

PROMOTING A POSITIVE MINDSET

5 RESEARCH-BASED INTERVENTIONS FOR THE WORKPLACE

HOW CAN WE NURTURE POSITIVE MINDSETS IN THE WORKPLACE?

A recent meta-analysis* identified five interventions that work well:



PSYCHOLOGICAL CAPITAL

Interventions help employees develop in 4 ways:

- **Self-efficacy:** confidence in one's ability to succeed at challenging work tasks;
- **Optimism:** positive thinking about the future of one's career or company;
- **Hope:** setting optimistic goals & believing the best in the face of obstacles; and
- **Resilience:** bouncing back from adverse situations at work.

1

EMPLOYEE STRENGTHS

Employees identify and develop individual "strengths," ways of thinking, feeling, or behaving that are enjoyable, help each achieve their personal best, and promote well-being.

Effective interventions require them to:

- **Visualize** how using or developing their unique strengths will contribute to future successes; and
- **Set actionable goals** to achieve this success.

2

EMPLOYEE GRATITUDE

Employees participate in activities to increase the **practice of gratitude** in the workplace.

Effective interventions (e.g., gratitude logs, expressing appreciation during team meetings) are designed to help employees **notice and appreciate the positive aspects** of one's work life.

3

EMPLOYEE WELLBEING

One effective intervention is based on the **PERMA Model** of positive psychology, i.e., **positive emotions, engagement, relationships, meaning, and accomplishment.**

Interventions that develop one or all of these have been shown to increase job satisfaction and reduce employee turnover.

4



JOB CRAFTING

Employees are allowed to design aspects of their work in order to:

- **optimize the fit** between job demands and personal strengths;
- **optimize both social resources** (e.g., coaching & mentoring) and structural resources (e.g., professional development opportunities); and
- **boost job performance and well-being.**

5

THOUGHT QUESTIONS:

- How might nurturing positive mindset change your organization for the better?
- What have you already tried?
- What worked well in terms of job satisfaction, performance, and well-being? Why?
- What didn't work? Why?
- Which of these interventions would be most useful for your employees right now? If you don't know, how can you find out?

*Donaldson, S. I., Lee, J. Y., & Donaldson, S. I. (2019). Evaluating positive psychology interventions at work: A systematic review and meta-analysis. *International Journal of Applied Positive Psychology*, 4, 113-134.

