



Psychological Capital: An Introduction to the What, Why, and Now What?

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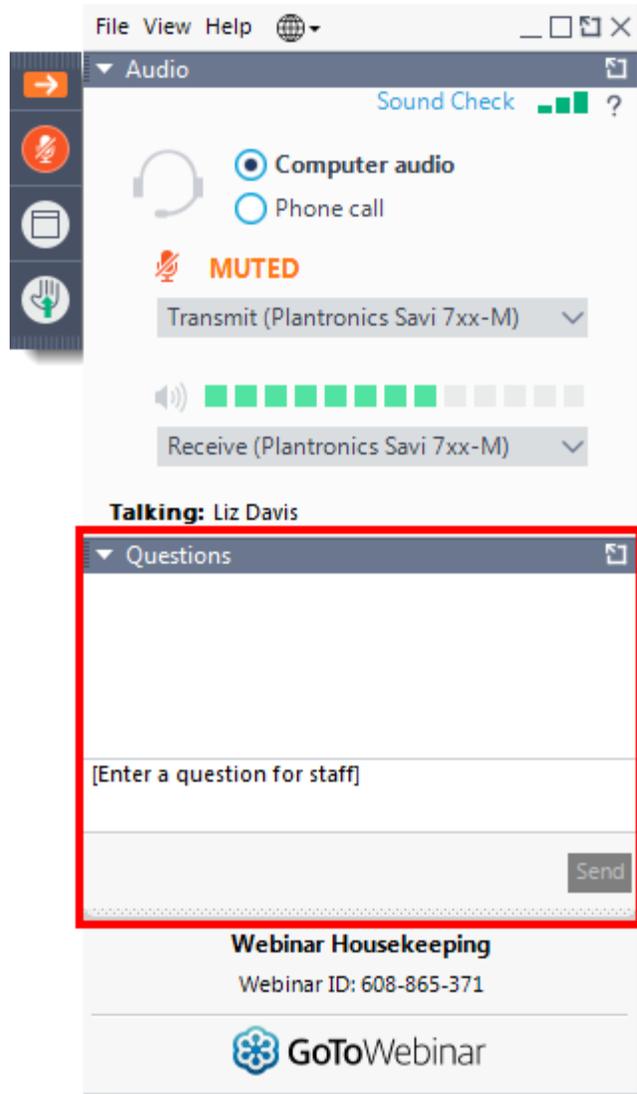


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Learning Outcomes

1. Understand positive psychology.
2. Define Psychological Capital (PsyCap).
3. Recognize the benefits of PsyCap across various settings.
4. Determine whether investment in PsyCap would be an appropriate approach to professional and leadership development

Background

- Historically, psychology focused heavily on dysfunctional behaviors and mental illness; very little attention was paid to those positive, healthy individuals and how this positivity influenced professional growth and self actualization
- Dr. Martin Seligman posed a new call during his American Psychological Association presidential address of 1998: A call to research the healthy, happy, and human potential of individuals - a call for 'Positive Psychology'
 - Positive psychology evolved and flourished

Positive Organizational Scholarship

- “movement in organizational science that focuses on the dynamics leading to exceptional individual and organizational performance such as developing human strength, producing resilience and restoration, and fostering vitality” (Cameron & Caza 2004, p. 731)”

Positive Organizational Behavior (POB)

- POB “the study and application of positively oriented human resource strengths and psychological capacities that can be measured, developed, and effectively managed for performance improvement” (Luthans et al., 2007, p. 11).
- Four capacities that meet POB:
 - Hope
 - Efficacy
 - Resiliency
 - Optimism



What *is* Psychological Capital (PsyCap)?

“An individual's positive psychological state of development [that] is characterized by: having confidence (self-efficacy) to take on and put in the necessary effort to succeed at challenging tasks; making a positive attribution (optimism) about succeeding now and in the future; persevering toward goals and, when necessary, redirecting paths to goals (hope) in order to succeed; and when beset by problems and adversity, sustaining and bouncing back and even beyond (resilience) to attain success”
(Luthans, Youssef & Avolio, 2007)

Hope

- PsyCap hope was drawn from Snyder's (1995) theory of hope
 - Willpower
 - Waypower



Efficacy

“One’s belief about his or her ability to mobilize the motivation, cognitive resources, and courses of action necessary to execute a specific action within a given context” (Stajkovic & Luthans, 1998 as cited by Luthans, 2015, p. 30).



Resiliency

- “The capacity to rebound or bounce back from adversity, conflict, failure, or even positive events, progress, and increased responsibility” (Luthans 2002 as cited by Luthans et al., 2015, p. 145).



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Optimism

- An explanatory or attributional style, which is a style that enables one to attribute positively experienced events to personal, permanent, and pervasive causes (Luthans et al., 2015).



Why is PsyCap important?

1. Well-being
2. Empowerment
3. Reduces psychological distress
4. Enhances performance
5. Improves satisfaction
6. Increases productivity



Why is PsyCap important to *Nursing*?

1. Self-reflection
2. Self-accountability
3. Influencing outcomes- personal and organizational
4. Authentic and Transformational leadership*



Investing in PsyCap

Self- development exercises

Exercises for leaders



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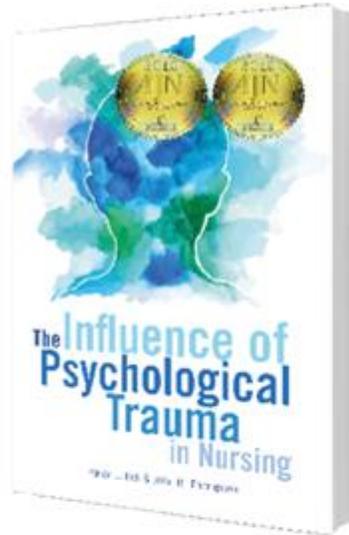
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