

MEASURING FLOURISHING FROM THE INSIDE: A MIXED-METHODS SNAPSHOT OF SOAR'S CO-PRODUCTION WORKSHOPS 2025



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BACKGROUND

Burnout and well-being gaps are rising among Singaporean youth volunteers, coaches, and parents. Brief, co-produced community workshops offer a scalable alternative to formal clinical help, bridging power differentials by using genuine lived experiences to create empathetic interventions (1,2). Addressing this, the School of Ability and Recovery (SOAR) developed Flourishing, a workshop modelled after inclusive Recovery Colleges (1,2). It builds burnout awareness and well-being using stress literacy, case scenarios, and Seligman’s PERMA framework (Positive emotions, Engagement, Relationships, Meaning and Accomplishment) (3). In 2025, the programme reached four cohorts alongside partners The Resonance Project (4), Break The Wheel (5) and parents.

OBJECTIVES

- **Measure Impact:** Assess changes in psychological distress (DASS-21) and flourishing (PERMA Profiler) following the 2025 workshops.
- **Evaluate Experience:** Identify valuable workshop elements and areas for improvement based on participant feedback.
- **Inform Practice:** Document outcomes to support and advance community mental health practices in Singapore.

METHOD

- **Design:** Mixed-methods integrating pre-post repeated measures with nested sampling (Figure 1).
- Quantitative ((n=37) paired responses): 11 Reso Mar youth volunteers and 26 BTW coaches.
- Qualitative ((n=72) feedback responses): Includes the 37 paired participants, 31 Reso Nov youth, and 4 public-run parents.

Quantitative Measures

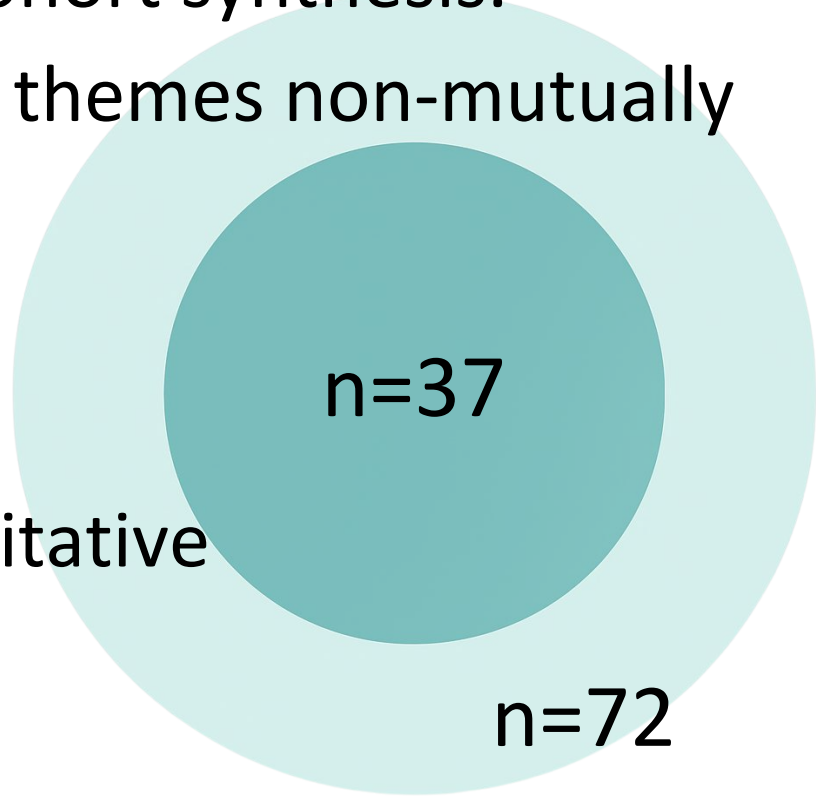
- DASS-21: Measures depression, anxiety, and stress via a 4-point Likert scale (0–3). Scores multiplied by 2 to equate to DASS-42.
- PERMA Profiler: Assesses Accomplishment, Engagement, and Meaning (3 items each) on an 11-point scale (0–10).

Qualitative Analysis

- Coding: Inductive thematic coding assisted by Claude AI (7,8).
- Process: Codes generated within cohorts prior to cross-cohort synthesis.
- Verification: All thematic interpretations human-verified; themes non-mutually exclusive.

