

## Using positive psychology to manage workplace stress

Many individuals don't have enough positivity in their work lives. Yet one simple and effective way to feel, work and relate better to others is to increase the number of positive thoughts and behaviours in your work and daily life. Seed more positivity into your day and you will find a dramatic increase in your overall wellbeing and your ability to cope with stress. The following strategies are designed by Organisational Psychologists to help you use positive psychology to manage stress and build resilience.

### Take time to find the good

Experiencing positivity depends on how you think, and how you interpret events and ideas as they unfold. So allow yourself to take a moment to find the good. Turn positivity on right now: 'What makes me lucky to be here?' "What's right about my current circumstances?" "What am I enjoying right now?" Take a few moments to savour and enjoy the good feeling you've created for yourself.

### Take genuine interest in others

Managers with greater positivity infect their work groups. Simply responding to people in an interested, enthusiastic, enquiring and genuine way as opposed to being disinterested, dismissive, laconic or negative results in people liking you more. This does not come naturally to many of us, and we may not even be aware we are behaving this way. Plan and practice until being active and constructive in your interactions becomes a habit.

### Find and use your strengths

People who have the opportunity to do what they do best every day, to act on their strengths, are far more likely to be resilient and energised. Take some time to be really clear on your own strengths and then make sure you have ways to use them in your job. The boost in positivity that comes from finding new ways to apply your strengths is significant and lasting.

### Manage difficult relationship using strengths

When you're struggling with negativity towards an individual turn this around to identify what is good about them. This means looking for and focusing on their strengths. When we think someone dislikes us, what do we do? We avoid them and perhaps dislike them in return. If you're struggling with a work relationship try focusing only on that person's strengths for two weeks and see what this can do.

### Set Goals

The process of working towards a meaningful goal and participating in a challenging activity is as important to wellbeing as is achieving the goal. It gives us a sense of purpose, bolsters our self esteem, provides structure and meaning and it helps us to manage our time most effectively. Goals should be broken down into short-term (planning activity), medium term (preparation and partial completion) and long-term (completion/presentation) activities so that we get a sense of accomplishment throughout the goal attainment process.

### Value relationships

Finally, very little that is positive is solitary. Positive connections with other people are the best antidotes to life. Each evening, think about the three best social connections of your day. How connected and in touch did you feel. Doing this little mental check in with yourself, every day, is shown to be virtually as effective for positivity as doing regular meditation.

### Seeking professional assistance

An APS Organisational Psychologist has expert knowledge and skills in the science of people at work. Members of the APS College of Organisational Psychologists typically have six years of university education, as well as experience in helping individuals and organisations to increase their performance, resolve problems and increase their wellbeing at work.

If you are interested in improving wellbeing in your organisation, talk to an APS Organisational Psychologist today. Visit [www.findapsychologist.org.au](http://www.findapsychologist.org.au) and select the Advanced Search function to find an APS Organisational Psychologist near you.