

1. Record Nr.	UNINA9910130876303321
Autore	Lewis Sarah <1957->
Titolo	Positive psychology at work [[electronic resource]] : how positive leadership and appreciative inquiry create inspiring organizations // Sarah Lewis
Pubbl/distr/stampa	Chichester, West Sussex ; ; Malden, MA, : Wiley-Blackwell, 2011
ISBN	1-299-44878-X 1-119-99040-8 1-119-99039-4
Edizione	[1st edition]
Descrizione fisica	1 online resource (273 p.)
Disciplina	158.7 658.4092
Soggetti	Leadership Positive psychology Organizational change Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Positive Psychology at Work: How Positive Leadership and Appreciative Inquiry Create Inspiring Organizations; Contents; About the Author; Book Contributors; Preface; Acknowledgements; The Short Version of This Book; 1: Introduction to Positive Psychology; Positive Psychology is Not Positive Thinking; How Positive Psychology Differs from Positive Thinking; The Ethical Bias of This Book; Key Themes of the Book; 2: Positive Workplaces; Introduction; What is a Positive Workplace?; How Does Positive Organizational Behaviour Turn into Positive Organizational Performance?; Organizational Culture The Organization as a Complex Adaptive SystemWhy is Culture so Hard to Change?; How to Create Positive Workplaces; Summary; Further Reading; 3: Positive Engagement and Performance; Introduction; Active Engagement at Work; Strengths and Talents; Flow; Mindfulness; Management Influence on Engagement and Productivity at Work; Goal Seeking; Goal Setting; Goal Setting and Environment Contingencies; The Meaningfulness of Work; Strategies for Increasing the Meaningfulness

of Work; Summary; Recommended Reading; 4: Positive Communication and Decision-Making; Introduction; Communication; Connectivity Dynamic Patterns of CommunicationHow to Build Positive Communication and Increase Performance; Leadership and Positive Communication; Best Self-Feedback; Decision-Making; Emotions in Decision-Making; Micro-Decision-Making; Other Factors that Enhance Decision-Making; Moving from Decision-Making to Sense-Making; Summary; Further Reading; 5: Positive Leadership and Change; Introduction; Leadership; Psychopathic Leaders; Organizational Change; Approaches to Change; Leadership Change Behaviour; Effective Leadership Behaviour; Developing Strategy; Summary; Further Reading 6: Positive Sustainable GrowthIntroduction; Psychological Capital; Appreciative Inquiry; Positive Profusion Theory of Growth of the Positive Organization; The Three-Circle Strengths Revolution; Summary; Further Reading; 7: Positive Relationships at Work; Introduction; Positive Team Working; High Quality Working Relationships; Summary; Further Reading; 8: Positive Transformation; Introduction; Key Processes of Flourishing and Inspiring Workplaces; Why Organizations Ignore the Transformative Collaboration Approach to Change; Transformative Collaboration; Patterns of Organizational Life Transformative Collaboration ApproachesSummary; Further Reading; Other Things You Need to Know; How to Live a Happy and Meaningful Life; How to Have a Better Quality Old Age; References; Index

Sommario/riassunto

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 timePresents academically rigorous and referenced material in a jargon-free, accessible mannerArranged with chapters focused on specific organizational challenges to allow readers to quickly find ideas relevant to their u
