

# *Step to Drown out Negativity.*



*Presented by the OSU EAP*

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# What are you going to pick?



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# Optimism and Positive Psychology

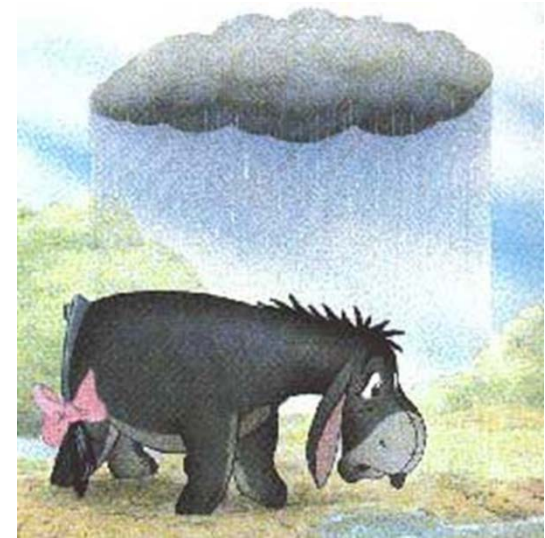
- The Positive Psychology Movement was started by Martin Seligman out of the University of Pennsylvania
- *He believes “The defining characteristic of pessimists is that they tend to believe that bad events will last a long time, will undermine everything they do, and are their own fault. The optimists, who are confronted with the same hard knocks of this world, think about misfortune in the opposite way. They tend to believe that defeat is just a temporary setback or a challenge, that its causes are just confined to this one case.”*



# Pessimism

*Pessimists :*

- ☐ *have critical self talk*
- ☐ *self blaming*
- ☐ *low confidence*
- ☐ *interpret events negatively*
- ☐ *perceive good events as temporary*
- ☐ *bad events are viewed as permanent*



# Optimists

## *Optimists*

- ☐ *The opposite of a pessimist*
- ☐ *View adversity as a challenge*
- ☐ *Have a sense of humor*
- ☐ *See problems as temporary*
- ☐ *Are able to change their perspective*



# Take the Quiz

<https://www.authentichappiness.sas.upenn.edu/questionnaires/optimism-test>

You can take this quiz and others from Martin Seligman's website:

<https://www.authentichappiness.sas.upenn.edu/home>

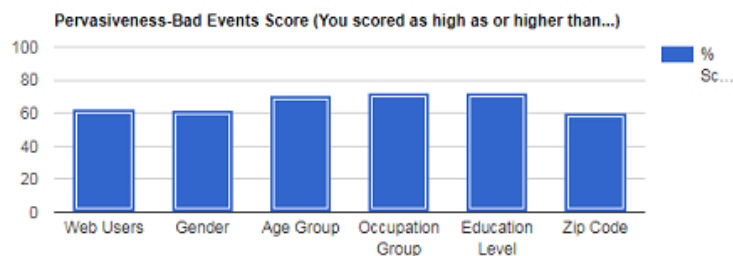


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Aug 07, 2018  
Score Range : 0 to 8  
Pervasiveness-Bad Events : 4

# Results

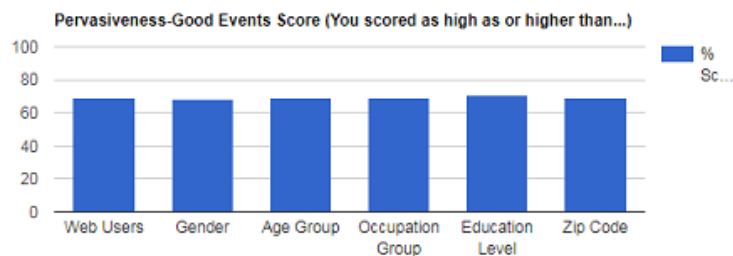


People who make universal (pessimistic) explanations for their failures give up on everything when a failure strikes in one area. People who make specific (optimistic) explanations may become helpless in that one part of their lives, yet march stalwartly on in others.

If your score is 0-1, you are very optimistic on this dimension; 2 or 3, moderately so; 4 average, 5 or 6 quite pessimistic; and if you got a 7 or 8 very pessimistic

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Aug 07, 2018  
Score Range : 0 to 8  
Pervasiveness-Good Events : 5



The optimist believes good events will enhance everything he does, while the pessimist believes good events are caused by specific factors.

