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THE POSITIVITY INSTITUTE

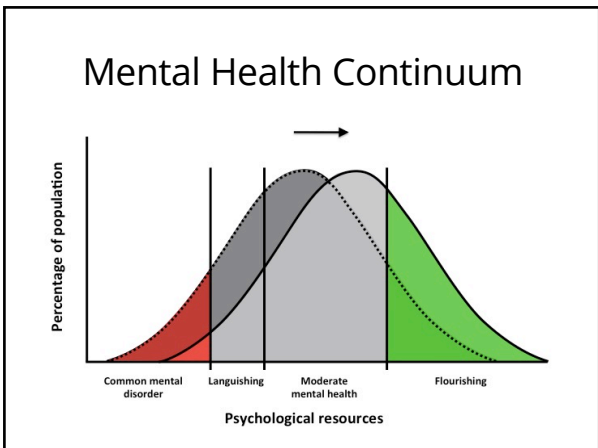
## Positive Leadership: Harnessing the Power of Positive Psychology

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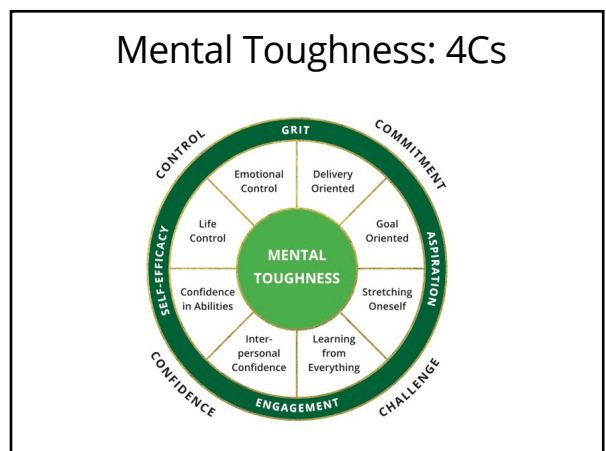
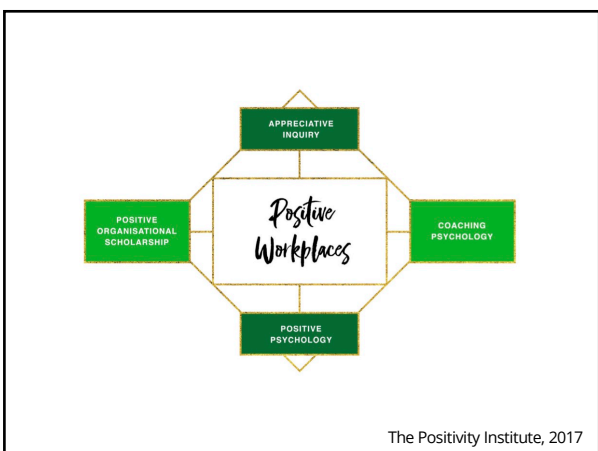
# Creating a flourishing world

## What is Flourishing?

Positive Emotions	Optimism
Engagement	Self-esteem
Meaning	Vitality
Relationships	Autonomy
<b>Resilience</b>	

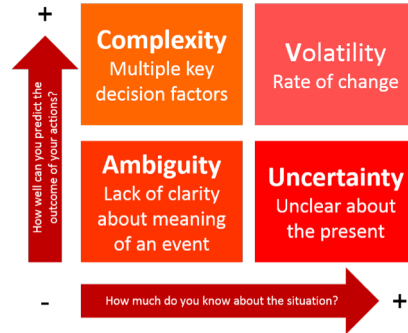
Univ. Cambridge Well-being Institute & Cass Business School (2009)



## Why Positive Leadership?



## VUCA



## What is Positive Leadership?



## Positive Leadership

- Positive leadership refers to the application of positive principles arising from the new fields of **positive psychology, positive organisational scholarship and positive change (AI)**.
- It is based on strategies that have been validated by empirical research.
- It refers to what elevates individuals and organisations, what goes right, and what is life-giving, what is experienced as good and what is extraordinary (Cameron, 2008)

