

[Mobile pdf] Positive Psychology at Work: How Positive Leadership and Appreciative Inquiry Create Inspiring Organizations

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Sarah Lewis

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Sarah Lewis : Positive Psychology at Work: How Positive Leadership and Appreciative Inquiry Create Inspiring Organizations before purchasing it in order to gauge whether or not it would be worth my time, and all praised Positive Psychology at Work: How Positive Leadership and Appreciative Inquiry Create Inspiring Organizations:

1 of 1 people found the following review helpful. Very enjoyable read, positively oriented to the emerging workplace
By Hazel S.I'm using this as my textbook for my Industrial/Organizational psychology course, and find it

much less tedious and much more readable, interesting and useful than my earlier array of textbooks, the "standards" in the industry. This orientation prepares us for the workplace of the present and future, focusing on affirmative management styles, dealing with a much more independent worker. I believe it well represents the positive trend we will need to take in our workplaces, schools, and other institutions to get them back to effective functioning. Well written, illustrated, timely, and students enjoy discussing the ideas presented. 7 of 8 people found the following review helpful. Create a Virtuous Circle, Where People and Their Organizations Flourish By Skip Grieser I'm a consultant and PhD student in organization development, and I found this book to be packed full of well-researched, leading theories on positive psychology and Appreciative Inquiry. Lewis explains the principles in a well-written style, captures the key points in numerous charts and tables, illustrates them with stories, and adds her own keen insights throughout the book. Lewis is an advocate for positive workplaces, where people who are helped to flourish will help their organizations flourish, in a virtuous circle, which also has valuable spin-off benefits for society and our world. Culture is huge, and research shows that improved organizational performance results from creating an abundance culture that focuses on strengths, positive emotions, social capital, high quality relationships, and resilience. Positive psychology "chooses to prioritize for study that which is 'life giving, generative, and ennobling.'" It includes the individual and organizational development of psychological capital (PsyCap) states of self-efficacy, hope, optimism, and resilience. Appreciative Inquiry (AI) is based on the "appreciative" principle -- that organizations (and people) want "more of the good things and fewer of the bad;" and the "inquiry" principle -- that "an inquiry into a system is an intervention." It is important to view organizations as organic, complex adaptive systems rather than as mechanical machines that can be managed in a linear fashion. Rather than the traditional and often doomed top-down strategic change planning and implementation, the AI 4D model (discover, dream, design, and destiny) focuses on empowering people at all levels to co-create emergent change that is sustainable -- through creating generative conversations that matter, engaging people's hearts and minds, and following up with essential actions. Many of the organizational concepts are also helpful in our personal lives, such as the principles of high quality relationships, communications, and connectivity that Lewis offers in her chapter on "Positive Relationships at Work." Just as Sarah Lewis hopes in her preface that it would be, my copy of her book is thoroughly "defaced" with highlighting, underlining, exclamation points, stars, arrows, comments, and stains. The work Lewis did to write this book is a gift that I will use often. I highly recommend it. 0 of 0 people found the following review helpful. Five Stars By MARIA HELENA SINISTERRA Excelent book

Positive Psychology at Work brings the fields of positive psychology and appreciative inquiry together for the first time to provide leaders and change agents with a powerful new approach to achieving organizational excellence. Draws together positive psychology and appreciative inquiry in the context of leadership organizational challenges for the first time Presents academically rigorous and referenced material in a jargon-free, accessible manner Arranged with chapters focused on specific organizational challenges to allow readers to quickly find ideas relevant to their unique situation Features short contributions from experienced practitioners of positive psychology and Appreciative Inquiry, and includes case studies from the UK, Europe, Australia and the USA

For these reasons, Lewis's timely and accessible book will be useful to business leaders and introductory audiences interested less in the science behind positive psychology and appreciative inquiry than in its ready application to the organizational setting. (PsycCRITIQUES, 11 July 2012) "Overall, this is a very readable book, of more interest to the business and organisation leader than to the practising psychologist, for whom the lack of detailed referencing and methodological evaluation would be problematic. However, if, like me, you are not versed in the psychology of work or for that matter, positive psychology, but you do have a practical interest in how organisations (don't) work, maybe simply as an employee, then this book is a very readable introductory text with lots of ideas for activities and reflective activities as well as further reading." (BPS South-West, Spring 2012) "Highly recommended. Business collections serving lower-division undergraduates and above." (Choice, 1 November 2011) "Overall, I would recommend this book to postgraduate researchers, consultants and senior managers who are serious about wanting to invest the time to learn more about the use of positive psychology and appreciate inquiry to improve organisations." (The Psychologist, 1 October 2011) "I believe this book will quickly become a classic reference text. In just over 200 pages Lewis has produced a content rich, accessible work that readers will want to revisit regularly. And I've no doubt they will be pleasantly surprised at how much fresh information they glean each time they do." People Management, April 11 "Overall, this is a very readable book, of more interest to the business and organisation leader than to the practising psychologist, for whom the lack of detailed referencing and methodological evaluation would be problematic. However, if, like me, you are not versed in the psychology of work or for that matter, positive psychology, but you do have a practical interest in how organisations (don't) work, maybe simply as an employee, then this book is a very readable introductory text with lots of ideas for activities and reflective activities as well as further reading." BPS South-West, Spring 2012 This book offers an inspiring and exciting way forward for work organizations. It shows how we can enhance organizational effectiveness through promoting the well-being and efficacy of the people who make up business

organizations: the staff. Grounded in psychology and management research, the book offers leaders, practitioners and employees a clear agenda for creating positive and appreciative cultures that promote performance. — Mike West, Executive Dean and Professor of Psychology, Aston University, UK. Positive Psychology at Work is a much needed book that lifts the lid on how a more appreciative, strengths-focused approach can transform organisations for the better. When organisations and their leaders focus on enhancing the best of what their people have to offer, they enable them to achieve the goals for which they strive, at the same time building the resilience they will need to cope with the changes and challenges of the modern world. I strongly recommend this book for organisational leaders and those who strive to support them. — Alex Linley, Founding Director, Capp, UK

From the Back Cover Positive Psychology is a rapidly growing branch of psychology focused on ways to enhance human wellbeing, happiness, and longevity. Appreciative Inquiry (AI) is a well-established organizational development methodology that fosters the same attributes. By drawing together the most up-to-date research from these previously distinct fields, Positive Psychology at Work introduces a powerful new approach to achieving organizational excellence while revealing new perspectives on the challenges of leadership. Keeping technical psychology jargon to a minimum, the author provides organizational leaders and managers of all levels with an understanding of positive psychology theory and practice and shows how its techniques can be applied to their specific workplace settings. The book reveals the most recent research and practice findings on such topics as positivity, flourishing organisations, flow, strengths, positive energy networks, transformational collaboration, psychological capital, and authentic leadership. Chapters address specific workplaces, relationships, leadership and change, engagement and performance, decision-making, communication, and organisational transformation. Brief case studies and a series of helpful practical tips throughout the book illuminate key points and further enhance clarity. Accessible and enlightening, Positive Psychology at Work offers ground-breaking insights into hottest topics in today's rapidly changing business environment.