



Human - designed for life

Workshop:

The HERO's Quest

*Implementing Psychological Capital through
Applied Storytelling*

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“Something good might happen anytime”

The HERO of Psychological Capital

Hope, Efficacy, Resilience, Optimism

State-Like Psychological Resource Capacities that can be strengthened and developed.

Luthans, F., et. al. 2007. Psychological capital: Developing the human competitive edge. Oxford, UK: Oxford University Press.

Hope - the capacity to create the determination and motivation (willpower) to accomplish one's goals and to find alternative pathways to overcome obstacles (waypower)

Self-Efficacy – the capacity for self-motivation, self-directed initiatives, self-direction into difficult tasks

Resilience – the capacity to bounce back after setbacks, meet challenges and persevere towards your goal

Optimism – the capacity to recognize positive achievements in oneself and others and to see setbacks as temporary and specific. Optimism incorporates thinking, feeling and willing.

The HERO of the Life- Story

Hope: The Hero needs to exert his will, courage, kindness or inventiveness to find the path to his goal. He also needs to notice and listen to helpers on the way, who may point him in the right direction, often unexpectedly.

Questions to work on: When standing at the crossroads, how did I choose which way to take? How did I ask for help? In what shape did my help arrive? How do I know that I'm on the right track?

Self-efficacy: The Hero of the story has certain strengths, of which many may be dormant in the beginning of the story. He/She is given a task of no mean measure and accepts the challenge.
Questions to work on: What did I love doing as a child? What challenges did I respond to, even if they seemed difficult? What did I initiate in my youth? In what way did I go against the stream (being pro-active instead of re-active)?

Resilience: The Hero meets obstacles on his way and has to use his particular strengths to overcome them. Having your desire thwarted is fundamental for propelling the story forward and developing the hero's character and abilities.

Questions to work on: What sort of obstacles did I meet in my childhood? Did they arise from my own personality or from outer circumstances, or both? How did I react when my desire was thwarted? How do I react today? Do I accept positive challenges, like taking on more responsibilities?

Optimism: The Hero trusts in succeeding and keeps trying until he does. He has an overall positive attitude to people, animals, nature and other beings that he encounters. He throws himself into the unknown without guarantees. He is ready to serve the whole rather than his own narrowly egotistical gains.

Questions to work on: When was the last time I succeeded with a difficult task? How did it happen? Did I believe that it would work out? Did it engage my thinking, my feelings and my deep will? If I draw a curve of the process, how many ups and downs did it take to achieve my goal? Did I include others in the process?

Applied Storytelling

uses metaphors, story dynamics and archetypes to work with set themes.

The method helps you see and understand structures, reactions and behaviours which are elusive to grasp with analytical thinking. Thus storytelling is a fantastic tool to use for implementing positive behaviour on an individual, group and community level.

InRoos Oy is a Finnish company based in Helsinki. We offer applied storytelling in business, as a tool to develop leadership and presentation skills, team work and individual wellbeing.

We are happy to do workshops in English, Finnish, Swedish and Estonian.

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