## Positive Psychology

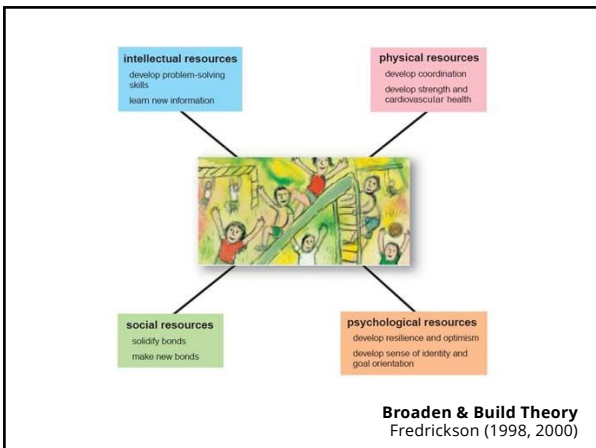
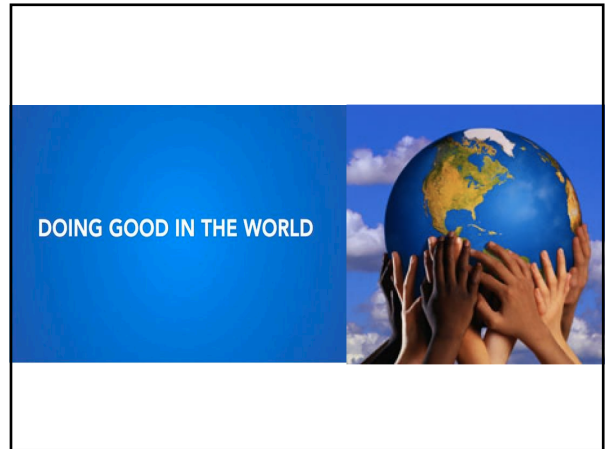
Positive Psychology is the scientific study of the conditions and processes that lead to optimal human functioning

(Gable & Haidt, 2005)



Not happy!

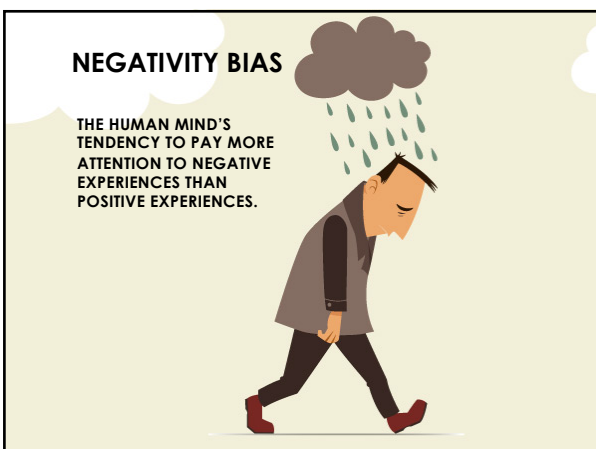




### What does the research say?

**Research has shown that induced positive emotions:**

- widens the scope of attention
- broadens behavioral repertoires
- increases intuition
- **increases creativity**
- speeds recovery from the cardio vascular aftereffects of negative affect
- **increases immune function**
- **predicts resilience to adversity**
- enhances psychological growth
- **lower levels of cortisol**
- **reduces inflammatory responses to stress**
- lead to reductions in physical pain
- **improves resistance to rhinoviruses**
- leads to reductions in stroke



## Organisational Outcomes of Positivity

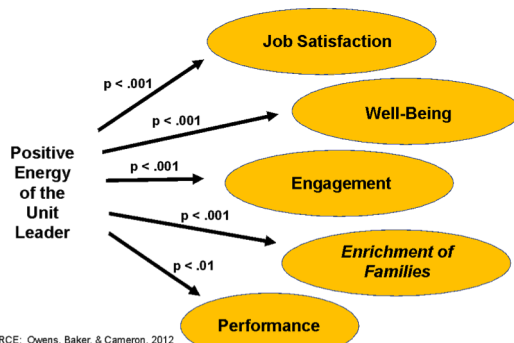
Organisational Outcome	Positive Practice
Financial performance Organisational climate (Cameron, 2004)	Forgiveness, compassion integrity
Organisational commitment (Grant, 2007)	Positive emotions, giving behaviours
Job performance, work contribution (Fieman, 1996, Seligman 2002)	Positive emotions
Greater team commitment and satisfaction (Bon, 2006)	Leaders who foster positive emotions
Improved decision making, interpersonal relationships, cognitive functioning (Staw, 1993)	Positive emotions.
Work satisfaction, wellbeing, intention to quit, conflict (Cooper, 1992, Donovan 2000, Lyubomirsky 2005)	Positive practices and positive emotions.

## Why School?

- **Mental illness** prevention
- **Wellbeing** promotion
- **Capability building** for all – leaders, staff, students, parents, community



