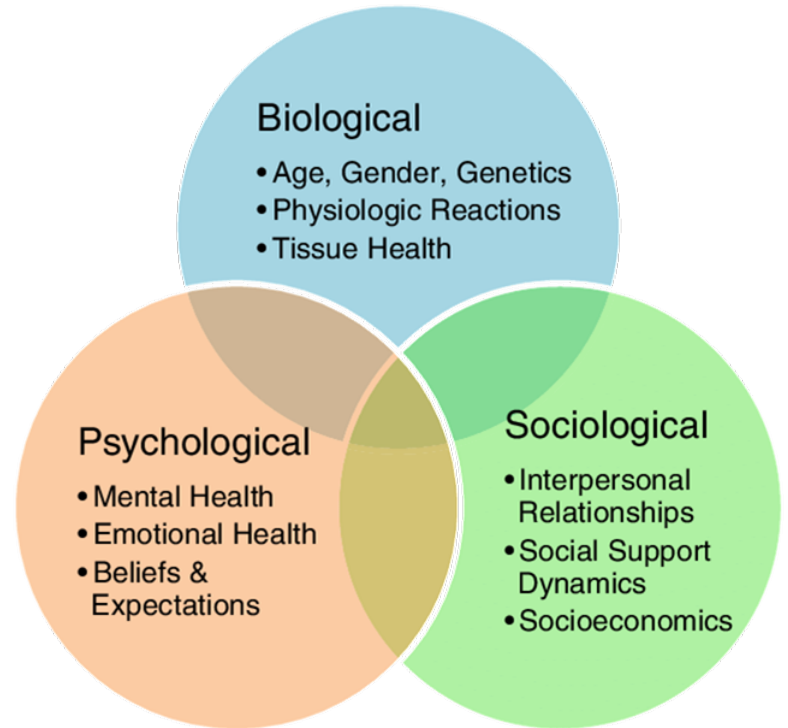


Positive Psychology:

