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Bringing Strengths to Life in Organisations



Sue Langley

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Overview



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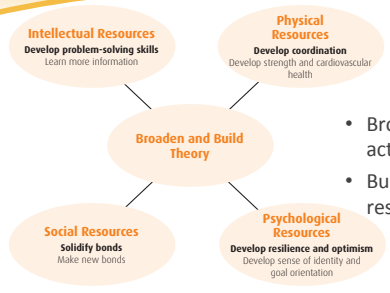
Exercise...



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Broaden and Build




- Broaden thought-action repertoire
- Build personal resources

Barbara Fredrickson

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Brain basics



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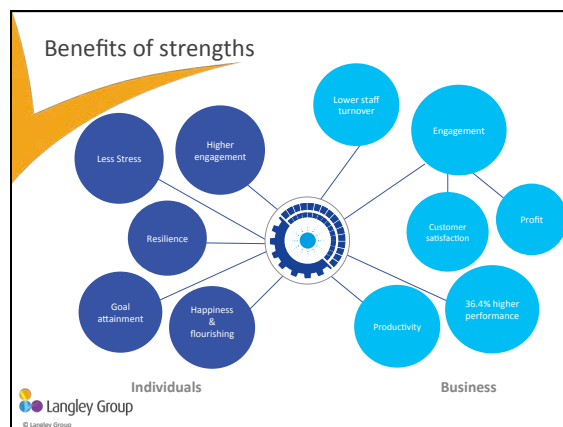
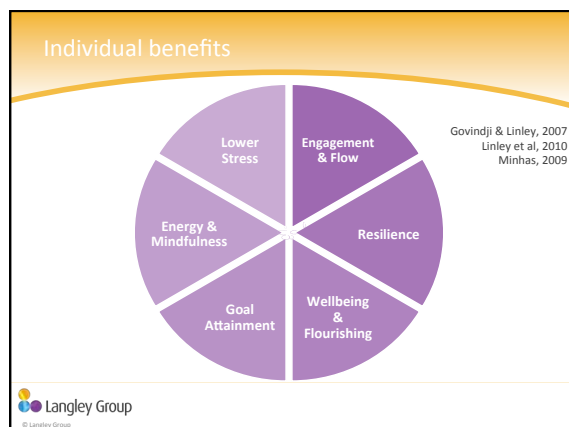
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Why Strengths?



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Strengths

Strengths use is a core predictor of workplace engagement which, in turn predict a range of business outcomes

Also, higher profits, greater productivity and customer loyalty.
(Harter, Schmidt & Keyes, 2002)

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Strengths

- Authenticity, happiness, self efficacy, fulfilment and psychological vitality (Govindji & Linley, 2007)
- Goal attainment (Linley et al, 2010)
- Lower stress, higher self esteem, happiness and wellbeing (Unilever, in press; Minhas, 2009)

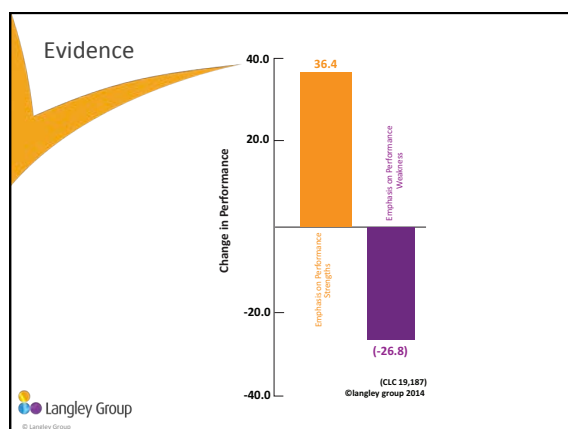
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Strengths

“when employees perceive their workplace to be strengths-based, they are highly likely to feel their organisation is investing in them as individuals and reciprocate with positive behaviours that benefit other people and the business”

(Van Woerkom and Meyers, 2015)

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Areas of research

- Schools
- Communities
- Organisations
- Clinical
- NFP
- Families

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Strengths

2001 **STRENGTHS FINDER 2.0** 2009

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R2 Strengths Profiler

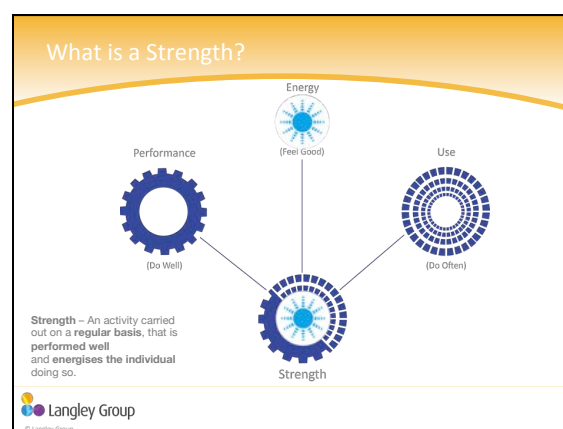
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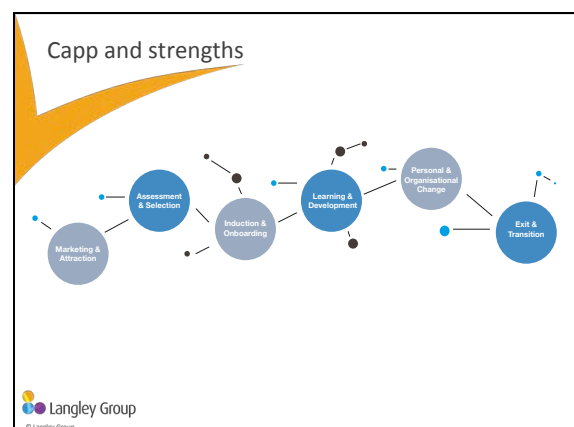
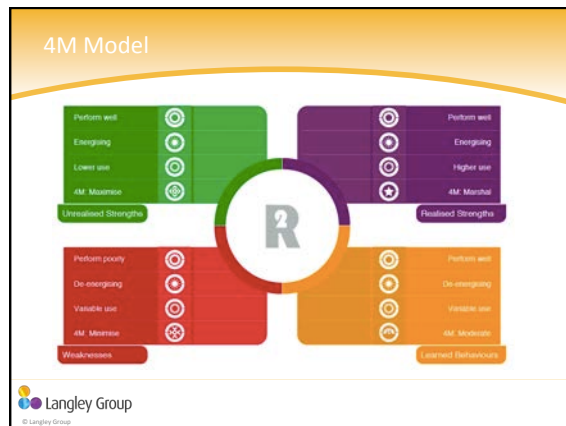
Strengths

“A strength is a pre-existing capacity for a particular way of behaving, thinking or feeling that is authentic and energising to the user, and enables optimal functioning, development and performance.”

(Linley, 2008)

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Team strengths



Performance



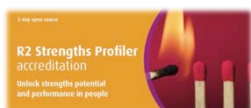
Positive Leadership



Positive HR



Next steps



R2 Strengths Profiler
Accreditation
Toronto – September 2016

Diploma of Positive Psychology
and Wellbeing
Book *now* for Toronto!
26 September 2016



Next steps

- PP Whitepaper
- eBook – Harnessing your strengths at work
- Webinars, professional learning
- Social media connections



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Thank you for your participation!

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