The Future of Workplace Behavioral Health Research: Free Webinar Series

About the Series: In 2015, a group of Employee Assistance and Workplace Behavioral Health professionals collaborated on a white paper entitled: Bridging Public Health with Workplace Behavioral Health Services: A Framework for Future Research and a Stakeholder Call to Action.* The authors detail a clear need for more collaboration among stakeholders to develop the evidence-base for effective services that address worker mental health and substance abuse issues. Jointly sponsored by the Employee Assistance Professionals Association, the Employee Assistance Research Foundation, the Employee Assistance Society of North America with the support of the National Association of County Behavioral Health & Developmental Disability Directors, this webinar series is designed to broaden and deepen the conversation about EAP and Workplace Behavioral Health Services research and collaborations that can mutually benefit all service providers and those they serve. Each presentation in the series is intended to promote further dialogue and identify paths for future collaboration in workplace behavioral health research.

Part 3: Psychological Capital: A New Evidence-Based Positive Approach to EAP Reactive and Proactive Services

Speaker: Dr. Fred Luthans, Emeritus, University of Nebraska-Lincoln (College of Business)
Date: Wednesday, May 24, 2017  Time: 12-1:30 pm Central
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Background. Psychological Capital (PsyCap) defined as the positive and developmental state of an individual as characterized by high hope, efficacy (self-efficacy), resiliency, and optimism (the HERO within). PsyCap theory and research, initiated by Dr. Luthans, evolved from his pioneering work on positive organizational behavior. PsyCap research involves measurement and interventions, increasingly delivered within work settings. PsyCap has strong relevance to the field of workplace behavioral health as it correlates with positive performance, increased well-being, and lower psychological problems in work settings.

Session Description. This session will review PsyCap, its relevance to the EAP field, and explore how EAP research can be advanced through the incorporation of both PsyCap measures and interventions. Session objectives are:
1. Gain an understanding of the background, perspective and content of positive psychology
2. Acquire a deep understanding and working/applied knowledge of psychological capital or PsyCap]
3. See how PsyCap can be used by EAPs to proactively/reactively enhance desirable and decrease undesirable attitudes, behaviors, performance and well-being (including stress, depression, PTSD, and addictions)
4. Provide specific examples of PsyCap development exercises, applications and needed research

Speaker Biography: Dr. Fred Luthans (Univ. of Nebraska) is University and George Holmes Distinguished Professor of Management; Editor, Organizational Dynamics; Editor, Journal of Leadership and Organization Studies. Luthans was one of the first management scholars to apply behavioral science to better understanding and effectively manage human behavior in organizations. A prolific writer, Dr. Luthans has published about 45 books, 200 articles in refereed journals, and numerous book chapters. His book, Organizational Behavior, is in its thirteenth edition and is considered the first text in its field. According to Google Scholar he presently has about 52,000 citations and H-Index = 87. He will be receiving the Organizational Behavior Lifetime Achievement Award at the 2017 Academy of Management.


Watch for future announcements of upcoming webinars in this series