Promoting Wellness in Onboarding, Training,
Education & Development

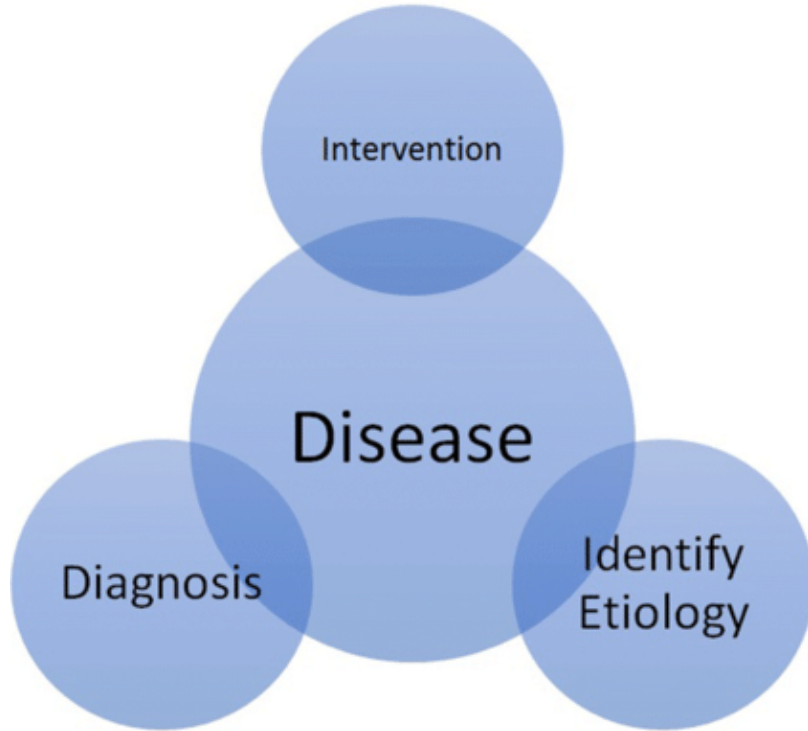


Context: Biobehavioral Health

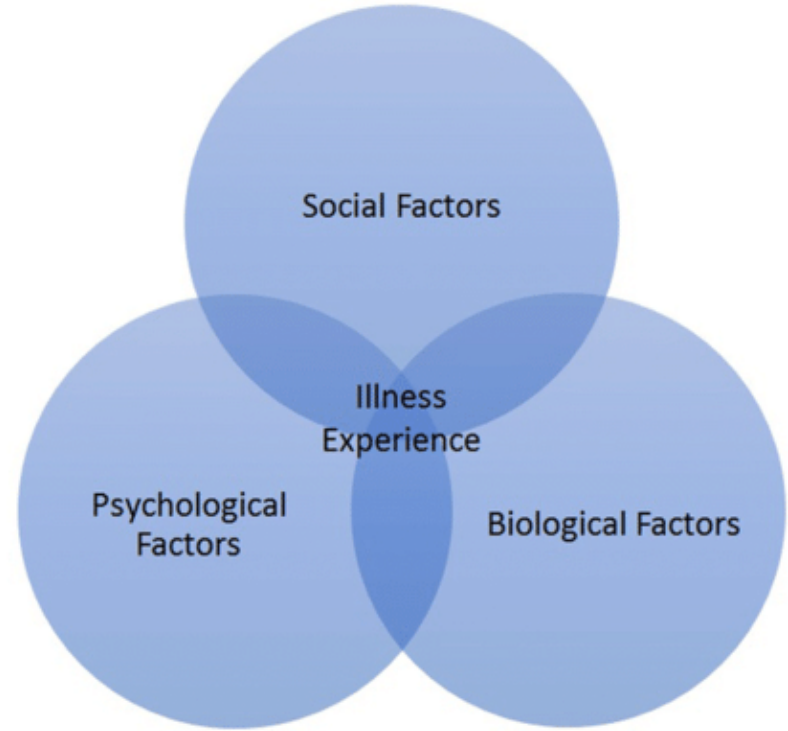


Context: Biobehavioral Health

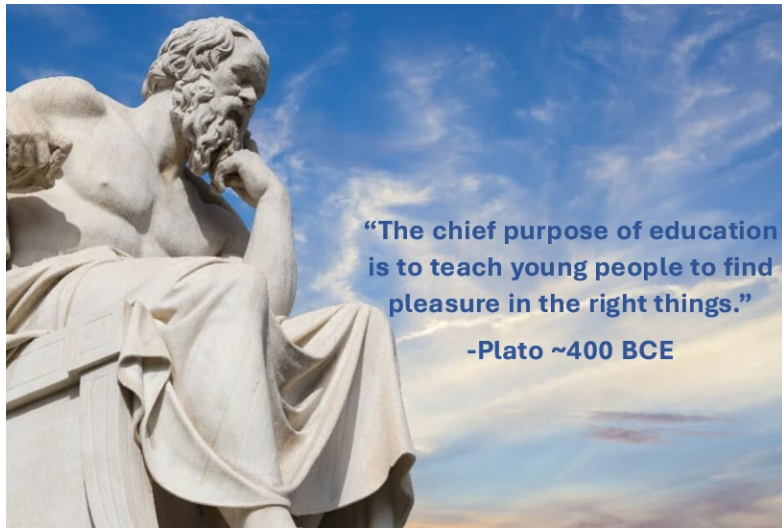
Biomedical Model



Biopsychosocial Model



“



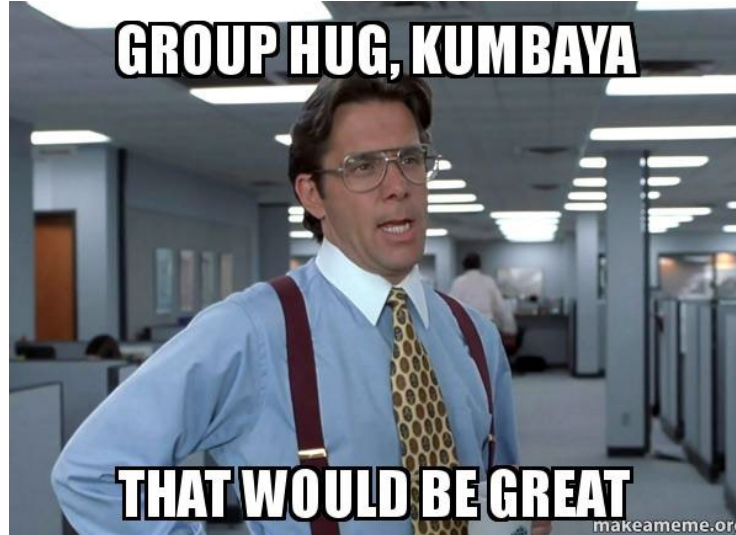
Agenda

01. What is Positive Psychology
02. High-Level Overview of Topics
03. Topics of Interest in Training
04. Why Apply It?
05. Resources

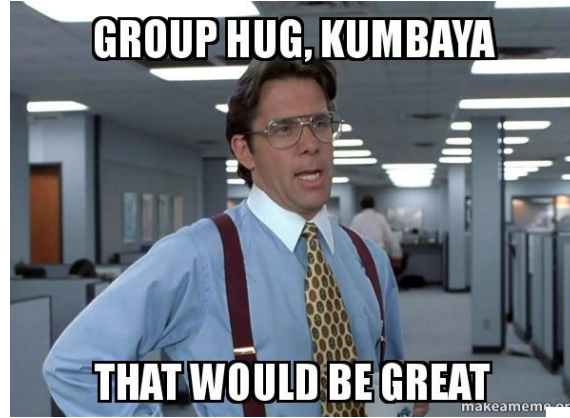
Positive Psychology: What it isn't



Positive Psychology: What it isn't



Positive Psychology: What it isn't



REPORTER



Positive Psychology: What it isn't

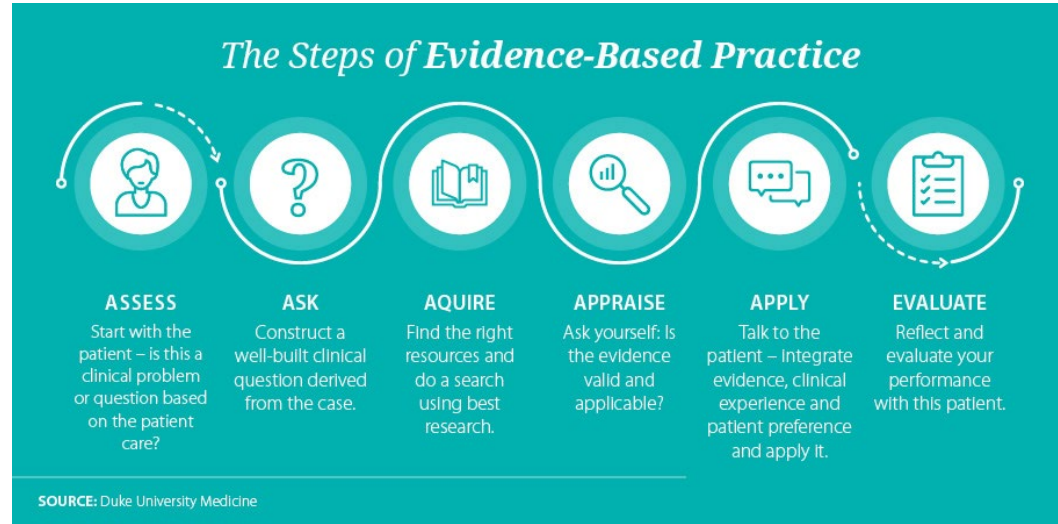


Positive Psychology: What it *IS*

Science & Evidence Based

The field of psychological study with the emphasis on positive emotion and the “good life” while using evidence-based research and the tools for psychological science, so that ideas put forward can be evaluated and compared with facts, rather than “hype.”

