

# [Using not allow anyone to hold them](https://assignbuster.com/using-not-allow-anyone-to-hold-them/)

[Business](https://assignbuster.com/essay-subjects/business/)

Using Strengths toIncrease Motivation Ronnie HankinsMGT/312December 18, 2017Bill EscueUsingStrengths to Increase MotivationManyorganizations are all for employee well-being, engagement and positiveinterventions. However, the bottom line for many of these organizations is –are we making profit? (Matthijs Steeneveld) (07June 2015). https://positivepsychologyprogram. com/psycap/. The term PsyCapmeans to have a positive psychological capital (PsyCap). This attribute is the cornerstonefor hope, efficacy, resilience, and optimism. If one can improve their PsyCap, he or she may increase job satisfaction and personal well-being while reducingwork-related stress and counterproductive behaviors. (reword).

EfficacyIdo agree with the theory of PysCap. I took the test and it describes meperfectly. It scored my efficacy at 18. That is the highest rating for the testand I almost always get my desired result from my work. I am nearly alwayssatisfied with what I have done, however I think that my Obsessive Compulsivenessmakes me think about things in hindsight and second-guess myself.

BeingObsessive Compulsive is a fault in me that I have been dealing with for years. HopeMyresults in the hope section of this assessment was at 18. I am always full ofhope that things will work out or have worked at not only in the workplace butmy personal life. I believe that without hope, there is no peace. We all mustbe at peace with ourselves as well as others to be able to work in harmony.

Ifthere is a lot of turbulence in the workplace, the employees are not focusingon their work but other distractions and this is counterproductive. Hopesometimes is hard to find for everyone, but we all have to strive for it. ResiliencyIam very resilient person. This test proved that I am a reliant person. I haveworked in many high stress environments and I have come out of the taskcompleted.

I firmly believe that if a person works hard and does not allow anyoneto hold them back, they can do what it takes to complete the job, “ Adapt andOvercome.” Optimism Idid not score on the high end of the optimism chart. I scored a 15 and this isthe lowest for me on the scoring chart about of all the attributes. I sometimesnot as optimistic about the job or even life as I should be. I guess sometimesI let other people get under my skin and I know that I should not allow that.

Ihave to force myself back on track and raise my head up and say I or we can getthis done, again “ Adapt and Overcome.” I learned that in the Marine Corps, wewere allowing adapting and overcoming adversity. ConclusionInclosing the PSyCap is well thought out and it works. If more companies oremployers would allow their employees to grow and be treated like human beingsthe workforce would improve. The production would improve as well.

We all needto be rewarded and awarded in some way or fashion. “ PsyCap also plays an important role in developingintrapreneurial teams – those teams who act like an entrepreneur while workingwithin a large organization and allow for innovation and development to occur.”(Salicru)(2015) References Steeneveld, M. (2015, June). Psychological Capital: Training the4 Positive Capacities, Retrieved from https://positivepsychologyprogram. com/psycap/Salicru, s. (2015, 26 February).

Resilience &Psychological Capital (PsyCap) – What Is It and Why Does It Matter?, Retrieved from https://www. linkedin. com/pulse/resilience-psychological-capital-psycap-what-why-does-salicru