POSITIVE PSYCHOLOGY

Programme Structure-2017

Course Code	Course Title	Lecture (L) Hours /Week	Tutorial (T) Hours /Week	Total Credits
PSY2152	The Science of Happiness	3	-	3
PSY2252	Optimism and Success	3	-	3
PSY2352	Resilience and Well Being	3	-	3
PSY2452	Positive Psychology and Work Life	3	-	3
PSY2552	Creativity and Problem Solving	3	-	3
PSY2652	Positive Leadership & Competency Development	3	-	3
	TOTAL			**18**

POSITIVE PSYCHOLOGY

Syllabus - Semester First

THE SCIENCE OF HAPPINESS

Course Code: PSY2152   **Credit Units: 03**

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. The underlying premise of positive psychology is that you can learn to be happier just as you can learn a foreign language or to be proficient at golf. This rapidly growing field is shedding light on what makes us happy, the pursuit of happiness, and how we can lead more fulfilling, satisfying lives. The course focuses on the psychological aspects of a fulfilling and flourishing life. Topics include happiness, self-esteem, empathy, love, achievement, creativity, music, spirituality.

Course Objectives:
- To bring an experience marked by predominance of positive emotions and informing them about emerging paradigm of Positive Psychology
- Build relevant competencies for experiencing and sharing happiness as lived experience and its implications

Course Contents:

Module-I: Introduction to Positive Psychology
Positive Psychology: Concept, History, Nature, Dimension and scope of Positive Psychology
Seligman's PERMA

Module-II: Positive Emotional States and Processes
Positive Emotions and well being: Hope & Optimism, Love
The Positive Psychology of Emotional Intelligence
Influence of Positive Emotions

Module-III: Strengths and Virtues
Character Strengths and Virtues
Resilience in the phase of challenge & Loss
Empathy and Altruism

Module-IV: Happiness
Introduction to Psychology of happiness, well being and scope, Types of happiness- Eudaimonic and Hedonic
History of Happiness, Theories, Measures and Positive correlates of happiness
Traits associated with Happiness
Setting Goals for Life and Happiness

Module-V: Forgiveness and Gratitude
Forgiveness and Gratitude
Personal transformation and Role of suffering
Trust and Compassion

Examination Scheme:

Components	CT	CT/H/P/V/Q	CT	A	EE
Weightage (%)	**10**	**10**	**5**	**5**	**70**

A: Attendance, CT: Class Test, H/P/V/Q: Home Assignment/Presentation/Viva/Quiz,
EE: End Semester Exam

Text & References:
- Argyle, M. 1987. *The psychology of happiness.* London: Methuen.
- Baumgardner, S.R. & Crothers, M.K. (2009). Positive Psychology. New Delhi: Pearson Education
- Carr, A. (2004). Positive Psychology. The Science of Happiness and Human Strengths. London: Routledge.
- Snyder, C.R.& Lopez. S. (2007). Positive Psychology. The scientific and Practical explorations of Human Strengths. Sage Publications
- Synder, C.R.& Lopez. S. (2007). Handbook of Positive Psychology. Oxford Publications.
- Snyder, C.R.& Lopez. S. (2007). Positive Psychology. The scientific and Practical explorations of Human Strengths. Sage Publications
- Haidt , J. (2006). The Happiness Hypothesis; Finding Modern Truth in Ancient Wisdom. New York: Basic Books.
- Peterson, C. (2006). A Primer in Positive Psychology. New York: Oxford University press.
- Seligman, M.E.P. (2002). Authentic happiness. New York: Free Press.
- Crompton, W.C. (2005), An Introduction to Positive Psychology, Singapore: Thomson.
- Snyder, C.R. and Lopez, S.J. (2005), Handbook of Positive Psychology, New York Oxford University Press.
- Carr, A. (2004), Positive Psychology: The Science of Happiness and Human Strengths, New York: Brunner – Routledge.
- Linley, P.A. and Joseph, S. (2004), Positive Psychology in Practice, New York : John Wiley and Sons.
- Peterson, C. (2006), Positive Psychology, New York: Oxford University Press. Goleman & Daniel, Emotional Intelligence
- Snyder, C.R., Lopez, S.J. & Pedrotti, J.T. (2011): Positive Psychology: The Scientific and Practical Explorations Of Human Strengths (2nd Ed). Sage Publication, Inc.
- Tal Ben-Shahar (2007) Happier: Learn the Secrets to Daily Joy and Lasting Fulfillment.