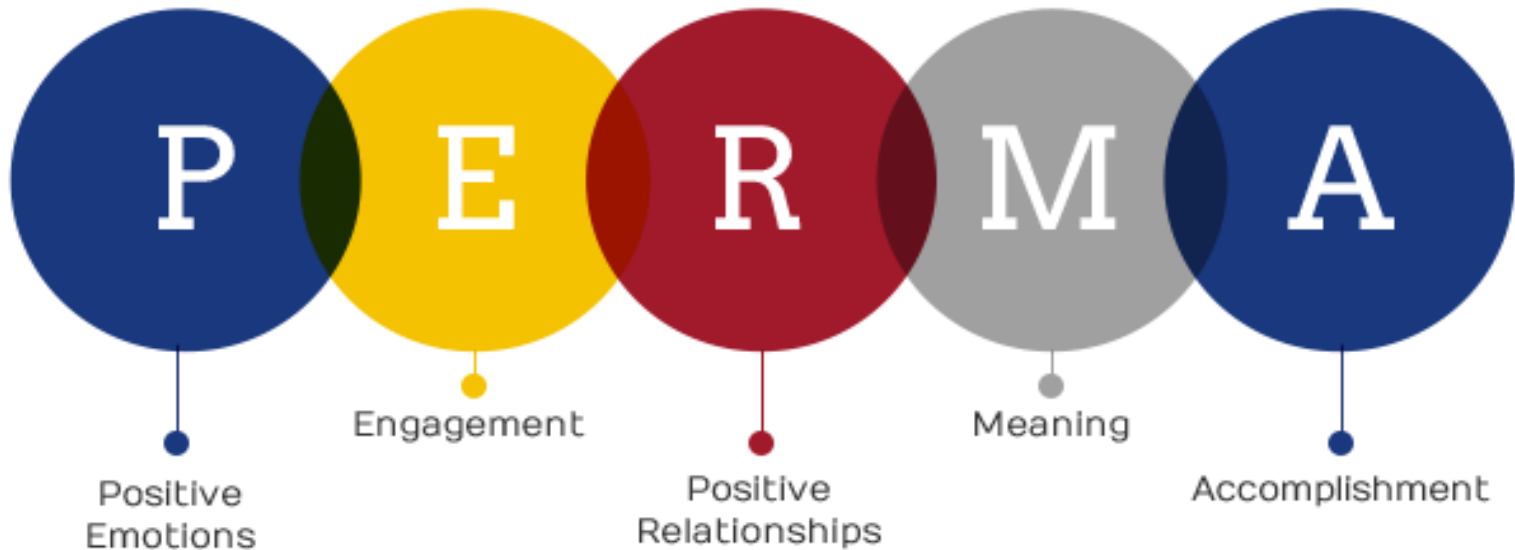
Deals with the *science* of positive emotion and its enhancement, as well as the management of negative emotion.



Positive Psychology: What it *IS*

Science & Evidence Based

Introducing a New Theory of Well-Being



A Word of Warning:

Research has a history of being
WEIRD.....
& Male

“

Collectivist & Individualistic Cultures are
not the same.

Having meaning vs. Finding meaning

Strengths, Values Characteristics

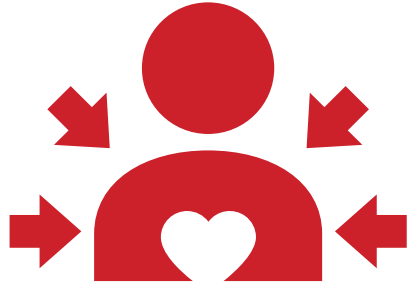
What is happiness?





Aspects of Positive Psychology

A General and Incomplete Overview



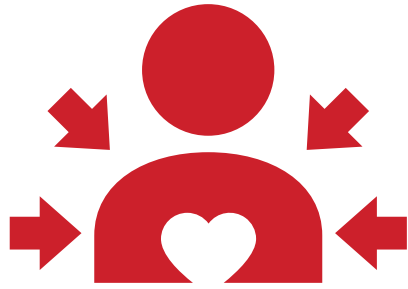
Human Condition



**Manage / Enhance
Positive Emotion**



**Manage / Minimize
Negative Emotion**



Human Condition

- Personal Characteristics
- Experiences
- Values
- Interests, Abilities
- Relationships
- Altruism
- Overall Wellness
- “Personality Types”



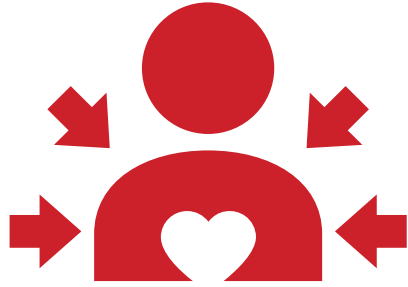
Manage / Enhance Positive Emotion

- Theories & benefits of happiness
- Self-efficacy
- Growth mindsets
- Meaning
- Mindfulness/Relaxation
- Positive thinking & emotions