## Positive Leadership & Individuals



SOURCE: Owens, Baker, & Cameron, 2012

MICHIGAN  
ROSS SCHOOL OF BUSINESS

© Kim Cameron, University of Michigan

First up...  
*Are you flourishing?*

KEEP  
CALM  
IT'S ALMOST  
END  
OF TERM

## 3 Key Pathways to Positive Leadership

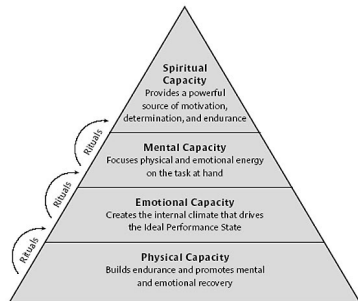


## Positive Energy



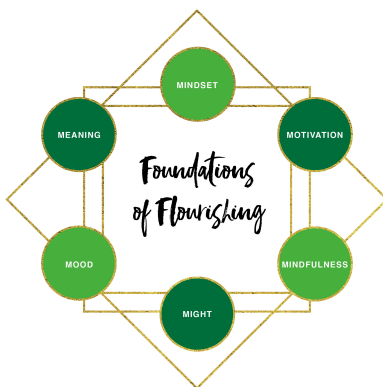


## Energy Management



Loer & Schwartz, 2001

## Are you taking your MEDS? (Meditation, Exercise, Sleep, Diet)



## Positive Leadership Practice 1: Becoming more mindful

- Consider trialling a Mindfulness App and creating a regular personal practice
- Set an intention to be a more mindful person/leader
- Ask yourself the 3 questions regularly:
  1. What's the most important time?
  2. Who's the most important person?
  3. What's the most important thing to do?



Stop  
Take A Breath  
Observe  
Proceed

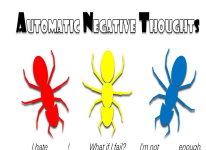
## Awaken Compassion & Kindness

- Notice (bring your mindful attention) to when people are not their usual or best selves - express concern
- Ask gentle, humble questions, utilize perspective taking, be empathic
- Identify opportunities to assist
- Provide positive feedback when possible

"Three things in Human Life Are important; The first is to be kind. The second is to be kind. The third is to be kind."  
~Mother Teresa

## Positive Leadership Practice 2: Develop a Growth Mindset

- Be mindful of the ANTS (automatic negative thoughts)
- Look for evidence to support PETS (performance enhancing thoughts)
- Learn and apply basic thinking skills eg Cognitive Behavioural training and Acceptance & Commitment Training



## Keep things in perspective

When we're stressed, it is easy to see things as worse than they really are. Rather than imagining the worst-case scenario and worrying about it, ask yourself:

**Am I getting ahead of myself, assuming something bad will happen when I really don't know the outcome?**

Look to credible sources you can trust for updates and current information.

**Am I overestimating how bad the consequences will be?**

Remember, illness due to coronavirus infection is usually mild and most people recover without needing specialised treatment.

**Am I underestimating my ability to cope?**

Sometimes thinking about how you would cope, even if the worst were to happen, can help you put things into perspective.

Courtesy of the APS

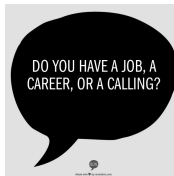
## Positive Leadership Practice 3: Prioritise Positivity

- What people, activities and places bring you joy?
- Review your weekly life timetable and schedule in a daily "positivity practice"
- Consider the power of nature (attention restoration theory)
- Cultivate gratitude, kindness and forgiveness



## Positive Leadership Practice 4: Know Your Why

- Is your role a job, career or calling?
- Crystallise your top 5 core life values
- Clarify which values underpin your role as a leader?
- Find small ways to live your values more fully on a daily basis



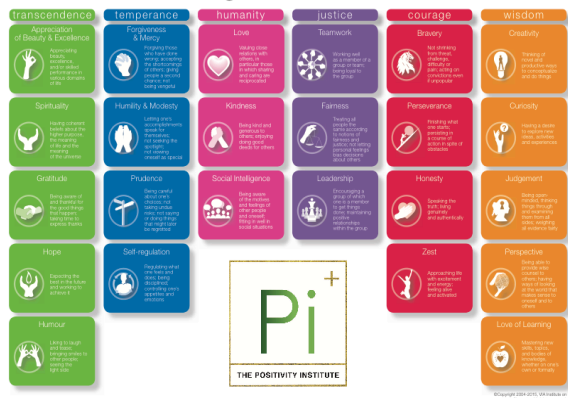
## Positive Leadership Practice 5: Play to your Strengths

- Recognise your Strengths – VIA, Clifton Strengths Finder, Strenths Profile
- Use your Strengths! Explicitly connect to your goals
- Spot strengths in others! Put your strengths goggles on!
- Introduce the language of strengths at your school!



## VIA Character Strengths

A toolkit for identifying and enhancing the positive.  
[www.thepositivityinstitute.com.au](http://www.thepositivityinstitute.com.au)



## Strength Reflections...

### Three Questions in Three Minutes...

1. Which strengths are you already using to help you survive or thrive?
2. Which strength is at risk of being overplayed?
3. Which strength do you want to develop?



## Positive Leadership Practice 6: **Be a High Hoper**

- What are your goals? Short Term, Longer Term
- Set Everest Goals!
- **Be a High Hoper:** Goals, Agency, Pathways
- Be Solution Focused!
- Get a Coach or Co-Coach!



## Where will you take Positive Leadership?

- What are your gems from today's session?
- What are you doing well already?
- What will be your very first action?



T H A N K   Y O U

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