Figure 1: Nested Sampling Design

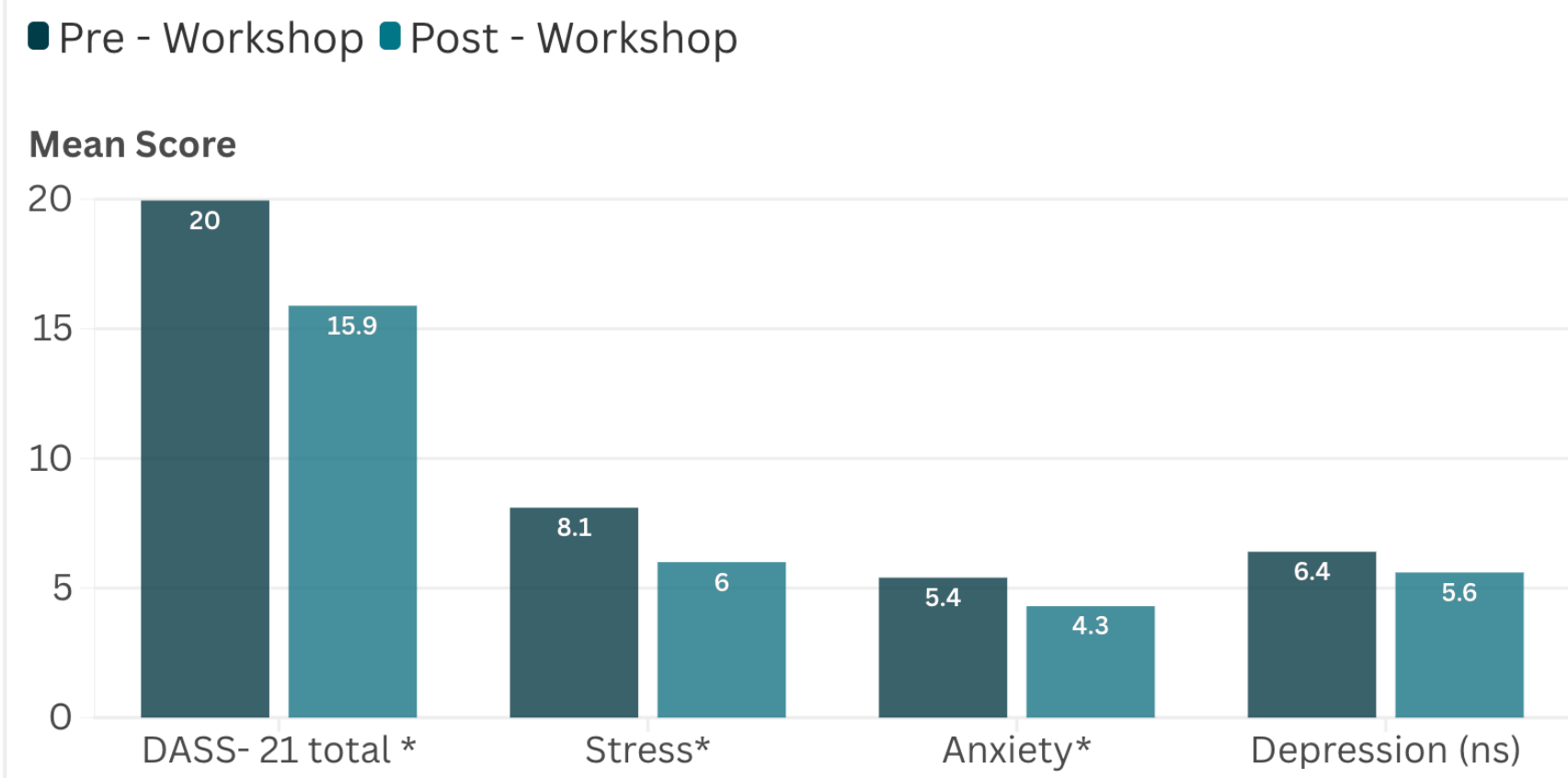
The qualitative cohort (n=72) consisted of the original quantitative sample (n=37) supplemented to ensure thematic depth.



QUANTITATIVE RESULTS

Figure 2. Pre and Post-Workshop DASS-21 Scores By Subscale

Combined cohorts (The Resonance Project; Break The Wheel), n=37 paired. *p<0.05; ns=non-significant.