Syllabus - Semester Second

OPTIMISM AND SUCCESS

Course Code: PSY2252   **Credit Units: 03**

Course Objectives:
This course synthesizes and integrate wellness principles and strategies into life, education and work place settings, thereby contributing to enhanced productivity, the prevention of chronic lifestyle disease, enjoyment of life, and personal fulfillment
Moreover, students will become holistic thinkers and lifelong learners who are able to integrate information across multiple disciplines and apply knowledge, skills, critical thinking and problem solving to real world situations.

Course Contents:

Module-I: Optimism and Physical Health
Optimism and coping with physical illness
Optimism and quality of life
Complementary Strengths of Health Psychology and Positive Psychology

Module-II: Optimism and Psychological Health
Hope Theory
Self Esteem and Self efficacy
Well-being therapy
From Positive Potential to Positive Excellence: Steps to be optimistic

Module-III: Gratitude: Parent of all virtues
Optimism, Gratitude and Happiness
Characteristics of grateful people
Cultivating Gratitude-Becoming more grateful

Module-IV: Problem Solving Appraisal and Psychological Adjustment
Motivation and Resilience
Stress and Stress Management

Module-V: Positive Psychology in Practice
Promoting Human Flourishing in Work, Health, Education, and Everyday Life
Positive Psychology and Life Coaching
 Integrating positive psychology in practice

Module-VI: Success
What is success?
SMART Goal Setting & Letters to Yourself, Self-Motivation
Human Psychological Capital
 Skills Sought by Employees

Examination Scheme:

Components	CT	CT/H/P/V/Q	CT	A	EE
Weightage (%)	**10**	**10**	**5**	**5**	**70**

A: Attendance, CT: Class Test, H/P/V/Q: Home Assignment/Presentation/Viva/Quiz,
EE: End Semester Exam

Text & References:

- Tal Ben-Shahar (2009). The Pursuit of Perfect: How to Stop Chasing Perfection and Start Living a Richer, Happier Life.
- Fredrickson, B. L. (2001). The Role of Positive Emotions in Positive Psychology: The Broadenand-Build Theory of Positive Emotions. American Psychologist, 56, 218-226.
- Doskoch, P. (2005). The Winning Edge. Psychology Today.
- Emmons, R. A., & McCullough, M. E. (2003). Counting blessings versus burdens: An experimental investigation of gratitude and subjective well-being in daily life. Journal of Personality & Social Psychology, 88, 377-389.
- Wiseman, R. (2003). The Luck Factor. The Skeptical Inquirer, 27 (3), 1-5.
- Dweck, Carol S. Mindset: The New Psychology of Success. New York: Random House, 2006. Chapters 1 – 3.
- Seligman, M. E. P. (2002). Positive Psychology, Positive Prevention, and Positive Therapy. In C. R. Snyder and S. J. Lopez (Eds.), *Handbook of Positive Psychology*, 528-540. Oxford University Press.
- Fredrickson, B. L. (2001). The Role of Positive Emotions in Positive Psychology: The Broadenand-Build Theory of Positive Emotions. *American Psychologist*, 56, 218-226.
- Blum, D. (1998). Finding Strength: How to Overcome Anything. *Psychology Today*, Document.
- Aspinwall, L. G., & Brunhart, S. N. (1996). Distinguishing optimism from denial: Optimistic beliefs predict attention to health threats. *Personalityand Social Psychology Bulletin, 22*, 993–1003.
- Carver, C. S., & Gaines, J. G. (1987). Optimism,pessimism, and postpartum depression. *Cognitive Therapy and Research, 11*, 449–462.
- Carver, C. S., Pozo, C., Harris, S. D., Noriega, V.,Scheier, M. F., Robinson, D. S., Ketcham, A. S.,Moffat, F. L., & Clark, K. C. (1993). How coping mediates the effect of optimism on distress: A study of women with early stage breast cancer.*Journal of Personality and Social Psychology, 65*, 375–390.
- Carver, C. S., & Scheier, M. F. (1998). *On the self-regulation of behavior*. New York: Cambridge University Press.Seligman, M. E. P. (1991). *Learned optimism*. New York: Knopf
- Snyder, C. R. (1994). *The psychology of hope: You can get there from here*. New York: Free Press.
- Scheier, M. F., & Carver, C. S. (2001). Adapting to cancer: The importance of hope and purpose.In A. Baum & B. L. Andersen (Eds.), *Psychosocial interventions for cancer* (pp. 15–36). Washington, DC: American Psychological Association.
- Scheier, M. F., Carver, C. S., & Bridges, M. W. (1994). Distinguishing optimism from neuroticism (and trait anxiety, self-mastery, and selfesteem): A reevaluation of the Life Orientation Test. *Journal of Personality and Social Psychology, 67*, 1063–1078.

