

# AUGUST NEWSLETTER

## Strength Benefits in the Workplace



### CHARACTER STRENGTHS - YOUR SUPERPOWER AT WORK

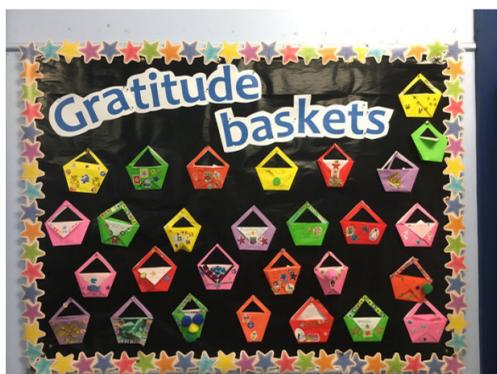
Research indicates that strength use in the workplace is 'associated with job satisfaction, work engagement, wellbeing and work performance' (Migliancio, Dubreuil, Miquelon, Bakker & Martin-Krumm, 2019). Additionally did you know that actively encouraging strength use at work translates to employees better managing their workload, having less absenteeism and more energy?

So how do we encourage strength use in the workplace? Considering the extensive research in this field a Five Step Model is proposed (Migliancio et al. 2019):

1. Educate staff about strengths
2. Identify strengths
3. Integrate strength knowledge into individuals identity by reflecting on strengths associated with previous successes
4. Action strengths in different ways to make better use of strengths. Workplaces must then invest strengths into individual and organisational goals and monitor and support progress.
5. Evaluate subjectively - are staff more aware of their strengths; did they achieve their strength goals; is their wellbeing enhanced? Or objectively - measuring wellbeing, job satisfaction, work engagement, motivation etc.

Migliancio, M., Dubreuil, P., Miquelon, P., Bakker, A.B., & Martin-Krumm, C. (2019) Strength Use in the Workplace: A Literature Review. *Journal of Happiness Studies*.

We have enjoyed visiting some of our Strong Minds schools this month to see how they are embedding character strengths. The feedback overwhelmingly is that students are more confident and inclusive. Below are some photos from two of our schools Parramatta East Public School and Westmead Public School



Are you interested in Mental Toughness? Mental Toughness originated from Sports Psychology. It is a personality trait which determines, to a large extent, how people deal effectively with challenges. Mental Toughness improves performance and wellbeing and can be taught. If you would like to learn more, join me at the Mental Toughness Conference next month.

[Learn More](#)



**MELBOURNE**  
24th of September 2019

**SYDNEY**  
26th of September 2019

PROUDLY PRESENTS THE  
**MENTAL TOUGHNESS CONFERENCE**  
INNOVATIONS IN IMPROVING PERFORMANCE AND WELLBEING

EARLY BIRD REGISTRATION: \$149 (+GST)  
SEATS ARE LIMITED!



Would you like to embed character strengths into your school? After an evidence-based approach that enhances wellbeing for all staff, students and families? Then check out our [Strong Minds](#) whole school wellbeing package.

[More Info](#)

Warmest wishes,  
Nicole and the team at  
Growing Strong Minds

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