The force for positive change is within us all. Famous humanistic psychologist Carl Rogers referred to it as the “actualising tendency” – our innate desire for growth and development.

And, whilst there has been an ever-increasing thirst for knowledge as to peak performance and optimal human development, it wasn’t until the Positive Psychology movement emerged in the late 1990s that the science allowed us to identify the essential psychological needs we all have and strategies we can take to increase our overall well-being.

Positive Psychology is the science of optimal human functioning – for individuals, groups, teams, organisations, communities and society.

The science of Positive Psychology is now close to 20 years old and merging with fields like Neuroscience, Medicine, Education, Economics and Business.

The research base, whilst still growing, is rich with possibilities for application in the real world! Those who were the brave pioneers have already gathered some evidence to attest to its benefits.

The Positivity Institute was created and launched with the aim to bring this science to life and to continue as an “Institute” to investigate and add to the knowledge base of Positive Psychology. Our aim is to create flourishing lives and increase the well-being of the world. In our profession, this is known as a BHAG – a big, hairy, audacious goal. We hope you can join us in some way to attain this goal!
Our Team

Dr Suzy Green leads a world-class team of highly professional and creative people to support us in enabling our vision.

Dr Suzy Green is a Clinical and Coaching Psychologist (MAPS) and Founder of The Positivity Institute. Suzy is a leader in the fields of Coaching Psychology and Positive Psychology. Suzy lectured on Applied Positive Psychology at the University of Sydney for ten years and is an Honorary Vice President of the International Society for Coaching Psychology. Suzy is an Official Ambassador for the Starlight Children’s Foundation and an Honorary Research Fellow of the Black Dog Institute.

Our PI Workplace team consists of scientist-practitioners with extensive organisational experience. All PI Coaches are qualified to coach in organisations as per the Standards Australia Coaching in Organisations handbook (HB332.2011) and the International Society for Coaching Psychology (www.isfcp.net) and hold appropriate insurances.
Why PI Work?

Is Your Workplace Flourishing? Does your organisation have a strategic and scientifically based approach to mental health, wellbeing and high performance? Today’s workplaces operate in a VUCA (volatile, uncertain, complex and ambiguous) world that presents both challenges and opportunities for organisations to build upon their strengths and capabilities.

Why Positive Psychology in workplaces

Research shows a clear and positive link between organisational wellbeing and business performance. We know that when an organisation is flourishing:

- Teams are up to 3 x more productive due to improved goal attainment and productivity
- Employees demonstrate greater understanding of and commitment to the organisation’s goals and strategic plan.
- Individual performance is enhanced and employees are able to learn more effectively, demonstrating higher levels of creativity and innovation
- Healthier habits for coping with stress and challenge are embraced — leading to increased levels of energy and wellbeing
- Retention levels are high and employees demonstrate strong levels of engagement
- Levels of sick leave and incidents of presenteeism (present but disengaged) drop by up to 30%
- The increase in positive emotions and positive experiences at work promote ongoing organisational wellbeing

*Research papers available upon request

A PROACTIVE APPROACH TO MENTAL HEALTH & WELLBEING: Mental health conditions present substantial costs to organisations. More and more organisations are looking to adopt a proactive approach to mental health and wellbeing rather than relying solely on an Employee Assistance Program (EAP) after issues arise.
PI Work Services

PI Work Services helps create flourishing workplaces. Our innovative programs translate scientific research to improve leader and organisational well-being and performance. As a result, we support the creation of a positive workplace culture to improve overall organisational performance.

We work collaboratively with organisations to develop positive workplaces that are sustainable. We incorporate the business needs and desired outcomes of the organisation coupled with a focus on the psychological health of employees, teams and the organisation itself.
Our Approach

As the father of business management, Peter Drucker, famously once said, “If you can’t measure it, you can’t improve it”. And at PI, we’re passionate about the use of scientifically valid and reliable measures.

The measures we utilise are both scientifically sound and user-friendly. These include, but are not limited to, the Mental Toughness Questionnaire (MTQPlus); VIA Character Strengths Assessment; Gallup Strengths-Finder; Strengths Profile; Work on Well-being (WOW) Assessment; Global Leadership Well-being Survey (GLWS); Hogan Assessment Systems (Leadership Forecast Series); Leadership Effectiveness (LEA); The Leadership Circle (TLC); and Voice Climate Inventory.

Our approach to Positive Workplaces is bespoke. Using a collaborative approach, we systematically and methodically identify the specific needs of the organisation in the planning phase and design tailored solutions.

Our programs are based on the RAW Model of Flourishing (Green & Palmer, 2018) and the 6M Foundations of Flourishing (Green 2018). The RAW model highlights the interplay of resilience, achievement and wellbeing. The 6M Model identifies 6 key pathways or “ways to wellbeing”. Each of the 6 components has been identified in research (and practice) to be key psychological skills required for a flourishing life.
Our Approach

Our approach integrates the best of the evidence-based positive approaches to workplace change detailed in the figure below.

Appreciative Inquiry (AI) is a strengths-based, positive approach to leadership development and organisational change. It focuses on leveraging an organisation’s “positive core” strengths to design and redesign systems to achieve a desired and more sustainable future.

Positive Organisational Scholarship (POS) is an evidence-based focus on the positive patterns, dynamics and processes that lead to excellence in organisations. By enabling the creation and expression of more positive energy, organisations and the people within it, will thrive.

Coaching Psychology is the “application of behavioural science [within a coaching context] to the enhancement of life experience, work performance and wellbeing of individuals, groups and organisations” (Grant, A. 2007)

Positive Psychology is the scientific study of the conditions and processes that lead to optimal human functioning (Gable & Haidt, 2005)
Our Services

Key Services

Consulting
- Bespoke Design
- Introductory 12 Month Program
- AI Summits
- In-House Resource Support

Workshops and Training
- Bespoke Delivery
- 1/2 Day, 1 Day, Multi-day Workshops:
  - Mental Toughness@Work
  - Strengths@Work
  - Flourishing@Work
  - Positive Leadership@Work Coaching@Work

Coaching
- Team Coaching
- Executive and Leadership Coaching (ELC)
- Workplace Wellbeing Coaching (Resilience, Achievement, Wellbeing)

Education
- Mini Conference
- Keynote Presentations
- Seminars
- Lunch and Learn Sessions

Positive Organisational Change
We also offer a 12 month Program that combines the best of our key services to help you create a flourishing workplace.

Our 12-Month “Creating a Flourishing Workplace” program includes:

- Pre-program questionnaires;
- Recommendations on scientifically validated measures;
- Program Launch to all Staff;
- 1, 2 or 3 Day “Creating a Flourishing Workplace” Staff Training (for whole staff or a team of champions);
- 1 Day Positive Leadership Training (for Leaders);
- Executive/Leadership Coaching for Senior Leaders (as required);
- Workplace Wellbeing Coaching for Staff (as required);
- 10 x 1 hour Expert Consultation sessions to the sponsor of the program;
- Provision of resources/articles;
- Email or phone support;
- Post-program assessments to measure progress.
PI recognises that evidence-based coaching is an integral part of creating a positive workplace culture, improving organisational performance and transferring knowledge gained from training into sustainable change.

We offer both Executive & Leadership Coaching Services (for leaders) and Workplace Wellbeing Coaching Services (for all staff).

**Executive & Leadership Coaching Services (Face-to-Face & Virtual)**

Our Executive & Leadership Coaching services can assist executives to develop leadership skills and performance however our expertise and passion in the provision of transformational coaching. This type of coaching has a focus on personal and professional growth. This enables coachees to create a fundamental shift in their capacity to change their thinking, feeling and behaviour.

Ask us for a copy of our Executive & Leadership Coaching Services Kit.

**Workplace Wellbeing Coaching Services (Virtual)**

Our “Revitalise to Reinspire” Virtual Coaching Services are aimed at increasing staff resilience, achievement and wellbeing (RAW). Whist Executive & Leadership Coaching is an important service to support leader performance and wellbeing, we’re passionate about inspiring workplaces to utilise coaching to proactively support employee wellbeing. Rather than waiting for an EAP need to arrive, strategically offering workplace wellbeing coaching (virtually) can help your employees to flourish at work and home.

Ask us for a copy of our Workplace Wellbeing Virtual Coaching Services.

“Executive Coaching is a collaborative, solution focused, results-oriented and systematic process, in which the coach facilitates the enhancement of the coachee’s work performance, self-directed learning and personal and professional growth.” (Grant, 2010).
The Positivity Prescription

The Positivity Prescription is an on-line program consisting of 6 core modules, together with a welcome module and a farewell module. Each module will require you to READ, WATCH and DO. This is a great way for your staff to learn about the key psychological capacities required to flourish at work and at home.

It doesn’t matter if you’re 18 or 80, if you’re not feeling like your “best possible self” then this program is your ready-made roadmap to a flourishing life, where positivity overrides negativity and well-being trumps depression. Dr Suzy Green has created a 8-week program based on the science of Positive Psychology that will allow you to create meaningful, transformational and sustainable change and depression-proof yourself for life! You’ll be encouraged to take up weekly challenges where you’ll experiment with positive psychology practices that have been scientifically tried and tested. You’ll join Suzy “Live in the Lab” each week for the duration of the program.

Dr Suzy Green’s “The Positivity Prescription” will help you to flourish. So let’s get started – life’s too short to languish! You can purchase the on-line program from the PI-Shop or apply for our annual class program.

Get more details from contacting info@thepositivityinstitute.com.au.
Resilience is a key capability to enable leaders, teams and organisations to thrive in the demands of a VUCA (volatile, uncertain, complex and ambiguous) world. Our approach to this multi-dimensional construct draws on the evidence-based 4C Mental Toughness Model & Assessment (MTQ Plus) as a simple yet powerful way to understand the way people think, behave and manage emotions in challenging situations.

Contact us for more information on individual and team Mental Toughness training and coaching or accreditation in the MTQ assessment tool.
Get In Touch

If you’d like to discuss our PI Work Services further, we’d love to meet with you to determine the best approach for your leaders and organisation.

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Creating a flourishing world