RESILIENCE AND WELL BEING

Course Code: PSY2352   **Credit Units: 03**

Course Objectives:
Wellbeing and resilience are vital to developing efficient problem solving skills, building and maintaining interpersonal relationships and realistic goal setting, all of which greatly enhance an individual's ability to perform and contribute meaningfully in daily life. The objective of this course is to develop an awareness of how mindfulness can allow one to navigate life's transitions, learn about Signs of resilience and wellbeing, and learn how to focus on wellbeing and resilience

Course Contents:

Module-I: Resilience
Meaning, Nature and Approaches
Theories of Resilience
Promoting Resilience

Module-II: Resilience in the phase of challenge & Loss,
Positive Response to loss, Resilience & Grit
Character Strengths and Virtues

Module-III: Post Traumatic Growth & Benefit Finding
Post Traumatic Growth, Models of PTG as Outcome, Models of PTG as a Coping Strategy
Benefit Finding, Meaning Making and Stress Inoculation
Types of Growth Outcome

Module-IV: Mindfulness and Well Being
Neuroscience of Well-being, Social / Emotional Wellbeing
Mindfulness-Based Interventions, Mindfulness and mental health
Mindfulness and Positive Thinking

Module-V: Subjective Wellbeing
Promoting Wellness: Integrating community and Positive Psychology
Building Resilience and Wellbeing

Examination Scheme:

Components	CT	CT/H/P/V/Q	CT	A	EE
Weightage (%)	**10**	**10**	**5**	**5**	**70**

A: Attendance, CT: Class Test, H/P/V/Q: Home Assignment/Presentation/Viva/Quiz,
EE: End Semester Exam

Text & References:

