

## LIFE ABOVE ZERO

- **Positive psychology** can be thought of study on the Positive side of Zero, where zero is the line that divides illness from health, & unhappiness from happiness.
- ❖ *Positive Psychology is the scientific study of the personal qualities, life choices, life circumstances, & sociocultural conditions that promote a life well-lived, defined by criterion of happiness, physical & mental health, meaningfulness, & virtues (Baumgardner & Crothers, 2015).*
- ❖ In short, Positive psychology is the scientific study of optimal human functioning (Linley, et al., 2006).

# Positive Psychology (PS) & the Engineering Discipline

- User Experience of Technology & Its' products (Human Factor/Usability Studies)
- Engineers (Graduate engineers & Sr project managers) were among the First Test Group for empirical data of Positive Psychology constructs in the workplace to address issues/challenges that many organizations face such as:

Growing business,

Creating & Sustaining innovation,

Increase Productivity

Maintaining profitability,

Culture of employees engagement,

Safety incidences are low.

# Positive Psychology (PS) & Technology firms

- **New Leadership** in Technology firms is not hierarchical but anyone who can impact & influence organizational goals.
- Therefore, character **strengths** infused into one's leadership style is highly suitable to new frontier of leadership because character strengths are unique & innate to each person.
- It enables employee engineers to lead from their core selves instead of following from theoretical model that may be effective or not effective.

- Tech-firms are **Innovation driven**. However, innovation is negatively impacted by (traditional) fear-culture in organization.
- Technology firms instead practicing positive psychology modules centered on well-being, optimal functioning, character (signature strenghts), & positive emotions like happiness.
- Innovation has four antecedents: creativity, an engaged workforce, a positive work culture, & positive emotions. PS practice ensures these pre-conditions & helps in creating enviornment of innovation in organizations.

## Many Silicon Valley Companies Implemented PS in Workplace

- Silicon Valley - a place known for cutting edge innovation- is embracing the ideas of PS- from software & hardware companies to social networking companies, innovative thought, & actions that impact the bottom line in a positive fashion.
- The focus of positive psychology on strengths in a person creates the opportunity for employees to unleash the tremendous talents they possess.
- When a culture is open & you can give your best, people tend to be innovative & creative.

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- **LogiTech:** Used VIA (Values in action) character assessment to help managers not just on competence or skill-building, but also on character development. The result is that employees feel more seen & visible, & that beyond the work they do, they realize who they are also matters.
- **Facebook & Linkendin:** PS has strengthened both their corporate culture & employee contributions.
- At Facebook 'strengths' are core of their culture & allow people to do the work they love & are passionate about. As the result, people seek out learning about things they care about & things that will have the biggest impact.

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- At Facebook an environment is created where **real-time feedback** is encouraged. Job of manager is not to prevent people from making mistakes, but to help them learn from mistakes.
- Encouraging people to become curious about failure rather than hide it helps create a positive culture allowing creativity & innovation to surface & be nurtured.

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- **Linkedin** also stresses individual transformation as a path towards well-being in the workplace. Transformation is possible by uplifting strengths of individual.
- Linkendin leadership encourages compassionate management which enables thoughtful decisions based on the motivations, emotions, strengths, & characters of others helping greatly employee engagement. It further fosters employess happiness & strengths.



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- VMWare imbuse positive psychology into leadership training that breathes new life into people-from finding their power zone with the VIA to practicing active constructive responding with team mates.
- As a result employees expressed a renewed belief in the work that they do & a sense of empowerment that increases authenticity, productivity, connection, & overall wellbeing.

- **PS training helps create a human-to-human experience of leadership & a culture of well-being where innovation happens naturally.**

## Innovation and Leadership through Positive Psychology UC Berkeley Executive Education Program