If your score is 7 or 8, you are very optimistic; 6, moderately optimistic; 4 or 5, average; 3, moderately pessimistic; and 0

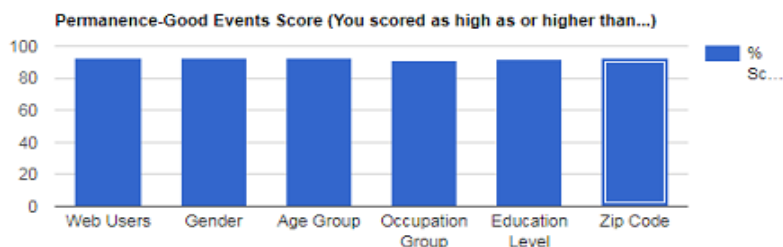


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Aug 07, 2018  
Score Range : 0 to 8  
Permanence-Good Events : 7

# Results

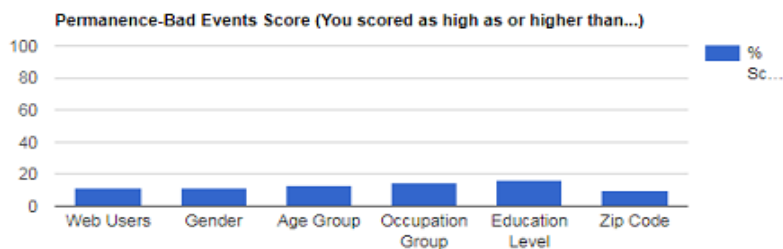


People who believe good events have a permanent cause are more optimistic than those who believe they have temporary causes.

If your score is 7 or 8, you are very optimistic about the likelihood of good events continuing; 6, moderately optimistic; 4 or 5, average; 3, moderately pessimistic; and 0, 1, or 2, very pessimistic.

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Aug 07, 2018  
Score Range : 0 to 8  
Permanence-Bad Events : 1



People who give up easily believe the causes of the bad events that happen to them are permanent—the bad events will persist, are always going to be there to affect their lives. People who resist helplessness believe the causes of bad events are temporary.

If your score is 0-1, you are very optimistic on this dimension; 2 or 3, moderately optimistic; 4 average, 5 or 6 quite pessimistic; and if you got a 7 or 8 you are very pessimistic.



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# Get in the Right State of Mind

## Positive Psychological Capital(PPC)

- An individual's positive psychological state of development characterized by
  1. **Self Efficacy**: having confidence to take on and put in the necessary effort to succeed at challenging tasks
  2. **Optimism**: making a positive attribution about succeeding now and in the future
  3. **Hope**: persevering towards goals and, when necessary, redirecting paths to goals in order to succeed
  4. **Resilience**: when beset by problems and adversity, sustaining and bouncing back and even beyond to attain success

Luthans, Youssef & Avolio, 2007



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# Self-Efficacy

- Bandura (1997) and is concerned with people's perceived ability to master their "given attainments". As one cannot be the master of all things, a self-efficacy scale cannot have a "one size fits all" approach.
- Strengthsfinder 2.0



# Optimism

*"a pessimist sees the difficulty in every opportunity; an optimist sees the opportunity in every difficulty."*

*~Winston Churchill*

*Optimism*



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# Hope

*“The very purpose of our life is happiness, which is sustained by hope.*

*We have no guarantee about the future, but we exist in the hope of something better.*

*Hope means keeping going, thinking, ‘I can do this.’ It brings inner strength, self-confidence, the ability to do what you do honestly, truthfully and transparently.”*

*– Dalai Lama*

## Entertain the POSSIBILITY of something better



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# Resilience

- Be Elastic not Tough

Persistence not Perfection

- If the problem is you, be honest with yourself.

DO SOMETHING ABOUT IT



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# Building your own PsyCap

- Write down a specific goal you want to accomplish
- Rewrite this goal as a desirable “approach-goal”. What is it you do want, instead of what you don’t want? E.g. don’t say you want less stress, say you want more relaxation time, confidence, etc.
- Brainstorm about all the kinds of actions you can take to accomplish your goal.
- Ask others to brainstorm with you. These actions may be anything– it’s about quantity, not quality.
- Choose your best 3 ideas and write down all their potential obstacles. For each obstacle, write down what you could do to overcome it (e.g. ask for help, try a different approach, sacrifice, persevere etc.)
- Now execute the first step towards your goal.

Good luck!



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# What are the Habits you can develop?