- Jeste DV, Palmer BW. A call for a new positive psychiatry of ageing. Br J Psychiatry. 2013;202:81–3.
- Resnick B, Gwyther LP, Roberto KA, editors. Resilience in aging: concepts, research and outcomes. New York: Springer; 2011. 5.
- Massey S, Cameron A, Ouellette S, Fine M. Qualitative approaches to the study of thriving: what can be learned? J Soc Issues. 1998;54(2):337–55. .
- Albrecht G, Devlieger PJ. The disability paradox: high quality of life against all odds. Soc Sci Med. 1999;48(8):977–88. .
- Antonovsky A. Health, stress and coping. San Fransisco: Jossey-Bass; 1979. .
- Canvin K, Marttila A, Burstrom B, Whitehead M. Tales of the unexpected? Hidden resilience in poor households in Britain. Soc Sci Med. 2009;69:945–54.
- Gilhooly M, Hanlon P, Mowat H, Cullen B, Macdonald S, Whyte B. Successful ageing in an area of deprivation, part 1 – a qualitative exploration of the role of life experiences in good health in old age. Public Health. 2007;121:807–13.
- Wild K, Wiles JL, Allen RES. Resilience: thoughts on the value of the concept for critical gerontology. Aging Soc. 2013;33(1):137–58.
- Schoon I. Risk and resilience. Adaptation in changing times. Cambridge: Cambridge University Press; 2006.
- Luthar S, Cichetti D, Becker B. The construct of resilience: a critical evaluation and guidelines for future work. Child Dev. 2000;71(3):543–62.
- Masten A. Ordinary magic. Resilience processes in development. Am Psychol. 2001;56(3):227–38.
- Netuveli G, Wiggins RD, Montgomery SM, Hildon Z, Blane D. Mental health and resilience at older ages: bouncing back after adversity in the British Household Panel Survey. J Epidemiol Commun Health. 2008;62(11):987–91.
- Windle G. What is resilience? A review and concept analysis. Rev Clin Gerontol. 2011;21(2):152–69. .
- Moore A, Grime J, Campbell P, Richardson J. Troubling stoicism: sociocultural influences and applications to health and illness behaviour. Health (London). 2013;17(2):159–73.
- Windle G, Bennett KM, Noyes J. A methodological review of resilience measurement scales. Health Qual Life Outcomes. 2011;9:8.
- Langer N. Resilience and spirituality: foundations of strengths perspective counseling in the elderly. Edu Gerontol 2004;30(7):611–17.

POSITIVE PSYCHOLOGY AND WORK LIFE

Course Code: PSY2452   **Credit Units: 03**

Positive organizational psychology takes a strengths-based approach to work relationships, leadership and individual purpose in the workplace. In applying positive psychology to work settings, the goal is to improve organizational performance as well as individual performance, well-being, and fulfillment. This course is designed to explore Positive Psychology in the work place. It will focus on the application of positive subjective experiences and traits in organizations to improve workplace effectiveness. This course looks at historical trends as well as emerging changes in employees and the workplace. Directions for future research and implications for practice will be emphasized.

Course Objectives:
- Be able to summarize and identify applications of the theories, concepts, models and research in the field of positive organizational psychology.
- Personally reflect and deepen awareness of leadership skills, work attitudes, and analytical skills in relationship to the field.
- Demonstrate ability to be effective leaders and team members within business organizations, educational environments, and/or community settings.

Course Contents:

Module-I: The changing world of work
Introduction to positive psychology and its application to the workplace
Understand the world of work, upcoming trends that will affect work
Management of today's multi-generational and diverse work force

Module-II: Positive work environments for individuals and organizations:
Employee engagement- what causes individuals to join an organization and why they stay or leave, person-centered approach to engagement
Understand the concept of work as meaning
Impact of employee well-being on the organization and impact of feelings about work on the individual's well-being.
Bringing Positive Psychology to Organizational Psychology

Module-III: Enabling a positive work life
Understand the benefits of coaching, mindfulness, and strengths development in the workplace.
Work and home life balance.

Module-IV: Building psychological capital
Identify personal character strengths and understand their relationship with work satisfaction
Developing positivity and a positive team culture
Maintaining positive relationships at work

Module-V: Positive Organizations
Applying the strengths-based approach for high performance
Appreciative Inquiry – positive change management
Maintaining positive relationships at work

Examination Scheme:

Components	CT	CT/H/P/V/Q	CT	A	EE
Weightage (%)	10	10	5	5	70

A: Attendance, CT: Class Test, H/P/V/Q: Home Assignment/Presentation/Viva/Quiz,
EE: End Semester Exam

