

We Have it All Backwards:

Using **positive psychology** and a **strengths based approach** to staff development.

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“the significant problems we face cannot be solved at the same level of thinking we were at when we created them”

-Albert Einstein



Psychology

Positive Psychology

Positive Leadership

Strengths

Psychology

Positive Psychology

Positive Leadership

Strengths

Positive Psychology



**“Every day for me is an uphill struggle.
On the positive side, it’s great
for my glutes!”**



3 Types of Happy Lives:

The Pleasant Life

- as much positive emotion as possible
- heritable



The Good Life

- engagement, “flow”
- knowing your **strengths**
- crafting your work, play, and love to leverage strengths into flow

The Meaningful Life

- knowing your **strengths** and using them in belonging to and in service of something greater than yourself



Psychology

Positive Psychology

Positive Leadership

Strengths



Positive Leadership



Leaders have a high degree of impact on climate.

1. Facilitate **extraordinary performance**
2. Affirmation bias
3. Facilitate **best of** human condition

Psychology

Positive Psychology

Positive Leadership

Strengths



What are Strengths?

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



Spotting Strengths

- Losing the sense of time passing
- Rapid learning
- **Repeatedly** successful performance
- Good completion on tasks
- An attraction towards certain tasks
- A real pleasure in performing some tasks
- **SIGNs**



Strengths approach fundamentals

- Focus on what's right, what is working.
- Recognize strengths as part of our basic human nature.
- Our areas of greatest **potential** are in the areas of our greatest strengths
- We succeed by addressing our weaknesses only when we are also making the most of our strengths

Why is using strengths so important?

The Social Mirror

Social Mirror – the current social paradigm and the opinions, perceptions and paradigms of the people around us





Authenticity

- Inner compass which lets us know if we're being true to ourselves
- Using strengths makes us feel authentic
- **Authenticity** associated with higher levels of self-esteem, lower levels of anxiety, depression and stress.

Engagement

- Engagement resides **within** the person not the job
- Engagement is a **state** rather than a trait





Benefits

- Identifying and building on people's strengths can produce greater **benefit** than finding and correcting their weakness
- Studies have shown managers who spend more time with top performers as compared to spending it with their weakest performers achieved **double** the productivity in their units
- In orgs. Where staff can do what they do best day to day or are able to demonstrate their strengths, productivity is 1.5 times greater compared to a typical org.

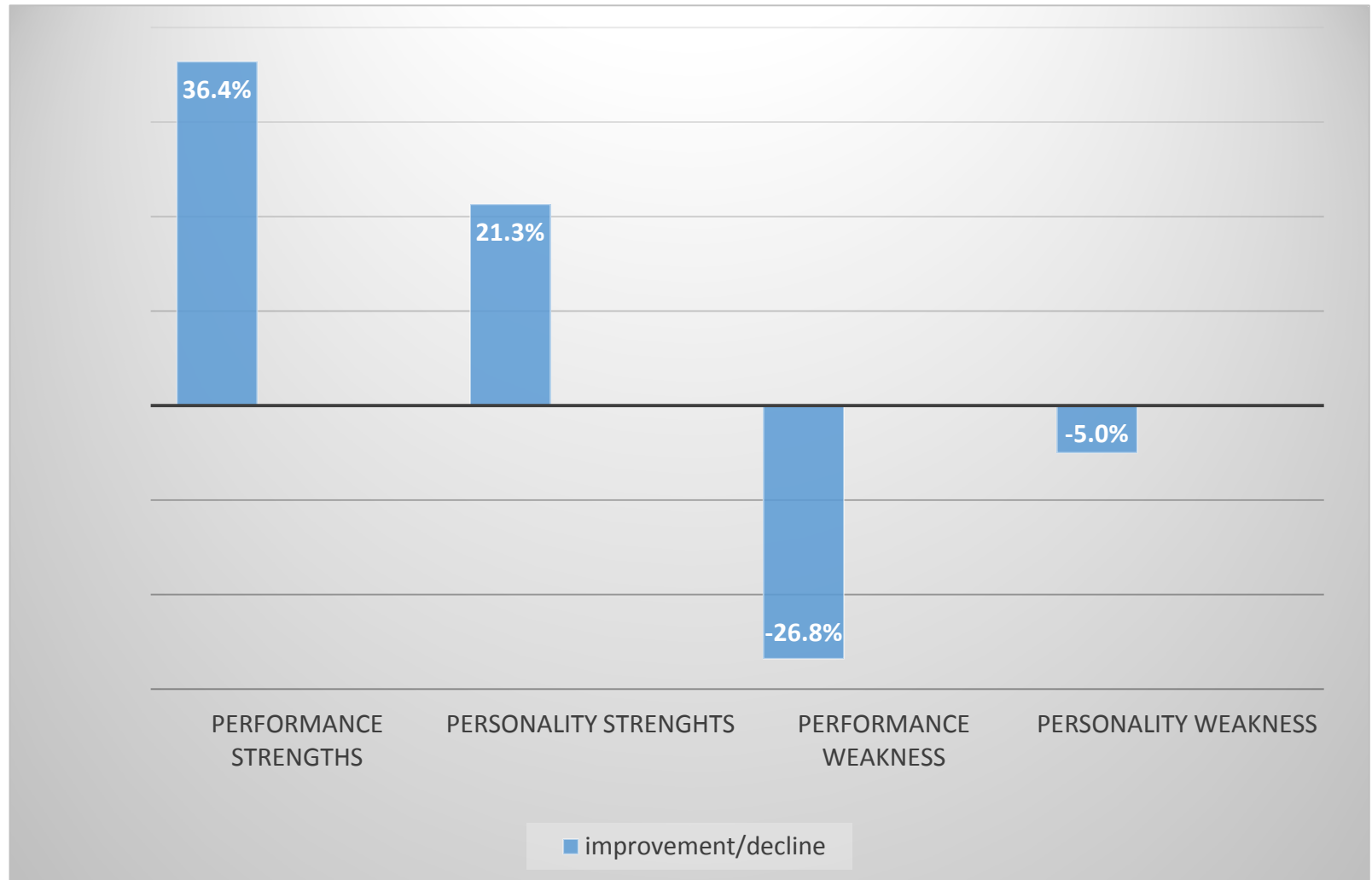


Strengths Data

- 2003 Gallup est. UK workplace disengagement cost national economy \$47.9-50.2 Billion(US).
- Stairs & Gilpin (2010) only 19% of employees highly engaged.
- Connelly (2002) per person productivity **increased** 6-9% after no increase previous 3 years.



Strength Data





Self Discovery

- Look **within** and understand self first
- Know own strengths, interests, passions as well as dislikes and weaknesses
- Knowing this will allow you to better apply this to your team

*i'm good enough
i'm smart enough
and
doggone it
people like me!*

“we spend a **fortune** on recruiting people for what they do well. Then we spend another fortune trying to fix their weaknesses. You would think that somebody would wake up and do something about it.” –anonymous recruiter

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Resources

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