## 1. Focus on your strengths!

- ☺ Look at what works ~not what doesn't
- ☺ Our strengths energize us
- ☺ Its what we do well!



## 2. Gratitude- share it!

- ☺ Do it daily, do it at work, do it at home, do it to yourself.



# What are the Habits you can develop?

3. Be Kind – giving it away or passing it on

☺ helping others

☺ smiling “smiles are free”

4. Forgive yourself ~ others too

☺ Acknowledge your mistakes

☺ Practice self compassion





# What are the Habits you can develop?

## 5. Reframe your thoughts

- ☺ Don't catastrophize
- ☺ What did I learn from this? About myself?

## 6. Goal Setting

- ☺ Personal or Professional – can be weekly, monthly, daily
- ☺ Daydream!!!

## 7. Be a human being- Connect with Others



# Happiness

*It is the journey, not the end result*



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# Three different states of happiness

- Pleasant Life (external)

- Seek as much positive sensation as you can
- Skill sets include mindfulness and savoring



- Good Life (internal)

- Engagement with something you are good at
- Skill sets include knowing self and living the moment



- Meaningful Life (existential)

- Belonging to a larger purpose
- Skill sets include knowing self and dedicating yourself



# Gratitude

“Gratitude is not only the greatest of virtues, but the parent of all the others.”~ Cicero

- Gratitude can apply to any of the three states of happiness.
- Gratitude Improves physical health.
- Gratitude improves psychological health.
- Gratitude increases mental strength.



# Not feeling Grateful?

- Sometimes when we are having a real bad day, it is hard to have gratitude
- If this is one of those days, try this link

– <https://docs.google.com/presentation/d/1IDN6GC5umKRIYBkHazM5yOxP15iC2w8FhS9we7zD-j0/embed?hl=en&size=m#slide=id.p4>



- We are luckier than we know



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# Show don't Tell

1. Appreciation and recognition
2. Physical Affection
3. Time
4. A moment shared
5. Self-sacrifice



# Try this! From Project Happiness

Lately I've been replacing my "I'm sorry's"  
with "Thank you's."

Instead of "Sorry I'm late,"  
I'll say "Thanks for waiting for me,"  
or instead of saying,

"Sorry for being such a mess,"  
I'll say "Thank you for loving me and  
caring about me unconditionally."

It's not only shifted the way  
I think and feel about myself,  
but also improved my relationships  
with others who now get to receive  
my gratitude instead of  
my negativity.

-Unknown

## #ThankfulThursday Practice:

Spread gratitude in place of negativity by replacing your "I'm sorry's" with "Thank you's." Do this for the next 24 hours, then watch how your life starts shifting toward the positive...



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# RESOURCES



- **OSU Health Coaches**

<https://www.osuhealthplan.com/members/coaching/>

(614) 292-4700, (800) 678-6269

- **OSU Center for Integrative Health and Wellness**

[http://medicalcenter.osu.edu/patientcare/healthcare\\_services/integrative\\_medicine/clinical-services/Pages/Mindfulness-Practices.aspx](http://medicalcenter.osu.edu/patientcare/healthcare_services/integrative_medicine/clinical-services/Pages/Mindfulness-Practices.aspx)



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# RESOURCES



- <https://positivepsychologyprogram.com/strengths-efficacy-scale/>
- <https://positivepsychologyprogram.com/via-survey/>
- <http://www.pursuit-of-happiness.org/science-of-happiness/positive-thinking/>



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# Resiliency Webinar Recordings

*Presented by the Ohio State EAP*

15-20 MINUTES IN LENGTH

1. Mental Resilience: Bounce Back Faster (30-minute introduction)
2. Emotional-Awareness: The Secret to Thriving
3. Know Thyself: Why We Don't, Why We Should
4. Mindfulness Meditation Exercise
5. What Moves You? Goals, Purpose, and Meaning
6. Self-Care Is Not Selfish
7. Mind/Body Connection: The Neck Does More Than Hold Your Head Up
8. Tense. Relax. Repeat: Progressive Muscle Relaxation
9. Getting Unstuck: Changing Patterns
10. Putting on a Happy Face : The Science Behind It
11. Come To Your Senses: Grounding Strategies and Breath Work
12. Mindfulness in Relationships: Stop, Breathe, Reflect, Choose
13. It's the Way You Say it: Communication Basics
14. The Power of Listening

To view, visit: <https://osuhealthplan.com/members/ohio-state-employee-assistance-program-eap/eap-recordings>



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