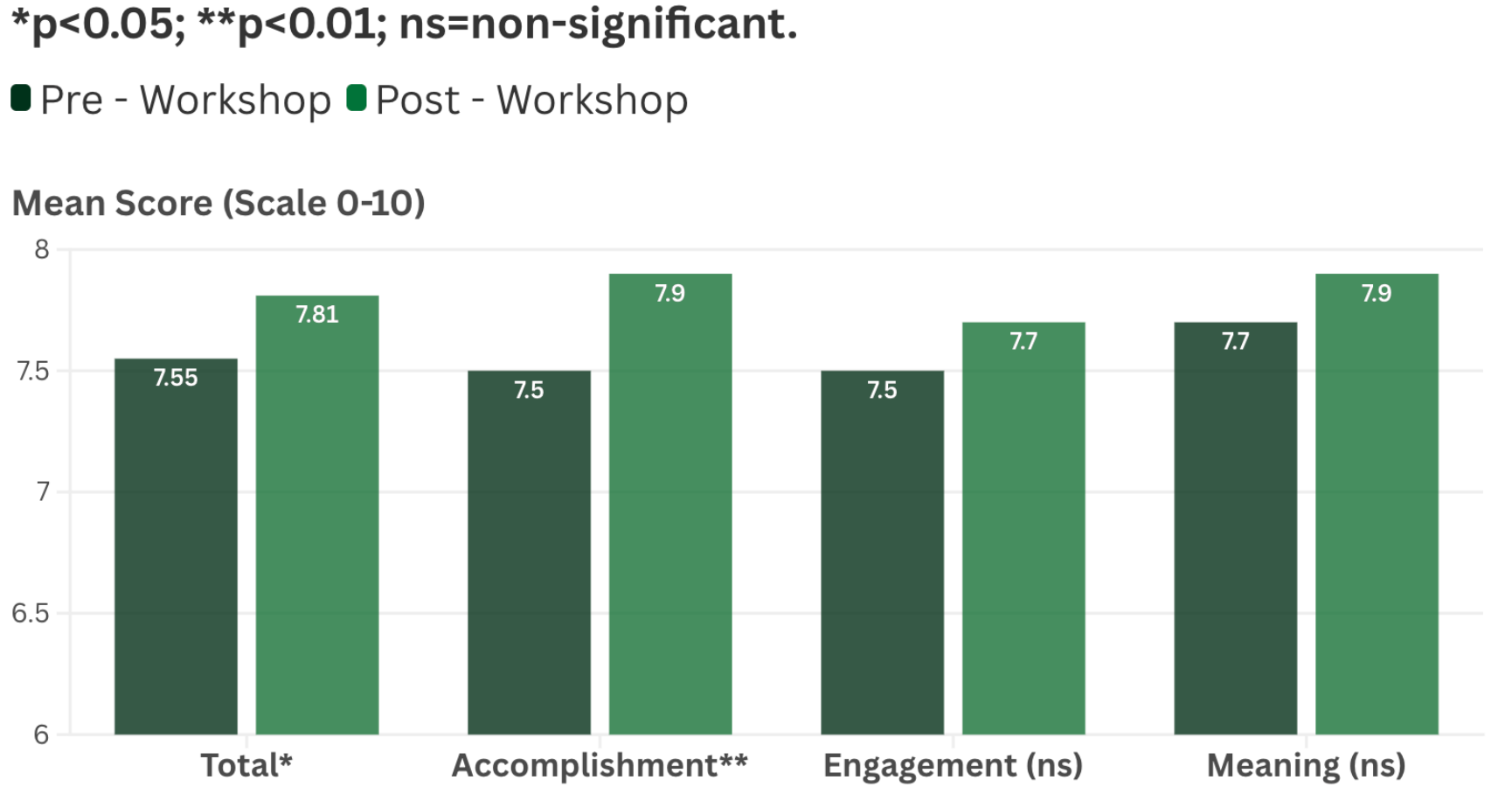


- DASS-21 total scores decreased significantly (19.95→15.89, p=0.037, d=0.30), driven by stress (p=0.018) and anxiety (p=0.035); depression change was non-significant (Figure 2)

- PERMA composite scores improved significantly (7.55→7.81, p=0.020, d=0.37); Accomplishment showed the strongest effect (p=0.003, d=0.53) (Figure 3)
- Effect sizes (d=0.30–0.53) meet or exceed benchmarks for brief psychoeducational interventions (9,10)

Figure 3. Pre and Post Workshop PERMA Scores By Subscale

Combined cohorts, n=37 paired. Derived from the PERMA-Profiler. Y-axis begins at 6.0; full scale 0–10. *p<0.05; **p<0.01; ns=non-significant.



