

POWER OF POSITIVITY

The Power of Positivity Program consisted of informal and formal activities that served as professional and personal development opportunities. The touchpoints in the Q2 philosophy (people, place, process) were a key focus of the program. Activities varied from individual activities, group activities, and institutional outreach. The intention was to meet participants at their level of interest and comfort and increase their awareness of the Power of Positivity.

POWER OF POSITIVITY INTERACTIONS

24

Faculty Participants

39

Staff Participants

7

Students Participants

200+

Community Touch points

Core Benefits

+ Morale

Due to current Global, National, and Institutional circumstances, all members of the university needed a boost in morale. The Power of Positivity program served participants not only professionally, but allowed them to find positivity in their own personal lives.

We learned that our students are still listing us lower than our comparison schools, in the area of showing care for them. Many LU faculty and staff exhibit care and compassion. The POP program encouraged offices to be caring and compassionate while serving students.

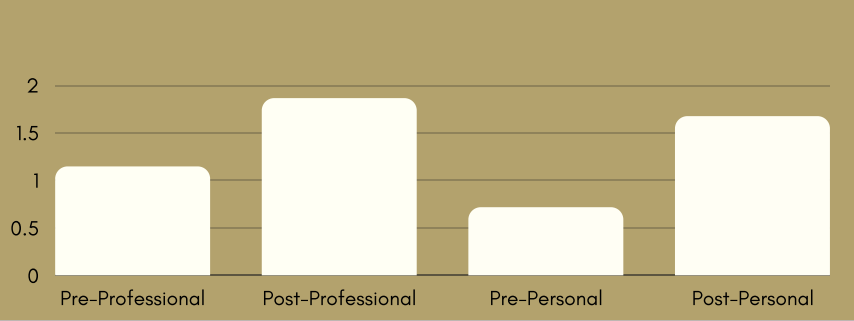
+ We Care SSI

+ Recruitment

Creating a university community that regularly shares their positive experiences can deliver a lasting impact when recruiting both new students and employees to Lindenwood.

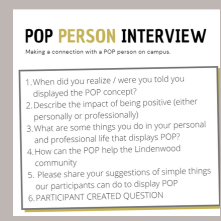
For both students and employees at Lindenwood, research states that individuals who are happier, are more productive, more committed to institutional goals, have a higher level connection to their organizations / places of employment which will result in a higher level of organizational commitment, in turn increasing retention.

+ Retention



After the program participants stated they were more likely to display positive interactions in both of their professional and personal lives

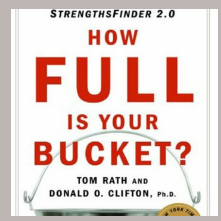
FOUR SIMPLE ENGAGEMENT TYPES



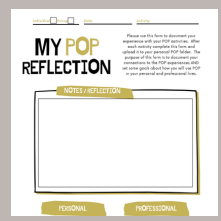
POP Star Interviews:
Interviewed POP people on campus who exhibit POP in their everyday lives.



Individual Activities:
Provided participants for the opportunity for personal development.



Group Activities:
Allowed participants to be seen within a community who was also pursuing the POP.



Reflections:
Made after each engagement allowed for the participants to set goals for their personal and professional lives.

Common Participant Take-Aways

Positivity is a CHOICE
Fill others buckets, but also your own (Self-Care)
Taking a look at what I wanted my life to be

Little reminders can make a big impact
Connecting about POP across campus was a blessing

Changed the way I respond to people both personally and professionally
Own the instinct of doing small nice things for others

Small things can lead to big positive feelings



“So we face a choice every moment of every day: We can fill one another’s bucket, or we can dip from them. It’s an important choice -- one that profoundly influence our relationships, productivity, health and happiness” - How Full is Your Bucket, Tom Rath

Core References / Concepts

Achor, S. (2010). The Happiness Advantage: The seven principles of positive psychology that fuel success and performance at work. New York: Broadway Books.

Burnett, W., & Evans, D. J. (2016). Designing your life: How to build a well-lived, joyful life.

Rath, T., & Clifton, D. O. (2004). How full is your bucket?: Positive strategies for work and life.

Positive Psychology is the scientific study of human flourishing, and an applied approach to optimal functioning. It has also been defined as the study of the strengths and virtues that enable individuals, communities and organizations to thrive (Gable & Haidt, 2005, Sheldon & King, 2001).