Manage / Minimize Negative Emotion

- Battling psychological inflexibilities
- ID negative emotions and their components
- ANTs
- Problem solving
- Managing anxiety, stress & grief



Human Condition

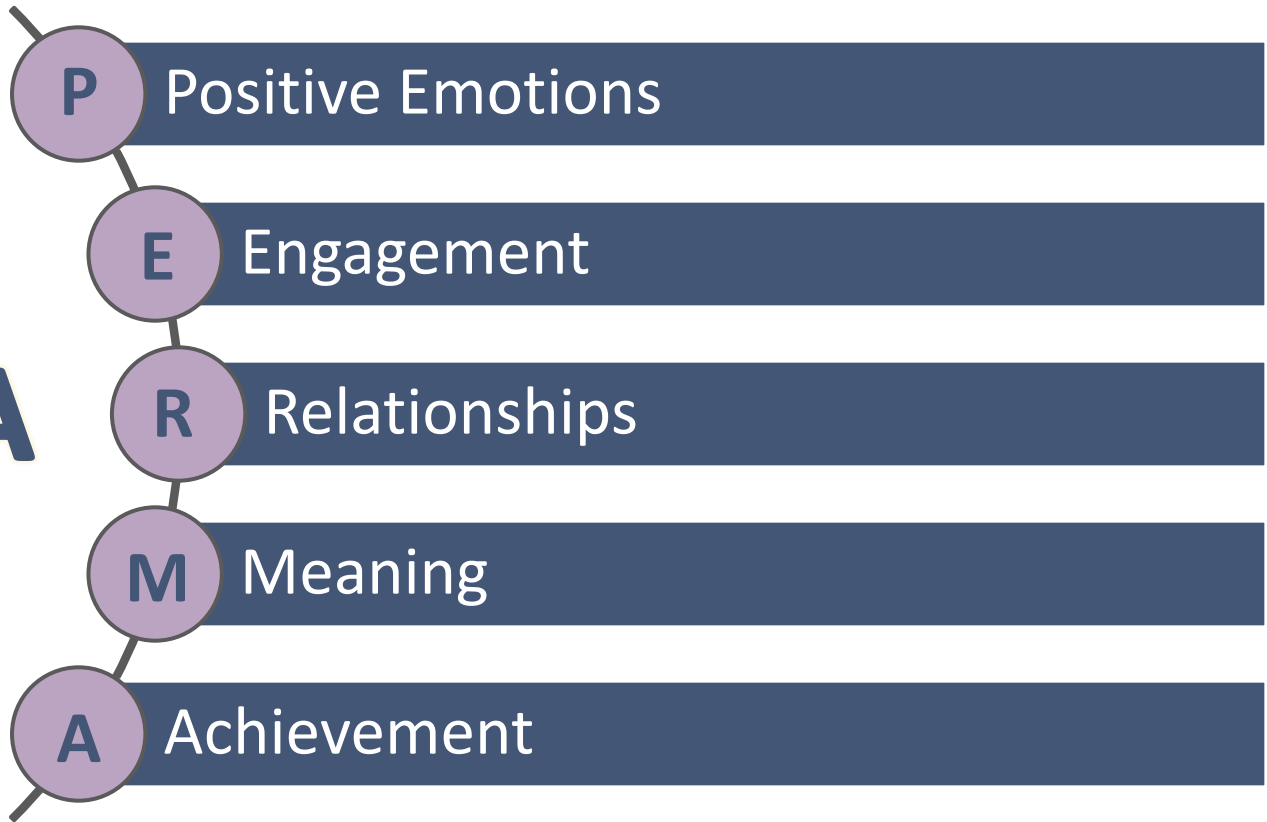


**Manage / Enhance
Positive Emotion**



**Manage / Minimize
Negative Emotion**

PERMA



PERMA

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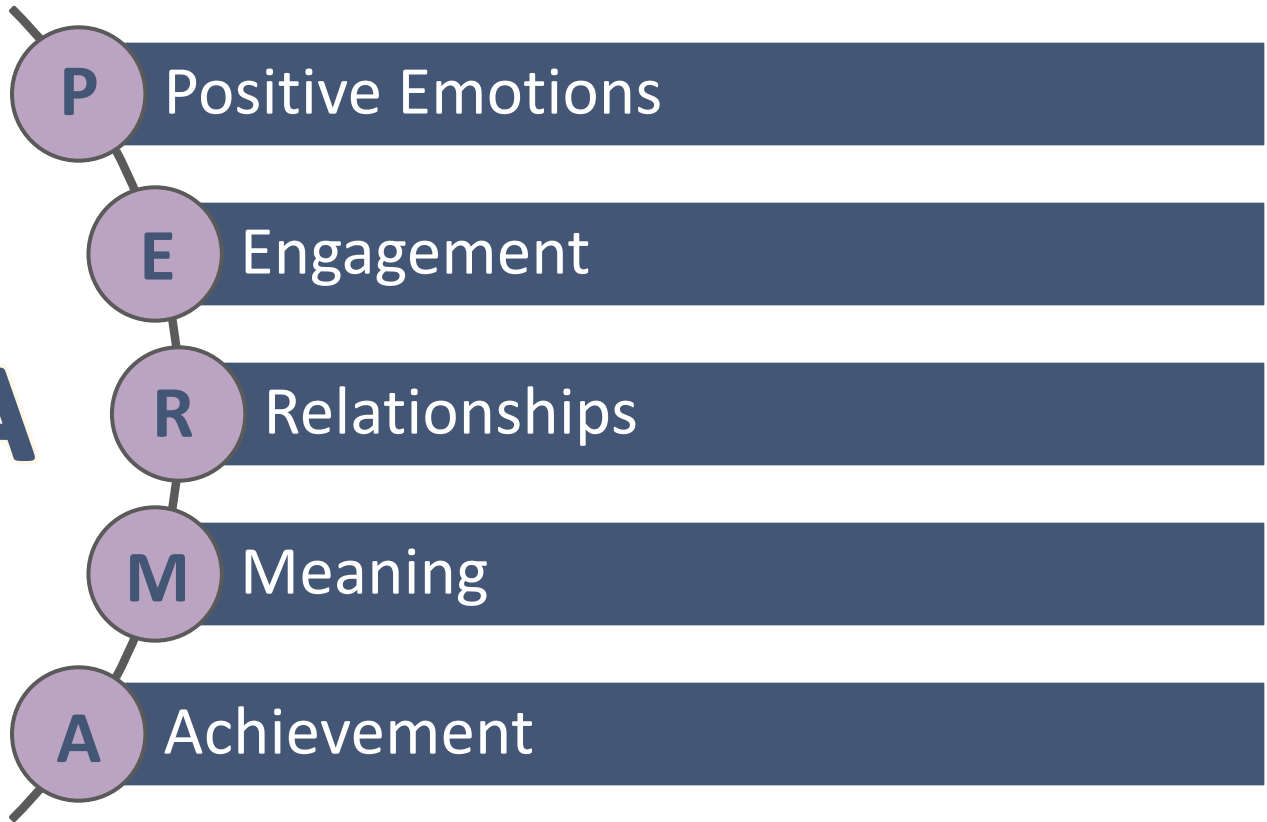


PERMA

+4



PERMA









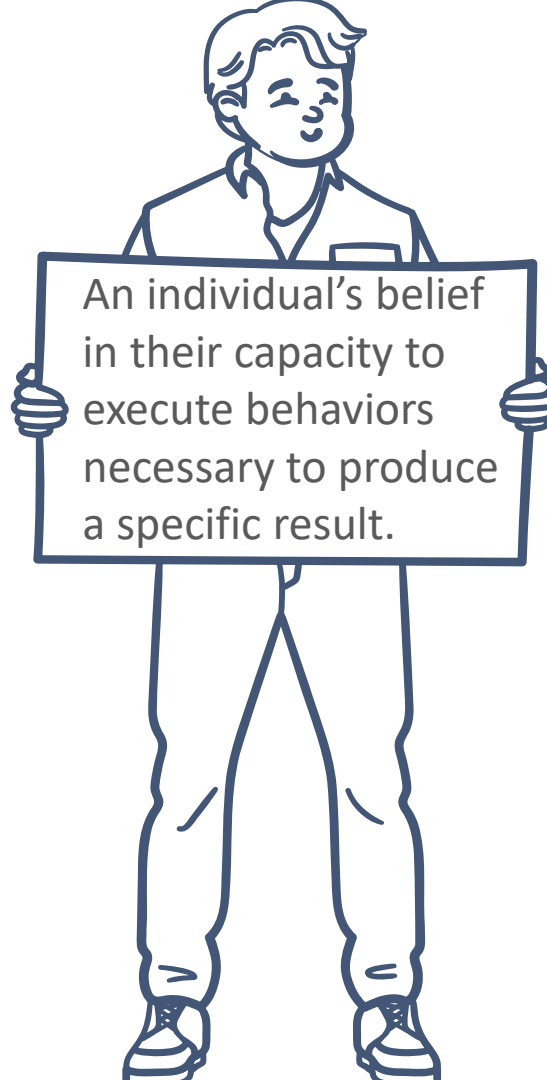






P: Self-Efficacy

Positively
correlated with
employee
engagement and
commitment



Negatively
correlated with
workplace anxiety
and stress

P: Self-Efficacy

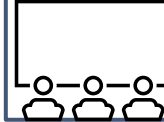
Mastery



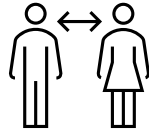
An individual's belief in their capacity to execute behaviors necessary to produce a specific result.



Vicarious



Verbal / Social



Physiological

E: Strengths

“You wrote to me once, listing the four chief virtues. Wisdom, Justice, Fortitude and Temperance. As I read the list I knew I had none of them. But I have other virtues, father. Ambition, that can be a virtue when it drives us to excel. Resourcefulness. Courage. Perhaps not on the battlefield but there are many forms of courage. Devotion, to my family, to you. But none of my virtues were on your list....”







-Commodus (Joaquin Phoenix)







Gladiator (2000)



E: Strengths

Signature Strengths: A strength a person owns, celebrates and frequently uses

					
WISDOM	COURAGE	HUMANITY	MODERATION	TRANSCENDANCE	JUSTICE
CREATIVITY CURIOSITY LOVE OF LEARNING PERSPECTIVE DISCERNMENT OPEN-MINDEDNESS	BRAVERY PERSISTENCE INTEGRITY VITALITY	SOCIAL INTELLIGENCE LOVE KINDNESS	FORGIVENESS HUMILITY SELF-CONTROL PRUDENCE	LOVE OF BEAUTY EXCELLENCE GRATITUDE HUMOR HOPE SPIRITUALITY	TEAMWORK FAIRNESS LEADERSHIP

