



Welcome to
Psychological
Capital
Development!!!

Facilitator/Producer



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Ground Rules

- ❖ Turn off email and instant messaging and clear other distractions away from your training area.
- ❖ Participate and prepare to be called on by name.
- ❖ Please send us a chat or type in the letter “Q” in the chat box if you want to ask a question.
- ❖ Be patient waiting for a response to your chat messages.
- ❖ If you leave the program, please send a chat to the trainer when you leave and when you return.
- ❖ Please do not put your phone on hold when you leave.

Let's Get Acquainted...

- ❖ Who you are?
- ❖ Where you are from?
- ❖ Expectations?

Objective



- ❖ Assist all of you in developing psychological capital and devising strategies to develop other's psychological capital...
- ❖ Share PsyCap delivery tips...

Types of Capital



**Economic
Capital**

What you have

**Human
Capital**

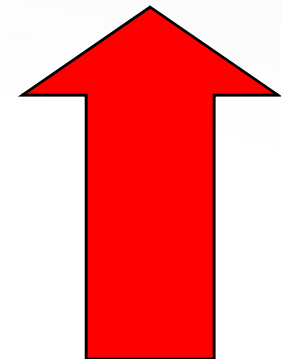
What you know

**Social
Capital**

Who you know

**Psychological
Capital**

Who you are



What is Psychological Capital (PsyCap)???



- ❖ Your positive psychological state of development as characterized by HERO...
- ❖ Hope
- ❖ Efficacy
- ❖ Resiliency
- ❖ Optimism

PsyCap...



- ❖ Makes a large input into who you are, what you believe you can do, what you do and who you can become.
- ❖ It's theory and research based...Dr. Fred Luthans

HOPE



- **Persevering toward goals and when necessary redirecting paths to goals in order to succeed.**

EFFICACY



- **Having confidence to take on and put in the necessary effort to succeed at challenging tasks.**

RESILIENCY



- **The capacity to rebound or bounce back from adversity, conflict, failure, or even positive events.**
- **Career progression.**
- **Increased responsibility.**

OPTIMISM



- **Making a positive attribution and expectation about succeeding now and in the future.**



Hope: The Will and the Way

- ❖ A positive motivational state that is based on an interactively derived sense of successful:
- ❖ Goal creation
- ❖ Will Power
- ❖ Way Power
- ❖ **How can goal creation assist Corrections staff with their day to day operations?**

Hope



❖ Will power:

- ❖ Focuses on setting realistic, but challenging goals and expectations and then reaching out fo those through self-directed determination, energy and perception of internalized control.
- ❖ **What examples of “will power” can you come up with?**

Hope



❖ **Way power:**

- ❖ If your path is blocked, are you able to generate an alternative path.
- ❖ Do you proactively determine the way to accomplish your goals?
- ❖ Do you tend to figure out and evaluate alternative paths?
- ❖ Do you have strengths to draw from to manage weaknesses/vulnerabilities?
- ❖ **What examples of “Way Power” can you come up with?**

Hope



- ❖ Think about the last very difficult situation you faced at work!
- ❖ What happened once you were alerted to this situation in terms of the way you thought about it and the way you addressed it?

Efficacy: Confidence to Succeed



❖ Efficacy:

- ❖ An individual's conviction (or confidence) about his or her abilities to mobilize the
- ❖ Motivation
- ❖ Cognitive resources, and
- ❖ Courses of action needed to successfully execute a specific task within a given context

Efficacy



- ❖ In your role at work, what specific tasks do you perform daily?
- ❖ Prioritize your top 3-4 tasks that are critical for success.

Efficacy



- **How confident are you to do the following:**
- At least get by on your tasks?
- Meet your own and others' expectations in performing these tasks?
- Excel in accomplishing these tasks?

Efficacy



❖ Self-efficacious people:

- ❖ Focus on tough tasks and set high goals
- ❖ Welcome a challenge
- ❖ Are highly motivated
- ❖ Invest effort to accomplish goals
- ❖ Show perseverance

Resiliency: Bouncing Back and Beyond



❖ Resiliency

❖ Developable capacity

❖ Characteristics:

❖ Make realistic plans

❖ Positive view of yourself

❖ Confident in your strengths

❖ Skilled in communication and problem solving

❖ Capacity to manage strong feelings and impulses

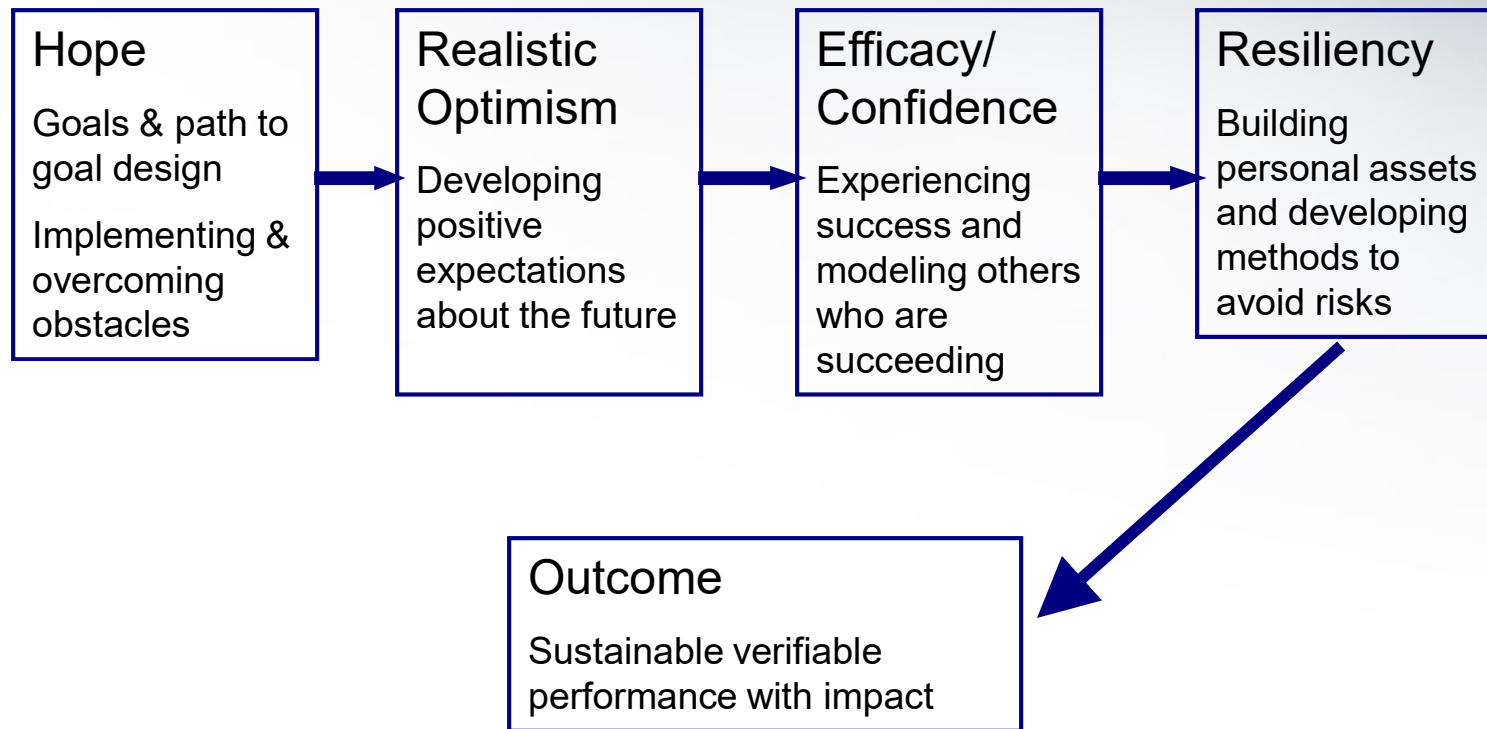
❖ **Why is resiliency so important in a Corrections environment?**

Optimism: Realistic and Flexible



- Optimism versus Pessimism???
- What's the difference?
- When to use optimism versus pessimism...

Developing PsyCap



Exercises to Build PsyCap



- ❖ Developing PsyCap:
- ❖ Accurately framing adverse events.
- ❖ Leveraging personal resources
- ❖ Set goals
- ❖ Identify multiple pathways to success
- ❖ Identify obstacles

Adversity



- ❖ Certain to be faced with adversity.
- ❖ Frame the issue...
 - ❖ **Calculate risk...**
- ❖ What is at risk?
- ❖ How to minimize risk?
- ❖ What control do you have?
- ❖ What are my options?

Examples of PsyCap Exercises...



- ❖ Identify a recent adverse situation and describe it as concisely as possible.
- ❖ Think critically about your response.
- ❖ Frame the issue in terms of impact, control and options.
- ❖ Alternative ways to look at the situation.
- ❖ Talk about the issue and your response with someone else (borrow perception).
- ❖ Record insights and discoveries.

Examples of PsyCap Exercises...



- ❖ Think back to the situation described in first exercise.
- ❖ Think critically about the resources you are engaging to help respond.
- ❖ What other resources can you engage?
- ❖ How can you better respond next time?
- ❖ Talk about the issue and your response with someone else (borrow perception).
- ❖ Record insights and discoveries.

Personal Resources

Measurable characteristics that can predict positive performance.



- ❖ What personal resources do I have that can help me respond favorably to an adverse situation?
- ❖ What skills can I leverage?
- ❖ Can I efficiently obtain the skills needed?
- ❖ What personal networks are available to help me respond effectively to this adverse situation?

Taking Ownership



- ❖ **You must be responsible for your success**
- ❖ **You must own your pursuit towards success.**
- ❖ **You must envision your success.**

PsyCap Webinar Design:



- ❖ **Pre-Session Assignment**
- ❖ **1st 2 hour session**
- ❖ **Inter-Session Assignment**
- ❖ **2nd 2 hour session**
- ❖ **Inter-Session Assignment/Goal Development**
- ❖ **Final 2 hour session**



Closing Thoughts

- ❖ **When could you use PsyCap?**
- ❖ **Who would be a good target audience?**
- ❖ **What impact could it have?**
- ❖ **Questions???**
- ❖ **Jim Wiseman (573) 522-5977 or**
- ❖ **Jim.Wiseman@doc.mo.gov**