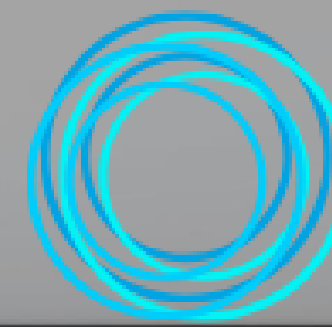


WHAT DO OUR PEOPLE WANT:

POSITIVE PSYCHOLOGY + WELLNESS

PRESENTED BY DR ANNA BLACKMAN



INSIGHT
COLLECTIVE GROUP



IACC - AUSTRALIA ASIA PACIFIC ANNUAL CONFERENCE

DR ANNA BLACKMAN

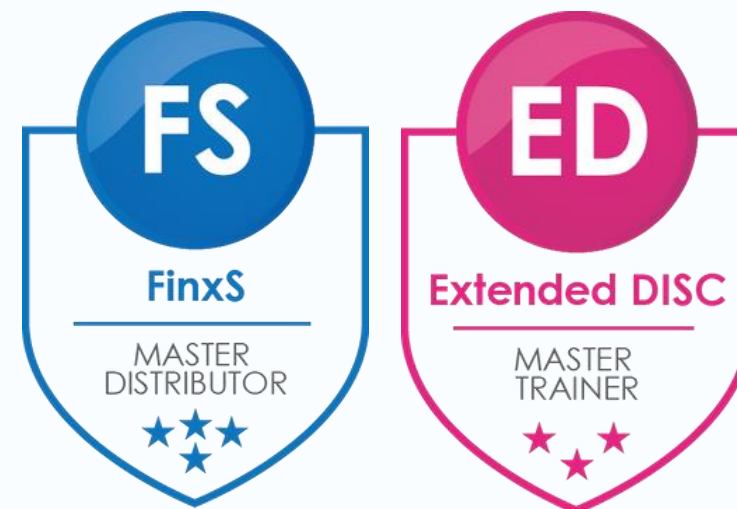


02

KYLIE ELLWOOD



ASSOCIATIONS



TODAY'S DISCUSSION

Topics to Cover

What is Positive Psychology
Project Aristotle
Psychological safety
Building Trust
Trust Makers & Breakers
Benefits of Positive Psychology



WHAT IS POSITIVE PSYCHOLOGY?



**AN APPLIED APPROACH
TO OPTIMAL FUNCTIONING**

4 Arms of Positive Psychology



RISE TO LIFE'S CHALLENGES

make most of setbacks and adversity

ENGAGE AND RELATE

with other people around you

FIND FULFILLMENT

in creativity and productivity

LOOK BEYOND ONESELF & HELP OTHERS

find lasting meaning, satisfaction and wisdom

RISE TO LIFE'S CHALLENGES

make most of setbacks and adversity

This is about you. Your behaviour, your choices.

- How do you do this?
- What strategies do you use?
- Do you have in your toolkit strategies for:

Emotional Self Awareness, Behavioural self-control, Integrity, realistic optimism, resilience, personal agility, Intentionality, Empathy?



ENGAGE AND RELATE

with other people around you

- How do you engage and relate with people around you?
- What strategies do you use?



FIND FULFILLMENT

in creativity and productivity

- What fulfills you?
- Do you take time out to fulfill your creative needs? Painting, Drawing, Creating
- How do you maintain your energy and productivity?



LOOK BEYOND ONESELF & HELP OTHERS

find lasting meaning, satisfaction and wisdom

- What is your circle like?
- Where do you go for your knowledge?
- What do you do for others in your family/community just because you can?
- Do you pass on your knowledge?





PROJECT ARISTOTLE



**Google 2 year team
performance study revealed
what high performing teams
have in common:**

WHO IS ON A
TEAM MATTERS
LESS THAN HOW
THE TEAM
MEMBERS
INTERACT,
STRUCTURE
THEIR WORK,
AND VIEW THEIR
CONTRIBUTIONS.

5 KEY DYNAMICS OF SUCCESSFUL TEAMS:

Psychological safety

Dependability

Structure & clarity

Meaning of work

Impact of work

A man with dark hair, a beard, and glasses is shown from the chest up, looking slightly to the side with a thoughtful expression. He is wearing a light-colored collared shirt. The background behind him is a textured, light brown surface with several large, dark blue question marks of varying sizes. The overall image has a torn paper edge effect on the left side.

#1 PSYCHOLOGICAL SAFETY

Did you feel like you could ask what the goal was without the risk of sounding like you're the only one out of the loop?

Or did you opt for continuing without clarifying anything, in order to avoid being perceived as someone who is unaware?

BUILDING TRUST



People with this competence

Share information, including about themselves (self-disclosure)

Are willing to be influenced; able to change their minds as a result of talking with others

Treat people fairly, consistently with respect

Genuinely care about others

Maintain high standards of personal integrity

Behave in accordance with their expressed beliefs, values and commitments

Deliver on their promises and commitments

BUILDING TRUST



People lacking this competency

Are unable to establish open, candid, trusting relationships

Have developed a reputation for lacking integrity

Make promises they are not able or do not intend to keep

Behave erratically and treat people poorly

Undermine others for their own gain

BUILDING TRUST



Development Tips



It takes a long time to build trust, only an instant to destroy it.

These tips must be practices on a regular, consistent basis to build trust.

Build personal relationships with others through listening carefully to what's on their minds and in their hearts.

Always deliver on your commitments.

Be accessible.

Never knowingly mislead or lie.

Consciously articulate and demonstrate your leadership values, principles and ethics in the actions you take and the decisions you make.

Admit your mistakes or your part in them.

Protect the interests of those who are not present and with less power than you.

A thick, horizontal blue brushstroke graphic with irregular, hand-painted edges, serving as a background for the title text.

Food for Thought

**"THE ONLY WAY TO MAKE A PERSON
TRUSTWORTHY IS TO TRUST THEM; AND
THE SUREST WAY TO MAKE THEM
UNTRUSTWORTHY IS TO DISTRUST
HIM AND SHOW YOUR DISTRUST."**

HENRY L. STIMSON

BENEFITS TO THE ORGANISATION

Links to improved:

- Health
- Well-being
- Longevity
- Greater Quality of Life

Improves Employees:

- Performance
- Motivation
- Engagement
- Conflict resolution skills
- Original thinking

Introducing a New Theory of Well-Being (Seligman, 2011)



Positive
Emotions



Engagement



Positive
Relationships



Meaning



Accomplishment



PERSONAL DOMAIN

is centred all around you as a person and includes aspects such as: self-awareness, personal objectives, philosophy and concept of meaning, values, likes and dislikes and your psychological wellbeing, including self-esteem..

PRIORITY PEOPLE DOMAIN

realises that there are a number of key people and relationships in your life that are most important to you. This domain represents the close nit circle that surrounds you and is your link to the outer lying community in which you live.

PROFESSIONAL DOMAIN

These are professional relationships that could include employers, acquaintances, competitors and other individuals that have different points of view to that of your own..

(Clayton, 2004)



GREAT RESOURCES

The Speed of Trust by Stephen M.R. Covey
– The 13 Behaviours of a High Trust Leader

Building Trust: In Business, Politics,
Relationships, and Life, by Robert C.
Solomon and Fernando

Flourish by Martin Seligman

"The better your brain is at using its energy to focus on the positives, the greater your chances at success"

Shawn Achor





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THANK YOU!

for your time

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