WISDOM	CREATIVITY • Originality • Adaptive • Ingenuity	CURIOSITY • Interest • Novelty-Seeking • Exploration • Openness	JUDGMENT • Critical Thinking • Thinking Things Through • Open-mindedness	LOVE OF LEARNING • Mastering New Skills & Topics • Systematically Adding to Knowledge	PERSPECTIVE • Wisdom • Providing Wise Counsel • Taking the Big Picture View
COURAGE	BRAVERY • Valor • Not Shrinking from Fear • Speaking Up for What's Right	PERSEVERANCE • Persistence • Industry • Finishing What One Starts	HONESTY • Authenticity • Integrity	ZEST • Vitality • Enthusiasm • Vigor • Energy • Feeling Alive	
HUMANITY	LOVE • Both Loving and Being Loved • Valuing Close Relations with Others	KINDNESS • Generosity • Nurturance • Care & Compassion • Altruism • "Niceness"			SOCIAL INTELLIGENCE • Aware of the Motives/ Feelings of Self/ Others • Knowing what Makes Other People Tick
JUSTICE	TEAMWORK • Citizenship • Social Responsibility • Loyalty			FAIRNESS • Just • Not Letting Feelings Bias Decisions About Others	LEADERSHIP • Organizing Group Activities • Encouraging a Group to Get Things Done
TEMPERANCE		FORGIVENESS • Mercy • Accepting Others' Shortcomings • Giving People a Second Chance	HUMILITY • Modesty • Letting One's Accomplishments Speak for Themselves	PRUDENCE • Careful • Cautious • Not Taking Undue Risks	SELF-REGULATION • Self-Control • Disciplined • Managing Impulses & Emotions
TRANSCENDENCE	APPRECIATION OF BEAUTY & EXCELLENCE • Awe • Wonder • Elevation	GRATITUDE • Thankful for the Good • Expressing Thanks • Feeling Blessed	HOPE • Optimism • Future-Mindedness • Future Orientation	HUMOR • Playfulness • Bringing Smiles to Others • Lighthearted	SPIRITUALITY • Religiousness • Faith • Purpose • Meaning



DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths

1. Connectedness
2. Learner
3. Context
4. Individualization
5. Analytical

R: Coaching & Mentoring



R: Coaching & Mentoring

- Enhances trainee/student success¹
- Fosters positive relationships¹
- Emotional support¹
- Educational support¹
- Develop collaboration skills¹
- Leadership skills for the mentor¹
- Promotes retention²

¹Andersen, T. & Watkins, K. (2018). The value of peer mentorship as an educational strategy in nursing. *Journal of Nursing Education*, 57(4), 217–224.

²Shroyer, C., Zellers, R. & Abraham, S. (2016). Increasing registered nurse retention using mentors in critical care services, *The Healthcare Manager*, 35(3), 251-265.



M: Vision Statements



A: Goal Setting and Opportunities

- Great for reviews
- Leverage strengths & Values
- Ensure they are attainable
- Use coaching and mentoring to facilitate
- Provides engagement
- Promotes optimism



A: Feedback

- Delayed feedback unhelpful
- Requires good and continual communication at all levels
- Continual recognition
- Should focus on prospective success, and guidance to reach career goals and objectives



A: Celebrate Successes



Can Positive go TOO Far?

Pollyanna Principle




Hedonic Treadmill





“ **What about negative emotions?**

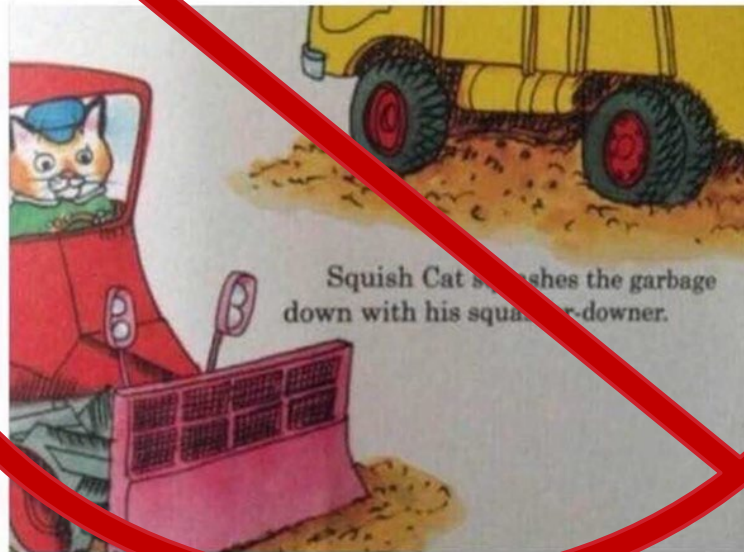


WE ARE NOT CLINICAL PSYCHOLOGISTS
WE ARE NOT PSYCHIATRISTS
WE ARE NOT THERAPISTS

Negative Emotions Happen

“It May Not Be Your Fault, but it is Your Responsibility”

Me describing how I handle my feelings





F
A
I
L

FIRST
ATTEMPT
IN
LEARNING

Managing Negative Emotions



- Identifying Automatic Negative Thoughts
- Cognitive Restructuring of an Event

WHEN LIFE GIVES YOU LEMONS



SQUEEZE THEM
IN PEOPLE'S EYES

Identifying Automatic Negative Thoughts

- “All or Nothing”
- Arbitrary Inference
- Minimization / Magnification
- Personalization
- Discounting Positive
- Overgeneralization
- Global Judgements
- Moral Imperatives
- Emotional Reasoning
- Selective Abstraction

WHEN LIFE GIVES YOU LEMONS



SQUEEZE THEM
IN PEOPLE'S EYES

Identifying Automatic Negative Thoughts

- “Do I know for certain that...”
- What is the worst that could happen? How bad is that? How can I cope?
- “Is there another explanation?”
- “Does _____ *have to* lead to or equal _____?”
- “Is there another point of view?”