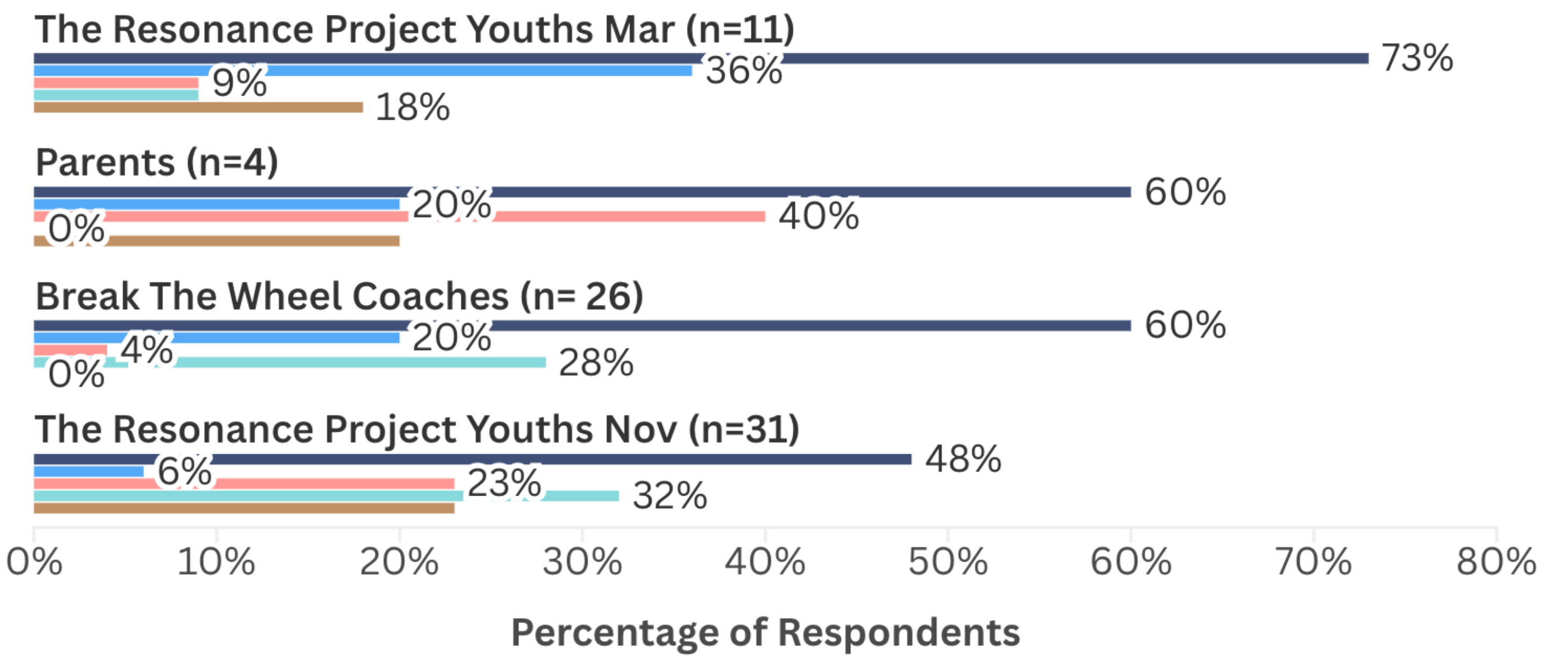
QUALITATIVE RESULTS

- Structured peer dialogue was the most valued element across all cohorts, though its function differed: youth (personal exploration), parents (perspective-taking), coaches (professional application), volunteers (beneficiary translation) (Figure 4)
- Improvement feedback was audience-specific: youth Mar (27% content depth), coaches (20% pacing; 12% case studies), youth Nov (32% pacing; 13% facilitation structure), parents (40% group diversity)
- Group composition directly shapes perceived value of peer discussion

Figure 4. What Participants Valued Most - Percentage of respondents per cohort mentioning each theme

Open-ended responses coded inductively across four cohorts (n=72)

Themes ■ Discussion & Peer Connection ■ Interactive & Movement Activities ■ Personal Stories & Lived Experience ■ Learning & Mental Health Knowledge ■ Pacing, Space & Atmosphere



DISCUSSION

- Effect sizes meet or exceed Bolier et al. (d=0.34)(9) and Durlak et al. (d=0.27)(10) despite single-session format — meaningful for resource-constrained community organisations
- Stress and anxiety reductions align with burnout-awareness content; non-significant depression change is coherent, not a limitation — sustained exposure is required for depression to shift (11)
- Accomplishment's strong effect (d=0.53) suggests active co-production structure reinforces agency and competence as mechanisms of change, consistent with recovery-oriented principles (12)
- Peer dialogue as active ingredient is consistent across cohorts, but its function varies — fidelity to co-production means protecting conditions for participation, not replicating a fixed script
- Co-production in design does not automatically produce co-production in experience — post-workshop feedback should be treated as ongoing co-design input, not supplementary evaluation
- Group composition is an intervention variable: homogeneous groups may limit impact where perspective exchange is the learning mechanism — participant recruitment is a clinical and pedagogical decision

CONCLUSION

- Brief co-produced workshops yield consistent reductions in distress and wellbeing gains across diverse audiences (d=0.30–0.53)
- Peer dialogue is the core active ingredient — audience-responsive facilitation matters more than standardised delivery
- Limitations: small sample (n=37), no control group, unmeasured facilitator quality
- Findings support co-produced community mental health programmes as scalable, low-barrier interventions for those unlikely to seek formal clinical care

ACKNOWLEDGEMENTS

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