



Presentation

Sue Langley: Saturday 6th June

Title of Presentation: Realising and developing strengths - Emerging research and practice

Presenter Name: Sue Langley

Abstract:

The science of strengths and optimal functioning is increasingly attractive to psychologists and organisational practitioners, spurred by the growing body of scholarly and popular books, empirical research, interventions and assessment methodology. Studies show people who use their strengths have greater psychological and subjective wellbeing, vitality and self-efficacy, less stress and more goal attainment. Interventions designed to encourage people to use their strengths in new ways daily result in higher levels of happiness and lower levels of depression, and this lasts over time. In the workplace, strengths use is associated with performance, engagement, occupational fit and satisfaction.

To date, practitioners have largely focused on helping people use signature strengths and use them more. As the next wave of research emerges, scholars (Biswas-Diener et al 2011; Quinlan et al 2012; Linley et al 2010) are prompting practitioners to adopt more nuanced, dynamic and contextual approaches to identifying and developing strengths.

This thought-provoking session is designed to give practitioners working with individuals, groups, organisations and communities a best-practice understanding of emerging strengths research and approaches. Participants will learn a new model for assessing and developing strengths that will enable them to differentiate strengths based on frequency, energy and use; to distinguish strengths from de-energising behaviours, and to encourage clients to adopt a growth mindset around their strengths. They will also learn some of the key strengths that are associated with positive outcomes and desired by managers in organisations.

Sue Langley draws on theory and research underpinning leading strengths tools, VIA (Peterson & Seligman 2004) and Realise2 (Linley 2008). She also shares strategies based on extensive experience building strengths-based organisations and accrediting Realise2 practitioners as

master trainer for UK's Centre of Applied Positive Psychology. Theory will be translated into fun, practical and energising learning that brings strengths to life. Participants will take away immediate insights and easily applied techniques to help their clients develop natural resources, make best use of their strengths and apply strengths wisely and mindfully to increase wellbeing, performance and fulfilment in all areas of life.

Presenter Biography:

Sue Langley is a speaker, master trainer, global business consultant, researcher and leading advisor on the practical workplace applications of neuroscience, emotional intelligence and positive psychology. CEO and Founder of Langley Group, she works with organisations such as QBE, Wesfarmers and Camp Quality to unlock strengths potential and cultivate positive culture. Sue has chaired conferences and presented her research internationally, including the 7th European Conference on Positive Psychology. Sue holds a Masters in Neuroscience of Leadership, a BA in Psychology from Monash University and studied positive psychology at Harvard. She is Master Trainer for Realise2 and Capp partner in ANZ.