WHEN LIFE GIVES YOU LEMONS



SQUEEZE THEM
IN PEOPLE'S EYES

Cognitive Restructuring

- What was the event?
- What are (my) thoughts about the event?
- How can I cognitively restructure those thoughts?

WHEN LIFE GIVES YOU LEMONS



SQUEEZE THEM
IN PEOPLE'S EYES

Cognitive Restructuring

- What was the event?
- What are (my) thoughts about the event?
- How can I cognitively restructure those thoughts?

Example:

I failed my exam

I'm useless at exams, I'll never get the grades I need for University.

I was well prepared for my exam.

I answered all the questions and used my time well.

If I don't get the grades, I will either retry next year or apply for a different course.

WHEN LIFE GIVES YOU LEMONS



SQUEEZE THEM
IN PEOPLE'S EYES

Cognitive Restructuring

FAILURE

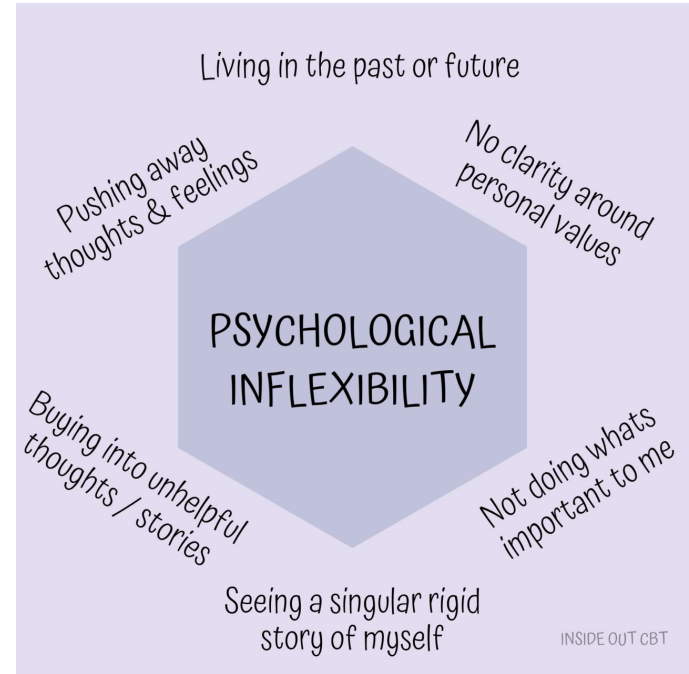
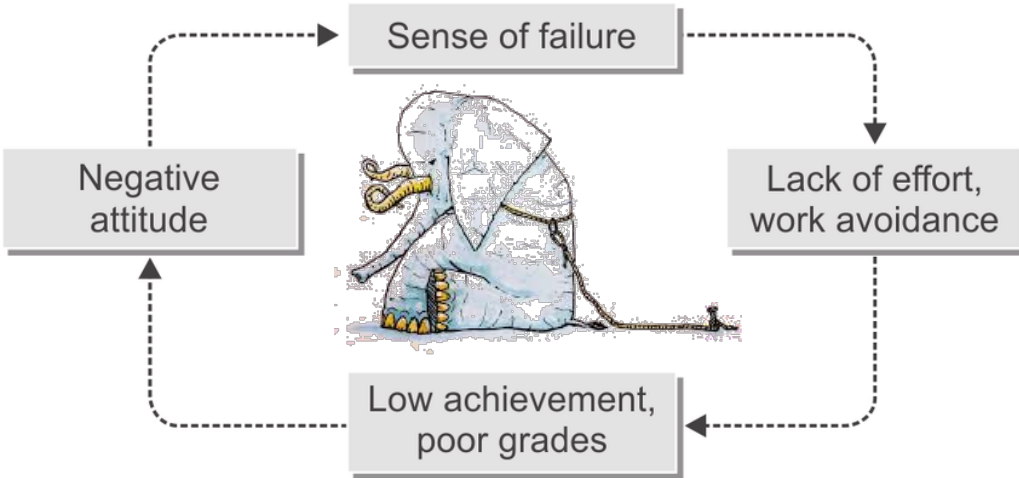
FAIL = First Attempt In
Learning

