

Positive Psychology in the Workplace

1.5-Day Workshop

Overview:

Positive Psychology is a relatively new term in the business world. Developed over the last 20 years, the field of Positive Psychology aims at answering the question: how do people thrive despite challenges and difficulties. Its application in the workplace is critical to achieving business success: research has shown that

- “optimistic” salespeople outsell their “pessimistic” counterparts by 56%;
- “happy” employees take on average 15 sick days per year less than their “unhappy” counterparts;
- lower productivity caused by poor relationships between workers and their direct supervisor costs U.S. businesses \$360B per year;
- a study at KPMG reported that positive psychology training was responsible for improving life satisfaction, one of the most crucial predictors of productivity and performance in the workplace.

Positive Psychology provides us with a clear and useful definition of happiness that encompasses positive emotion, engagement and meaning. It also demonstrates that we can increase our level of happiness in a meaningful and permanent manner, and provides us with tools – positive change elements – that permit us to evolve towards a more happy state.

This workshop presents an overview of Positive Psychology, and more specifically, the positive change elements that help business leaders and their teams develop a positive workplace. The change elements are grouped into four sections, presented separately, and pulled together to allow each student to develop a Positive Evolution Plan for themselves and their workplace.

The workshop material will be complemented with real-world examples. Participants will also engage in exercises that will put into practice what they learn throughout the program.

Optimum Edge Workshops and Training

Workshop Content:

- Day 1:
- Part 1: What is Positive Psychology
 - Defining Happiness
 - The Goal of Positive Psychology
 - Why Positive Psychology?
 - Benefits in the Workplace
 - Part 2: Positive Change Elements
 - Affect + Behaviour + Cognition
 - Internal Change Elements
 - External Change Elements
- Day 2:
- Part 2: Positive Change Elements (continued)
 - Action-based Change Elements
 - Relationship-based Change Elements
 - Part 3: Pulling it all Together
 - Building your Positive Evolution Plan
 - Part 4: Questions and Practical Discussion

What will you learn?

In this workshop, you will

- learn what positive psychology is and why it is critical for business success;
- understand how positive change elements can increase your team's productivity, creativity, and performance;
- review the four types of positive change elements; and,
- practice what you learn throughout the workshop by building your own Positive Evolution Plan.

Take-Aways:

Each participant will receive a comprehensive guide containing all of the key learning materials and providing space to take notes and complete the exercises. Templates and a set of practical aides for implementing Positive Psychology in the workplace will also be included.

Optimum Edge Workshops and Training

Follow-up Coaching:

For participants wanting to incorporate Positive Psychology into their organization with the assistance of a coach/facilitator, coaching sessions can be scheduled at an additional charge.

Coaching can be performed through face-to-face encounters, through email exchanges, or via telephone. Facilitation of your planning sessions can also be arranged. Please contact us for further information.

Who Should Attend?

Business leaders who seek to exploit the benefits of Positive Psychology within their organizations and who wish to use this effective tool to propel them towards business success.

Your Facilitator:

A Harvard graduate with extensive strategy, management and coaching experience. This facilitator has built her reputation through many years of success in business and personal coaching and has continued to build her significant learning foundation in psychology, positivity and success.