



AIM LEADERSHIP

Positive Psychology

Positive psychology focuses on possibility, not pathology. At its heart, it's concerned with how we can design a life focused on:



**BEING AND FEELING
AT OUR BEST**



**KNOWING AND
LEVERAGING OUR
STRENGTHS**



**BECOMING SELF
FULFILLED**

Positive psychology is a powerful way to pull the levers that drive change.

Leveraging Positive Psychology

In *Authentic Happiness* (2002), Dr. Martin Seligman, the founder of positive psychology, identifies three ways to begin pulling the levers that lead to a happy life:

- **The Pleasant Life:** Understand what contributes to enjoying life. Focus on experiences, emotions, and expectations (i.e., what contributes to healthy living).
- **The Good Life:** Bring strengths and focused effort to work that you find truly engaging.
- **The Meaningful Life:** Cultivate an internally driven ability to belong and find purpose by contributing to something bigger.

PERMA

In *Flourish* (2011), Seligman offers a simple structure to understand and engage in the pursuit of a more meaningful life. He summarizes this structure with a simple acronym: PERMA.

- **Positive Emotions:** Experiencing a wide range of positive feelings from happiness and pride to awe and joy is connected to positive outcomes, including a longer life and healthier social relationships.
 - **Engagement:** Connecting deeply to one's passion--to the point where we feel absorbed--supports deep concentration.
 - **Relationships:** Cultivating healthy relationships and creating shared experiences is essential. One can be happy alone, but humans share and spread positivity in the presence of others.
 - **Meaning:** Having a purpose beyond oneself is vital. This includes doing something for a higher good.
 - **Accomplishments:** Experiencing feelings of success and mastery as an individual or community triggers other elements of PERMA, including pride.
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Positive Psychology at Work

Positive psychology plays a key role in workplace wellbeing. Focus on these three key factors:

- **Safety:** On the job, people need emotional and physical safety to thrive. Transparency, open communication, and gratitude are part of creating a safe environment.
 - **Emotional Intelligence (EI):** Workplaces are complex social microcosms. EI makes these social microcosms function more effectively.
 - **Fun:** Increasingly, workplaces are investing in fun. Far from frivolous, creating shared fun is an investment in positive psychology that has been shown to increase retention and productivity.
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Remote Work

Investing in positive psychology is especially important for remote teams. To promote positive psychology in the remote workplace:

- **Embrace New Systems and Structures:** Celebrate the freedom of remote work and be sure to counterbalance this flexibility with new structures.
- **Invest in Self:** Discover what you need to be your best (e.g., a specific type of desk, office space, or level of cleanliness) and invest to ensure these conditions available daily.
- **Connect:** Genuine, warm relationships are vital to PERMA and create renewable energy. Invest time and energy into building and sustaining connections.
- **Simplify to Focus:** Be clear on outcomes but remain flexible on the approach.
- **Pause and Take Perspective:** When working remotely, it is easy to detach from who you are and why you're doing what you do. Stop, step back, and take perspective at regular intervals.

Positive psychology is a powerful way to transform how you live and work.
Let us help you get started. To learn more, visit aimleadership.com.