**Video Title:** Positive Organizational Behavior

**Video URL:** [**https://www.youtube.com/watch?v=hOs66Vw4kZ0**](https://www.youtube.com/watch?v=hOs66Vw4kZ0)

**Run Time/Source:** 5:43, RCSI Institute of Leadership/YouTube

**Close Caption Available:** Yes

This video presents an overview of positive organizational behavior that supplements the topic on page 12 of the text. Positive organizational behavior represents the study of how positive emotions relate to employee performance in the workplace. The video explores how positive psychology applies to the workplace and how employees can learn to improve their positive psychological resource capacities. Researchers of positive organizational behavior believe that developing hope, optimism, and resilience leads to higher performing employees.

Studies show that workers, who possess hope, spend energy on meeting goals and using willpower to face challenges will lead to better job satisfaction, happiness on the job, and commitment to the company.

*Questions for Thought and Discussion*

1. How credible does this video seem to you?

2. Is positive organizational behavior just another fancy way of encouraging people to “be happy” or “put on a happy face”?

3. Visualize Charlotte, a middle manager in a large company, who is not a psychologist or organizational behavior specialist. What can she do to get started using positive organizational psychology in the company?

4. In what way does positive psychology fit in with Theory Y assumptions about workers?

5. Luke is a vice president of information technology in a large government agency. He wants to use *positive organizational behavior* during the yearly evaluations (or performance appraisals) he gives to his professional staff. What should Luke do?