Text & References:
- Csikszentmihalyi, M. (1990). Flow: The Psychology of Optimal Experience. New York: Harper and Row.
- Eden, D. & Aviram, A. (1993). Self-efficacy training to speed reemployment: Helping people to help themselves. Journal of Applied Psychology, 78(3) 352-360
- Compton, W. C. (2005). Introduction to Positive Psychology, 1st Ed. Belmont, CA: Thompson /Wadsworth.
- Peterson, C. (2006). A Primer in Positive Psychology. New York: Oxford University Press.
- Schultz, D. and Schultz, S. E. (2006). Psychology and work today. 8th ed. N.D.: Pearson Edu.
- Lomas, T., Hefferon, K., & Ivtzan, I. (2014). Applied positive psychology: Integrated positive practice. Thousand Oaks, CA: SAGE Publications.
- Lyubomirsky, S. (2013). The myths of happiness: What should make you happy, but doesn't, what shouldn't make you happy, but does. New York, NY: Penguin.
- Mahrer, A. R. (2009). The optimal person. Laval, QC: Howard Gontovnick Publications. Metz, T. (2013). Meaning in life. New York, NY: Oxford University Press
- Ungar, M. (2008). Resilience across cultures. British journal of social work, 38(2), 218-235.
- Badhwar, N. K. (2014). Well-being: Happiness in a worthwhile life. New York, NY: Oxford University Press.
- Oxford Handbook of Positive Psychology and Work Edited by Nicola Garcea, Susan Harrington, and P. Alex Linley.
- *Huy P. Phan and Bing H. Ngu (2017).* Positive Psychology: The use of the Framework of Achievement Bests to Facilitate Personal Flourshing. I*n* "Quality of Life and Quality of Working Life"*, book edited by Ana Alice Vilas Boas,*
- Cotton P., & Hart P. M. (2003). Occupational wellbeing and performance: A review of Organisational Heath research. *Australian Psychologist, 38*(2), 118-127.
- Hart, P.M., Caballero, C.L., & Cooper, W. (2010, July). *Understanding Engagement: Its Structure, Antecedents and Consequences.* Paper presented at the International Academy of Management and Business Summer Conference, Madrid.
- Hart P. M., & Cooper C. L. (2001). Occupational Stress: Towards a more integrated framework. In N. Anderson, D. S. Ones, H. K. Sinagal & C. Visweswaran (Eds.), *Handbook of Industrial, Work and Organisational Psychology* (Vol. 2, p.93-114). London: Sage.
- Hart P. M., & Cotton, P. (2001). *Organisational correlates of fair and reasonable treatment and counterproductive behaviours.* Office of Public Employment, Victoria.
- Hart P. M., & Cotton P. (2003). Conventional wisdom is often misleading: Police stress in an organisational health framework. In M. F. Dollard, A. H. Winefield & H. R. Winefield (Eds.) *Occupational stress in the service professions* (p.103-138). London: Taylor and Francis.
- Hart P. M., Tan J., Sutherland, A., Wellington, C., & Cotton P. (2011). *Leading Teams: Working Well Evaluation Report*. WorkCover Authority of New South Wales.

CREATIVITY AND PROBLEM SOLVING

Course Code: PSY2552   **Credit Units: 03**

Course Objectives:
To enable the students:
- Understand the process of problem solving and creative thinking.
- Facilitation and enhancement of skills required for decision-making.

Course Contents:

Module-I: Problem Solving Process
Problem-solving skills, including engaging with, researching and identifying strategies to solve unfamiliar problems and bring about change
Barriers to problem solving

Module-II: Thinking as a tool for Problem Solving
What is thinking: The Mind/Brain/Behaviour
Critical Thinking and Learning:
- Making Predictions and Reasoning
- Memory and Critical Thinking
- Emotions and Critical Thinking

Module-III: Creative Thinking
Definition and meaning of creativity
The nature of creative thinking
- Convergent and Divergent thinking
-Brain Storming
The six-phase model of Creative Thinking: ICEDIP model

