



Rayna Schroeder, Thriving at Work Coach, Trainer and Speaker
410-552-0054 rayna@joyoflifecoaching.com

Weaving Positive Psychology Tools into Your Coaching



Presented by

June 6, 2014

Rayna Schroeder, *Thriving at Work* Coach

Thriving at Work: Find energy, joy and meaning at work

Positive Impact Leaders: Create thriving workplaces for people, profit and the planet

I believe Positive Psychology is first about focus - of finding what we look for

West African Folktale

WWW Exercise

COACHING TOOL: What Went Well (WWW)

Application:

- Invite your clients to look for what's working and for what went well in a situation.
- Perhaps start each coaching session by asking the client, "What went well since the last time we spoke?"

As an exercise, try writing down three things that went well today (or yesterday) and why they went well. It is important to have a physical record of what you wrote in a journal or electronically. Next to each positive event, answer the question, "Why did this happen?" Try the exercise for one week and see how it impacts how you look at the world. In research, individuals suffering from depression who did this exercise for one week had their depression go from extreme to mild-moderate and their happiness score jumped from the 15th percentile to the 50th percentile. Over 90% of participants were less depressed and happier.



DEFINITION OF POSITIVE PSYCHOLOGY

- Positive Psychology looks at what is right with people. It is about the science of well-being; identifying when are people at their best, meaning what maximizes people's energy, productivity, performance and fulfillment.
- Positive psychology is not the focus of the positive at the expense of the negative.
- Positive psychology is a science and as such concerned with evidence, measurement, and testing.

FIVE COMPONENTS OF FLOURISHING

Flourishing is thriving, prospering, being at our best alive with possibility and resilient to hard times. In his book *Flourish*, Martin Seligman defines five components of flourishing: (PERMA)

- √ 1. **Positive Emotions:** Experiencing positive emotions more frequently
- √ 2. **Engagement:** The depth of involvement with one's family, work, romance and hobbies
3. **Relationships:** Experiencing positive, supportive relationships with others
- √ 4. **Meaning:** Finding ways of making your life feel more meaningful by using your personal strengths to serve some larger end
5. **Accomplishment:** Pursing activities and goals for their own sake

THE POSITIVITY RATIO

The Positivity Ratio is based on Barbara Frederickson's work and it determines whether we languish, barely holding onto life, or whether we thrive.



< **3:1**, we get pulled into a downward spiral fueled by negativity and become rigid, burdened and lifeless.

> **3:1**, we take off becoming alive with possibility and remarkably resilient to hard times. Our behavior is creative, alive and uplifted.

Positivity, a ratio greater than 3:1, broadens and builds our resources

There are significant benefits to positivity. Individuals with a positive mindset and positive emotions:

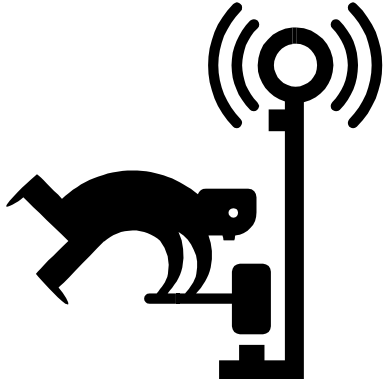
- Are more sociable, charitable and cooperative and are better liked by others
- Show more flexibility and creativity in their thinking and are more motivated, energetic and productive in their jobs
- Are better leaders and negotiators and earn more money
- Are more resilient in the face of hardship, have more energy, stronger immune systems, and are physically healthier
- Have richer networks of friends and social support and even live longer

What works to give you a quick boost of positivity?

COACHING TOOL: Experiencing positive emotions more frequently (3:1 ratio)

Application: Invite clients to notice their moods and mindset regularly and have tools that can help them shift if they need a boost of positivity.

STRENGTHS - THE PATHWAY TO ENGAGEMENT AND MEANING



Why strengths?

9% vs. 73%

What is a strength?

Really effective people spend a disproportionate amount of their time doing things that invigorate and energize them. They spent a lot of time using their strengths.

Recognizing strengths:

- Strengths are not aspirational.
- Energy is a hallmark feature of strengths and fundamental to identifying them.
- It is important for coaches to be able to recognize strengths.
- However, we have often been taught to focus on our weaknesses instead.

Examples of character strengths: creativity, curiosity, love of learning, perseverance, kindness, social intelligence, forgiveness, gratitude, and humor.

Personal Best Story and example

*You will be your happiest,
most creative, most
resilient and most
productive for your family,
community and company
when you play to your
strengths. Everyone wins.*

Personal Best Exercise

At your tables, create a group of 3-4 people. Have one person share a “Personal Best” story while other group members listen for and write down strengths they notice. Take approximately 5 minutes for storytelling. Once the storytelling is complete, group members can then share the strengths they heard with the storyteller.

COACHING TOOL: Personal Best Story

Application: Beginning with, “Tell me about a time when you were at your best,” or “What are you most proud of?” kick off a coaching relationship in a positive direction, leverage positive emotions and provide a springboard to talk about strengths.

COACHING TOOL: Learn the language of strengths so you can more easily recognize and acknowledge them in your clients. And if clients struggle with their own strengths vocabulary, giving “strengths spotting” assignments can be helpful.

A key factor to engagement is to use our strengths and when we use our strengths to serve a larger end, we find meaning.



Strengths Resources

www.viacharacter.org has the VIA Survey (VIA stands for Values in Action), a strengths-identification assessment. The website, VIA Me has stories, videos and other resources. The survey itself is free. There are additional resources available for purchase.

www.strengthstest.com is home of the Strengths Finder 2.0 assessment. You can buy a code for \$20 and access the assessment or you can buy the book Strengths Finder 2.0 and inside the book is an access code for one time use - so be sure to buy a NEW book.



Summary:

1. Positivity is a powerful resource for facilitating change and achieving success.
2. Focusing on strengths is as powerful, and I believe more powerful, than focusing on weaknesses to achieve success.
3. Attention must be paid to both positive and negative aspects of life in order to address the complete client.

ONE TOOL

Turn to the partner you worked with on the WWW Exercise. Identify one tool you are committed to using with a client in the next few weeks and share that with your partner.

Visit www.joyoflifecoaching.com for a free special report on *Thriving at Work by Managing Your Energy* and sign up for the Tools to Thrive (T³) newsletter to stay updated with Positive Psychology tools to help you and your clients thrive.

RECOMMENDED RESOURCES



Flourish by Martin Seligman

Now Discover Your Strengths and Go Put Your Strengths to Work by Marcus Buckingham

Positivity: Top-Notch Research Reveals the 3 to 1 Ratio That Will Change Your Life by Barbara Fredrickson

Practicing Positive Psychology Coaching: Assessment, Activities and Strategies for Success by Robert Biswas-Diener

Strengths Finder 2.0 by Tom Rath

The How of Happiness by Sonja Lyubomirsky

JOY OF LIFE COACHING

Eldersburg, Maryland ♦ www.joyoflifecoaching.com