

Positive Psychology Coaching Group Intervention With Employees Suffering from Stress and Burnout and the Effect on Their Wellbeing, Stress, Anxiety and Goals

Wednesday, 11 September 2024 11:10 (20 minutes)

Positive psychology coaching is one of the approaches in coaching theory and practice. Coaching interventions based on positive psychology have been used with individuals, however, there is not much data on how effective they are with groups. This presentation will describe positive psychology coaching intervention, based on strengths, values, random acts of kindness and goal setting, with a group of 15 randomly assigned participants that were signed of work due to work related stress or burn out in United Kingdom. The intervention consisted of six two hour sessions over the period of seven weeks. Baseline measures of wellbeing, stress, anxiety and emotional intelligence were taken in week one, followed by the same measures in week seven and eight weeks after the completion of group coaching intervention. Qualitative data was also collected immediately after the completion of the intervention and in the follow up session two months later to explore lasting effects of the intervention. The participants showed significantly increased wellbeing scores and decreased levels anxiety and stress at both follow up sessions. During the interviews the participants reported shifts in thinking, increased self awareness and acquisition of tools and techniques they can apply independently of the group intervention they attended. The same themes were present in the follow up session although not as strongly as immediately after the coaching course was completed. The results of this applied intervention indicated the positive psychology group coaching can be successfully implemented when working with individuals experiencing work related stress and burnout.

Are you currently an Early Career Researcher?

No

Primary author: GRAJFONER, Daša (DOBA Business School)

Presenter: GRAJFONER, Daša (DOBA Business School)

Session Classification: Talk Session 1

Track Classification: Work, Organizational, and Economic Psychology