. Four main figures can be used to study theoretical concepts and development scales: Diener, Keyes, Huppert & So, and Seligman. Each theory of character has its advantages and disadvantages. This research implies that the theories of these four figures can be used as a basic reference for studying concepts and scales that can be used to conduct research related to developmental variables.

Suggestion

Flourishing is a high-level well-being concept that combines two well-being perspectives in positive psychology that are currently developing and have yet to be widely researched. Therefore, research on welfare should be carried out using the concept of flourishing to get a complete picture of individual welfare. Research with flourishing variables can be expanded by researching flourishing variables by connecting them with various other variables, developing a flourishing scale, examining factors that influence flourishing, and the relationship between flourishing variables and various other variables.

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