



PSYCAP: TEAM DYNAMICS TRAINING

Psychological Capital (PsyCap) is a positive psychological resource comprised of hope, efficacy, resilience and optimism.

It is associated with desirable employee outcomes, including enhanced job performance and satisfaction, organisational commitment, and psychological well-being.

PsyCap training promotes positive thinking patterns that can challenge and replace deep-seated assumptions and beliefs over time.


The training is delivered via a facilitated workshop (online or face-to-face) and involves a series of exercises that focus on **work and career-related goals**.

It is a fun, discussion-based session (no role plays) with exercises that are designed to develop each individual component of PsyCap (hope, efficacy, resilience and optimism), along with more reflective exercises which foster overall PsyCap.

Participants will also be invited to participate in a follow-up booster session approximately six to eight weeks following the initial workshop.

This session provides participants an opportunity to reflect on their successes and challenges, and to further develop the skills learned in the initial workshop.

The workshop concludes with a discussion of how to continue practising the skills in future.

 **We have received consistently high levels of participant satisfaction with these workshops.**

DELIVERY

Training can be delivered to individuals in a group setting, or by team.

In individual workshops, each person is asked to identify their own work or career-related goal to work towards in the session. In the team workshops, everyone uses the same team goal as a focal point for the training.

Individual workshops include:

- Pre-workshop briefing and goal setting guidance for all participants (15 mins, virtual)
- Workshop (90 mins, virtual or F2F)
- Booster session (60 mins, virtual or F2F)
- Post-workshop evaluation report

Team workshops include:

- Pre-workshop briefing and goal setting guidance with Team Leader or Manager (15 mins, virtual)
- Workshop (3.5 hours, virtual or F2F)
- Booster session (60 mins, virtual or F2F)
- Post-workshop evaluation report

To find out more information please contact: