

Application of Positive Psychology in the Workplace Success Stories, Work Process, and Positive Psychology Based Organization Vision.

4 Areas Examples of Application and Impact

Strengths Workshops

[Put Your Strengths to Work at Work | VIA Institute \(\[viacharacter.org\]\(http://viacharacter.org\)\)](#)

I created a strengths workshop for a non-profit I worked at with Atiq Bajwa (he was the acting executive director). I worked with the founder and the team in an off-site where we each learned about our top 5 character strengths, we mapped out the strengths of the team as a whole and we looked at opportunities for the team and the individuals to build on what they are naturally good at. The experience connected the team, had a profound enough effect on their work environment that the founder said "I'll never just have a standard off-site again, I want to engage in these team growth type of activities in the future because the impact was tangible". In order to keep energy like this going it's important for leaders and managers to know their team's strengths, to hire to needed areas of strength, and to ask questions like "how can you leverage your top strengths to solve that problem?".

Resilience Training

[Resilience in the Workplace: How to be More Resilient at Work \(\[positivepsychology.com\]\(http://positivepsychology.com\)\)](#)

From a Consulting Colleague Trish Omoqui who used to work at [Accenture](#) and now runs her own consulting business:

TREMENDOUS SUCCESS with Resilience Training in Corporate. The corporate world is waiting for us change agents to get in and teach this material. I have now presented from Worrier to Warrior - 3 times here at DOW Chemical. Yesterday, I was invited to present a 90 minute training session to a group of 20 global leaders within one of the DOW businesses. It was POWERFUL. These leaders said they had never been trained on how to deal with Worry. They were vulnerable and they took away key insights. They talked about how they will now use

these ideas with their teams -- to listen more and be more sensitive and aware to the worries being expressed by their teams.

Flourish DX

The resilience platform, [Flourish DX](#), is designed around Positive Psychology by an experienced Psychologist in Australia. The founder of the company will help us directly as we roll this out to teams in DDG. The software has been used at companies across Australia, with success in meeting [ISO 45003](#) standards which is a standard for workplace Psychological Health and Safety. We will be trailblazing use in the US. Initially the plan is to leverage the strengths and resilience aspects of the tool. In the future we can expand to work design which includes intentional design of the workplace, creating flow possibilities, clear expectations, clear roles, cognitive and emotional demand, work life balance, recognition and feedback and much more. The success stories of resilience training above map to Flourish DX. Think of it as a medium for delivery of the same material as the training but it's accessible real time on the leader and employees desk top and phone for day to day support and as needed access.

Coaching

As part of the pilot I will offer coaching and mentoring for the SLM's. FLM's will have access to coaching as well if they are interested. I am a trained Positive Psychology Coach and have 24 years of experience working in Silicon Design so I'm uniquely equipped to offer this mix of coaching and mentoring. The goal of the coaching experience will be to unlock the leader's vision for their team and the steps to take to make it a reality.

[Silicon Valley Change](#) contracts coaches for employees who work at high tech companies. Coaches work with employees and leaders to tap into their ideas, vision, and goals. Coaching sessions create time to step back and assess. Coaching focuses on the client's resourcefulness, their deep knowledge of the work and the environment and unlocks vision and steps to get there. Coaching keeps leaders and employees accountable to focus on vision and growth which in the end increases engagement, productivity, and job satisfaction.



Statistics and Stories

Creating the Best Workplace on Earth

We call this “the organization of your dreams.” In a nutshell, it’s a company where individual differences are nurtured; information is not suppressed or spun; the company adds value to employees, rather than merely extracting it from them; the organization stands for something meaningful; the work itself is intrinsically rewarding; and there are no stupid rules. [\(read more\)](#)

Highly engaged teams show 21% greater profitability

This [finding](#) by Gallup punctuates the fact that employee engagement consists of concrete behavior, not an abstract feeling. Organizations that view engagement as a feeling conduct employee surveys and offer perks to improve the results. The report finds that the most successful organizations make employee engagement central to their business strategy. They give employees clear expectations and provide them with the tools and support to do their best work. Why are engaged teams more profitable? Those teams who score in the top 20% in engagement realize a 41% reduction in absenteeism, and 59% less turnover. Engaged employees show up every day with passion, purpose, presence, and energy. [\(read more\)](#)

Creating a great workplace culture that has star employees who know how to win new customers isn't about making employees happy or content -- and organizations falter when they think it is. [\(read more\)](#)

Employees who arrive at work refreshed and revived experience greater work engagement throughout the work day. Work engagement in turn promotes improved recovery at the end of the day. [\(read more\)](#)

Positive and high functioning employees are more likely to be self-motivated, persist in the face of challenges at work and go above and beyond to achieve work goals. [\(read more\)](#)

Work Process

Relationship Building & Sensing of the Environment

I will get to know the leader of the team. They will paint the vision they have for their team and together we'll determine what the gaps exist between what they envision and what is. Determining the gaps will include conversations and assessments with the staff and the team. The data is the starting point and we will compare with the ending point to measure impact.

Co-Create Bridges

I will work with the leader and their staff to bridge the gap. We will leverage my offerings for the team to strengthen team bonds, build up resilience in individuals, and nurture a productive and positive work environment which meets the vision of the leader. The intentional team culture we nurture and build will be something the leader aspires to be known for.

Execute Programs

I'll work with the team providing team experiences, inspiring (short) written material, training, and coaching. We'll leverage Flourish DX using the specific assessments, training, and resources in the platform to support the leader's vision.

Evaluate

We'll run assessments and have conversations to determine the impact of the programs we put in place, check on the gap if it still exists and decide what's next.

Sources

[Creating the Best Workplace on Earth](#) by [Rob Goffee](#) and [Gareth Jones](#)

[Put Your Strengths to Work at Work | VIA Institute \(viacharacter.org\)](#)

[Resilience in the Workplace: How to be More Resilient at Work \(positivepsychology.com\)](#)

[Flourish DX](#)

[ISO 45003](#)

[Silicon Valley Change](#)

[10 Timely Statistics About The Connection Between Employee Engagement And Wellness \(forbes.com\)](#)

[The Right Culture: Not Just About Employee Satisfaction \(gallup.com\)](#)

[Right.com](#)

[Meta-Analysis of the Impact of Positive Psychological Capital on Employee Attitudes, Behaviors, and Performance \(unl.edu\)](#)