

FOUR RESOURCES WILL HELP YOU BE A WORKPLACE HERO

Just as we build up financial capital when money gets tight, we can also build up **psychological capital*** to sustain us through challenging times at work or home.

*Luthans, F., & Youssef-Morgan, C. M. (2017). Psychological capital: An evidence-based positive approach. *Annual review of organizational psychology and organizational behavior*, 4, 339-366.

4 SOURCES OF PSYCHOLOGICAL CAPITAL:



Build your **HOPE**

Define goals that provide meaning and purpose

When things go wrong, focus on lessons learned

Build your **EFFICACY**

Focus on your strengths

Set stretch goals

Celebrate successes

Build your **RESILIENCE**

Use a growth mindset

Give & receive social support

Reframe negative thoughts

Build your **OPTIMISM**

Nurture positive thoughts & emotions

Surround yourself with positive people

THOUGHT QUESTIONS:

- What would you attempt to do if you knew you couldn't fail? Or if every failure or mistake could be used as a valuable lesson?
- What unique strengths will you use to act on your most important goals?
- What are some limiting beliefs that undermine your own success? How can you reframe these into more positive ones?
- Who can act as positive supporters and accountability partners?

