

Positive Psychology Current Trends & Applications

Lecture 15

Rev. Dr Sahaya G. Selvam

selvam@donbosco.or.tz



Institute of Youth Studies
Tangaza University College, Nairobi



Present situation of PP

- ❑ It is not just American!
- ❑ It is also cross-cultural.
- ❑ Not an all-male enterprise.
- ❑ Continued input from philosophical traditions, cultural institutions and religious/spiritual traditions.
- ❑ Not only scientific, empirical, theoretical, but also focused on intervention – PP-therapy.

Selvam, Positive Psychology, 2014

2

Pragmatic Approach - UK



❑ **Alex Linley:**
Centre for applied positive psychology, UK

- ❑ Strengthspotting
- ❑ Integration of Strengths and Weaknesses
- ❑ Intervention based.



Selvam, Positive Psychology, 2014

3

Step 1: Strengthspotting

- ❑ Childhood memories
- ❑ Energy
- ❑ Authenticity
- ❑ Ease
- ❑ Attention
- ❑ Rapid learning
- ❑ Motivation
- ❑ Voice
- ❑ Words & Phrases
- ❑ To-Do Lists

Selvam, Positive Psychology, 2014

4

Step 2: Integrative strategy

- ❑ Realised Strengths: performing well, energising but currently too much use): **Marshall use**
- ❑ Unrealised Strengths: performing well, energising but currently using little) **Maximise use**
- ❑ Learned Behaviours: (performing well, de-energising) **Moderate use**
- ❑ Weaknesses: (performing poorly, de-energising) **Minimise use**

Selvam, Positive Psychology, 2014

5

Cross Cultural Studies in PP



- ❑ **Antonella delle fave**
– Cross-cultural understanding of Wellbeing; qualitative studies;
- ❑ University of Milan, Italy;
- ❑ She is also the president of the European Network of Positive Psychology.

Selvam, Positive Psychology, 2014

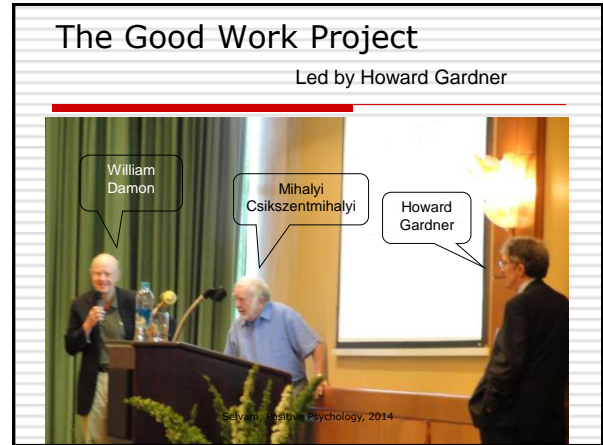
6

Meaningful things across cultures

Presentation by Delle Fave, Copenhagen, June 2010

	% Italy	% India	X ²	p
Family	81.7	40.0	27.1	<.0001
Health	29.8	4.0	13.4	<.0001
Leisure	19.2	0.0	11.0	<.0001
Spirituality	7.7	32.0	15.2	<.0001

Selvam, Positive Psychology, 2014 7



The GoodWork™ Project is a large scale effort

a) to identify individuals and institutions that exemplify good work:

- work that is excellent in quality,
- socially responsible,
- and meaningful to its practitioners

b) to determine how best to increase the incidence of good work in our society

Excellence Ethics Engagement

Selvam, Positive Psychology, 2014 [From the official website](#) 9

- ### The GoodWork project
- **Methodology:**
 - Two hour Semi-structured interview of more than 1200 professionals – review of background, inventory of values, ethical dilemmas
 - **Insights:**
 - Neighbourly morality (Golden Rule) only fine for small communities!
 - Ethics of Roles (responsible behaviour) needed for complex societies.
 - Excellence, Ethics, Engagement > good work!
 - Mission, Model, Mirror test for self and the workplace
- Selvam, Positive Psychology, 2014 10

1 minute Summary of GoodWork

M From 3 M's: Money, Market & ME

E To 3 E's: Excellence, Ethics & Engagement

W And 1 W = WE

Selvam, Positive Psychology, 2014 11

Quality of Life Research Centre

- Related to the GoodWork Project
- Led by Mihaly Csikszentmihalyi & Jeanne Nakamura
- Offers PhD & MA in Positive Organisational psychology & Positive Developmental Psychology;

Research areas:

- business, human genetics, the media, philanthropy, and higher education;
- the sources of good mentoring ; psychological capital
- mentoring and the transmission of knowledge in intergenerational relationships
- contributions of art and aesthetics to the quality of life
- challenge and enjoyment in internet chess

Selvam, Positive Psychology, 2014 12

Positive Occupational Health Psychology



□ **Wilmar Schaufeli**
(University of Utrecht, Netherlands)

□ **Occupational health psychology** is the scientific study of optimal employee health, well-being and functioning. It aims to discover and promote factors that allow employees and organisations to thrive.

□ **Work engagement** is a positive, affective-motivational state of fulfilment that is characterised by vigour, dedication, and absorption.

Research Interests

- **Burnout** – Understanding its nature and identifying its causes and consequences
- **Job stress and strain** – Unraveling the stress process in organizations
- **Boredom** – Understanding the nature of underload and underqualification
- **Absenteeism** – Understanding the psychological mechanisms involved
- **Work engagement** – Understanding optimal well-being at work
- **Workaholism** – Understanding work addiction
- **Worksite health interventions** – Evaluating their effectiveness
- **Unemployment and job insecurity** – Understanding its psychological impact

Happy Nation

□ **Ruut Veenhoven**
(University of Erasmus, Netherlands)



What 'happiness'? Four kinds of satisfaction

	<i>Passing</i>	<i>Enduring</i>
<i>Part</i>	Pleasure	Domain satisfaction
<i>Whole</i>	Top experience	Life satisfaction (Happiness)

Measurement of happiness Example of a survey question

Taking all together, how satisfied or dissatisfied are you with your life as a whole these days?

1 2 3 4 5 6 7 8 9 10
Dissatisfied Satisfied

Happy Nations & Correlates

Country	Happiness Score/10		
Denmark	8.3	1. Tolerance	+ .68
The Netherlands	7.6	2. Economic affluence	+ .61
Germany	7.2	3. Rule of law	+ .58
France	6.6	4. % Health budget spent on mental health	+ .55
Russia	5.5	5. Political freedom	+ .54
Iraq	4.7	8. Psychologists in mental health care	+ .49
Zimbabwe	3.0	5. State welfare	+ .22
		6. Income inequality	+ .18