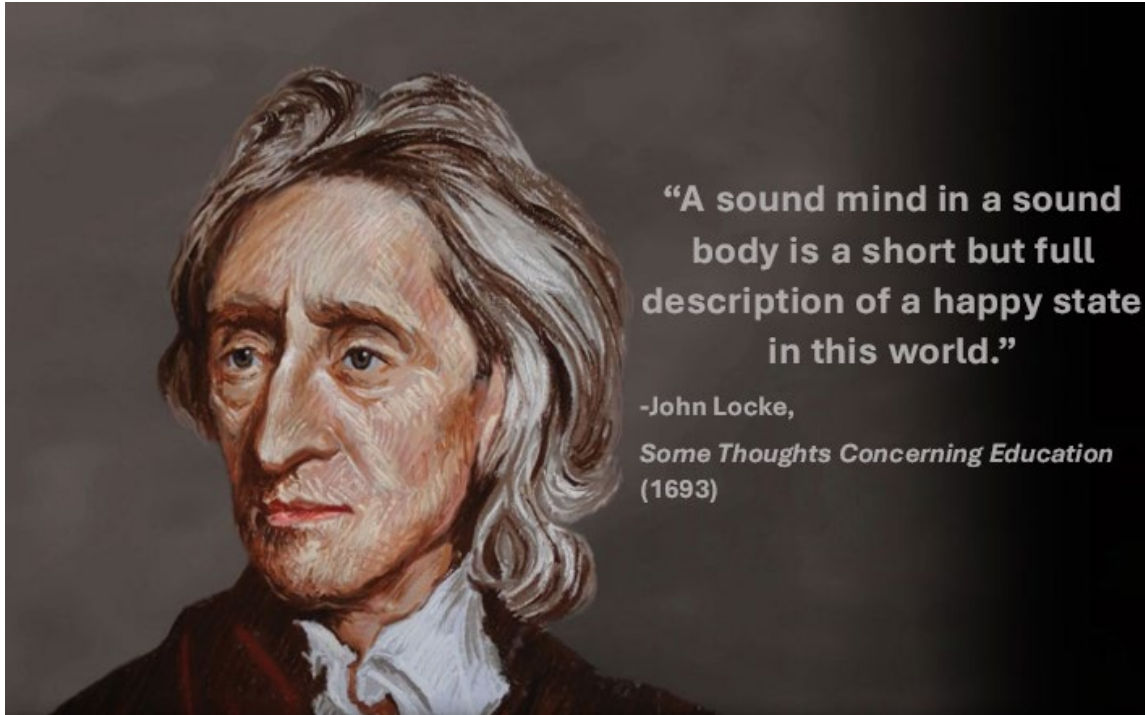
WHEN LIFE GIVES YOU LEMONS



SQUEEZE THEM
IN PEOPLE'S EYES

**We are not clinical
psychologists or
psychiatrists!!**





WHY?

Definition of Wellness

- **“Health is a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity.”**

– World Health Organization



**World Health
Organization**



Stress

- Adapting to a new culture (R)
 - Impaired self-efficacy (P)
 - New/weak relationships (R)
 - Lack of clear vision (M)
 - Achievements may be lacking (A)
-
- Job Strain:
 - Strike & Steptoe (2004): High rates of job strain are a *chronic* stressor.



Mind-Body Connection

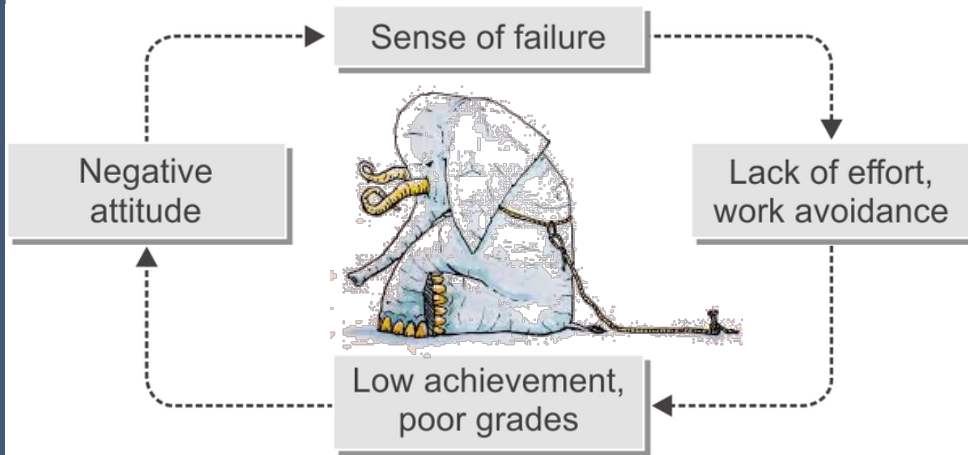
Psychoneuroimmunology: interactions among behaviors, neuroendocrine and immunological processes in the body.

- Immune system is connected with the CNS bidirectionally:
 - Stress increases negative emotions, depression and anxiety.
 - Sympathetic NS connects directly (physically) with thymus and bone marrow
 - An unwell mind can make a physical body sick



Consequences of Poor Health at Work

Psychologically



Learned Helplessness

Physically

- More illnesses
- More call outs
- Higher turnover

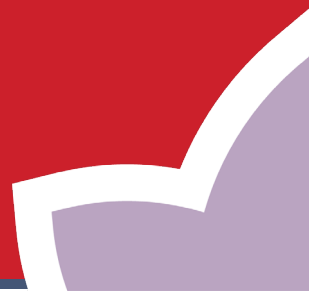
Staff-Wide Chronic Stress

Consequences of a Healthy Staff at Work Promoting training/onboarding wellness

- Decreased stress and associated behaviors and illness
- Increased engagement
- Higher productivity
- Decreased turnover
- Reduced brain drain



In Summary



Positive Psychology

- Positive Psychology is the scientific study and application of “the good life.”
- It’s principles and tactics can be used in training, education and development of our teams.
- Implementation as *part* of culture may help with engagement, retention and productivity.
- Failure to recognize it may lead to deleterious psychological and physical effects.
- Lack of illness does not equate to wellness
- Resources available for anyone to use to promote wellness, but always consider professional help when needed.

Positive Psychology

- PositivePsychology.com
- Positive Psychology Center at Upenn: <https://ppc.sas.upenn.edu/>
- A Primer in Positive Psychology (Christopher Peterson) (2006)
- Advancing Positive Organizational Behavior (Cooper, Patnik, & Rodriguez)(2025)
- Health Psychology 11th Ed. (Shelley E. Taylor & Annette L. Stanton) (2021)
 - Identifying and mitigating ANTs
 - Cognitive Restructuring
 - Ikigai: At Work, Job Crafting, Strengthening
 - Assertiveness
 - Meditation / Mindfulness





Thank You!