Module-IV: Physical disability and Positive growth

Module-V: Change Management Skills

Examination Scheme:

Components	CT	CT/H/P/V/Q	CT	A	EE
Weightage (%)	**10**	**10**	**5**	**5**	**70**

A: Attendance, CT: Class Test, H/P/V/Q: Home Assignment/Presentation/Viva/Quiz,
EE: End Semester Exam

Text & References:

- Michael Steven: How to be a better problem solver, Kogan Page, New Delhi, 1999
- Geoff Petty: How to be better at creativity; Kogan Page, New Delhi, 1999
- Richard Y. Chang and P. Keith, Kelly: Wheeler Publishing, New Delhi, 1998.
- Phil Lowe Koge Page: Creativity and Problem Solving, New Delhi, 1996
- J William Pfeiffer (ed.) Theories and Models in Applied Behavioural Science, Vol 3, Management (1996); Pfeiffer &Company
- Bensley, Alan D.: Critical Thinking in Psychology – A Unified Skills Approach, (1998), Brooks/Cole Publishing Company.

POSITIVE LEADERSHIP AND COMPETENCY DEVELOPMENT

Course Code: PSY2652   **Credit Units: 03**

Course Objectives:
The major objective is to learn the essential principles and techniques of applying Positive Psychology in a coaching context. The students will also learn about essential techniques of Positive Psychology Coaching, Understanding, experiencing, and practicing the techniques at the heart of effective coaching.

Course Contents:

Module-I: Positive Psychology and Individuals
An exploration of positive psychology applications in coaching, clinical and other settings
Recognize and use personal leadership strengths

Module-II: Positive Psychology and Organizations
Positive Psychology Coaching:
Essential Techniques of Positive Psychology Coaching
Coaching for Positive Change

Module-III: Positive organizational leadership
Explore and develop the elements of Authentic Leadership
Development and Positive Organizational Scholarship
Understand the role of positive emotions in the workplace and strength-based organizational development.

Module-IV: Positive Organizations and Appreciative Inquiry
Meaning in work
Creativity
Leadership Coaching and Positive Psychology

Module-V: Competence Development

Examination Scheme:

Components	CT	CT/H/P/V/Q	CT	A	EE
Weightage (%)	**10**	**10**	**5**	**5**	**70**

A: Attendance, CT: Class Test, H/P/V/Q: Home Assignment/Presentation/Viva/Quiz,
EE: End Semester Exam

Text & References:
- Lift: Becoming a Positive Force in Any Situation (Ryan W. Quinn and Robert E. Quinn)
- The Deep Change Field Guide: A Personal Course to Discovering the Leader Within (Robert E. Quinn)
- The Best Teacher in You: How to Accelerate Learning and Change Lives (Robert E. Quinn, Katherine Heynoski, Mike Thomas and Gretchen M. Spreitzer) Suggested Readings

- Competing Values Leadership: Second Edition (Kim S. Cameron, Robert E. Quinn, Jeff DeGraff, and Anjan J. Thakor) • Building the Bridge as You Walk on It (Robert E. Quinn)
- Company of Leaders: Five Disciplines for Unleashing the Power in Your Workforce (Gretchen Spreitzer and Robert E. Quinn)
- Lyubomirsky, Sonja. *The How of Happiness: A New Approach to Getting the Life You Want*. New York: Penguin, 2008.
- Dweck, Carol S. *Mindset: The New Psychology of Success*. New York: Random House,2006.
- Neff, Kristin. *Self-Compassion: Stop Beating Yourself Up and Leave Insecurity Behind*.New York: William Morrow, 2011.
- Szabó, Peter, and Daniel Meier. *Coaching Plain & Simple: Solution-Focused Brief Coaching Essentials*. New York: W.W. Norton &, 2009.
- Theeboom, T., Beersma, B., and van Vianen, A. "Does Coaching Work? A Meta-Analysis of the Effects of Coaching Individual-Level Outcomes in an rganizational