



POSITIVE PSYCHOLOGY IN ACTION

FROM AVERAGE TO OPTIMAL HUMAN FUNCTIONALITY

Presented to:

DELTA GALIL
INDUSTRIES LTD.

By:

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Maytiv - Center for Research and Practice in Positive Psychology
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Program Syllabus

1 Introduction and focus (9:00-11:00)



Fulfilled people succeed in choosing what to focus on, and by doing so they redesign whatever space they occupy; they pro-actively make changes and are, in effect, 'long distance runners'.

Core components:

- Focus
- Listening and seeking to truly understand; The art of authentic inter personal communication
- The Butterfly Effect - Small changes make a big difference

On the cognitive-perceptual level, the ability to choose what to focus our attention on is one of our most difficult tasks, yet also one of the most important. Research has repeatedly shown that successful people are those who choose to focus on ways in which reality can be improved and on factors allowing others to develop and grow. Those people not only create higher levels of satisfaction, happiness and self-realization for themselves, but also design the organizational culture and show great performance. This ability to focus is the foundation for selecting and applying changes. People ask and are asked to introduce many changes into their personal and professional lives, but most of them are never realized, and some of them apply for short periods only. This session exposes the participants to the power of flexibility and opportunity for change, through the introduction of evidence-based interventions from around the world, which generated far reaching changes at the individual and organizational levels.

2 Appreciative inquiry (11:15-12:30)



Fulfilled people choose to invest a great amount of time in analyzing their successes and those of their colleges and partners, and thus create more success. The process offers them to a valuable opportunity: to clear a space for gratitude as part of their day-to-day routine.

Core components:

- Analyzing successes
- Peer learning
- Gratitude

We are accustomed to the fact that if we want to improve and succeed, we need to analyze our failures and learn from them. In this session we claim that learning from failure is important, but not enough to reach peak performance at the individual or team level. Over the course of the session we will employ a method of analyzing personal and organizational successes - the Appreciative Inquiry paradigm. We will examine specific peak points in the participants' lives and track the resources allowing them to happen. We will provide space for peer learning, based on the notion that satisfied people analyze and learn from the actions of others around them. Analyzing the causes of success and thoroughly exploring its components will facilitate the formation of concrete directions for future development. Many organizations that adopted the Appreciative Inquiry paradigm as a part of their organizational routine report that implementing it on a ritual basis produces extraordinary successes, both personal and organizational.

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3 Strengths (13:15-15:15)



Fulfilled people invest most of their energy playing to their strengths and realizing their passions: they do what they're good at, and they do what they love.

Core components:

- Strengths survey
- Identifying our strengths

The Gallup Organization, a global research and polling company, asked over 1.5 million executives and employees from 63 countries and 101 organizations, one simple question: "At work, do you have the opportunity to do what you do best every day?" 91% replied that they do not get to express their strengths at all. They then compared responses to the performance of the various business units. They discovered that organizations that are good at harnessing the strengths of their employees are much more successful. Extraordinary performance requires focusing on and investing in strengths. This session's goal is to learn from these extraordinary organizations and to change organizational statistics regarding employees and managers' use and expression of their strengths. We will suggest tools for recognizing and applying participants' personal strengths - those characteristics that represent their natural talents and give them motivation, energy and enthusiasm. Based on these strengths, we will set professional self-concordant goals - goals derived from internal need and strong interest. The ability to set this kind of goals offers high levels of engagement, dedication, enjoyment, self-fulfillment and goal achievement.

4 Flow and Stress (15:30-16:30)



Fulfilled people are almost always energetic people - not because "that's who they are", but because they adjust the level of their activities and direct their quality in a way that allows them to embrace stress as a positive growth engine.

Core components:

- Analyzing "flow" situations
- Managing energy rather than managing time
- Presence at its best

This chapter will focus on the issue of managing stress in day-to-day life, which will only intensify as we climb up the organizational ladder. We tend to look for solutions for creating more time for ourselves, but we must acknowledge the fact that in a productive company, time will always be hard to find. Thus, we will claim that the challenge is not time management, but rather energy management. We'll move from the classic question: "why is stress so common these days?" towards the question: "what are the characteristics of successful people, who despite the heavy workload their job entails, still manage to live a fulfilling, enjoyable and successful professional life?". Stress appears to pull some people down while propelling others to the top. This session's goal is to enable participants to embrace stress as a growth engine. Research shows that positive channeling of stress and mindfulness of professional activity, combined with recovery periods, become a meaningful source of momentum for self-fulfillment and accomplishment.

Summary (16:30-17:00)

Main take away