

Using not allow anyone to hold them

Business



Using Strengths to Increase Motivation Ronnie Hankins MGT/312 December 18, 2017
Bill Escue Using Strengths to Increase Motivation Many organizations are all for employee well-being, engagement and positive interventions.

However, the bottom line for many of these organizations is -are we making profit? (Matthijs Steeneveld) (07 June 2015).

<https://positivepsychologyprogram.com/psycap/>. The term PsyCap means to have a positive psychological capital (PsyCap). This attribute is the cornerstone for hope, efficacy, resilience, and optimism. If one can improve their PsyCap, he or she may increase job satisfaction and personal well-being while reducing work-related stress and counterproductive behaviors. (reword).

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

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

If there is a lot of turbulence in the workplace, the employees are not focusing on their work but other distractions and this is counterproductive. Hopesometimes is hard to find for everyone, but we all have to strive for it. Resiliency I am a very resilient person. This test proved that I am a resilient person. I have worked in many high stress environments and I have come out of the task completed.

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

I have to force myself back on track and raise my head up and say I or we can get this done, again "Adapt and Overcome." I learned that in the Marine Corps, we were allowing adapting and overcoming adversity.

Conclusion In closing the PSyCap is well thought out and it works. If more companies or employers would allow their employees to grow and be treated like human beings the workforce would improve. The production would improve as well.

We all need to be rewarded and awarded in some way or fashion. "PSyCap also plays an important role in developing intrapreneurial teams - those teams who act like an entrepreneur while working within a large organization and allow for innovation and development to occur." (Salicru)

(2015) References Steeneveld, M. (2015, June). Psychological Capital: Training the 4 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>