

# 2012 CPPA conference speakers

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## KEYNOTES:

### **Robert Vallerand**

Title: The role of passion in positive psychology

Professor Robert J. Vallerand is a Full Professor of Social Psychology and Director of the Laboratoire de Recherche sur le Comportement Social in the Department of Psychology at the Université du Québec à Montréal. Professor Vallerand has served as Head of the Psychology Department at his university as well as President of both the Quebec Society for Research in Psychology and the Canadian Psychological Association. He is currently President of the International Positive Psychology Association (IPPA). He has served or serves as Consulting Editor for several of the top international journals in the field and has supervised to completion a number of students, including 20 who are now university professors across Canada and Europe. Professor Vallerand is recognized as a leading international expert on motivational processes where he has developed theories dealing with intrinsic and extrinsic motivation, as well as passion for activities. He has written or edited 6 books and around 250 scientific articles and book chapters. His research has been cited over 6,000 times and he has received several millions in research grants. Professor Vallerand has received numerous awards and honors from over a dozen learned societies, including being elected a Fellow of the International Association of Applied Psychology, the American Psychological Association, the Association for Psychological Science, the Society for Personality and Social Psychology, the Royal Society of Canada, and others. He has also received the Adrien Pinard Career Award from the Quebec Society for Research in Psychology, the Donald O. Hebb Career Award from the Canadian Psychological Association (the highest research awards for a psychologist in Quebec and Canada, respectively), and the Sport Science Award from the International Olympic Committee.

### **Gary Latham**

Dr. Gary Latham is Secretary of State Professor of Organizational Behaviour at Rotman School of Management, University of Toronto. He also has a cross appointment as graduate faculty in the Centre for Industrial Relations, the Department of Psychology, and the Faculty of Nursing. Before joining University of Toronto in 1990, Dr. Latham was Ford Motor Research Professor at the Business School, University of Washington for 7 years. His research focuses on employee motivation, performance appraisal and training. He is also examining ways of increasing organizational justice and citizenship in the workplace. He has published numerous books and articles. Dr. Latham is the recipient of numerous awards and honors, most recently being the James McKeen Cattell Award for Lifetime of Outstanding Contributions to Applied Psychological Research (2009-2010) from APS. He serves on numerous

editorial boards and is currently on the Board of Directors for the Society for Human Resource Management and is past president of the Canadian Psychological Association and SIOP.

## **Adam Anderson**

Title: Seeing and thinking positive; A View from Neuroscience

Abstract: Positive and negative states have long been argued to influence cognition in opposing ways, increasing versus decreasing the scope and flexibility of thought. The present studies examined the thesis that positive affect may enhance cognitive flexibility by serving to broaden the scope of attentional filters, reducing their selectivity. In the conceptual domain, positive affect enhanced access to remote associates, suggesting an increase in the scope of semantic access. By contrast, in the visuospatial domain, positive affect impaired visual selective attention by increasing interference from spatially adjacent flanking distractors, suggesting an increase in the scope of visuospatial attention. These findings suggest that positive states, by loosening the reins on attentional selection, result in a fundamental change in how attention is deployed. A functional magnetic resonance imaging provided additional evidence that positive and negative states have opposing influences on the spatial distribution of the attentional 'spotlight' and alter the attentional lens through which perceptual experience is filtered. These data are interpreted in the exploratory-exploitative processing framework, where positive states are associated with recruitment of neural and attentional states associated with exploratory behavior.

Bio: Adam K. Anderson received his BA from Vassar College in Cognitive Science, his PhD in Experimental Psychology from Yale University in 2000 and completed postdoctoral training at Stanford University in 2003. In 2003 he joined the Department of Psychology at the University of Toronto where he is the Canada Research Chair in Cognitive and Affective Neuroscience, Associate Professor, and Research Associate at the Rotman Research Institute. His research focuses on the psychological and neural mechanisms of emotion-cognition interactions. He is the recipient of the 2009 American Psychological Society Distinguished Early Career Contributions Award and 2010 Cognitive Neuroscience Society Young Investigator Award. He presently serves as Associate Editor for the journal *Emotion*.

## **PARALLEL SESSION BREAK-OUTS (dates and times TBA)**

### **Richard Miller**

Title: Wellbeing and the creative economy

Abstract: Culture makes us feel good, and feeling good makes us more creative. In this way Positive Psychology and the Creative and Cultural Industries seem natural allies. But the situation is, of course,

more complex. This presentation will investigate some of the key issues of two major areas of public policy – wellbeing and creative industries. Using the audiovisual sector as a case study, the presentation will review wellbeing linkages with creative work and cultural consumption. It will argue both for positive psychologists to consider the effects of creative products on happiness and wellbeing, and for the creative and cultural industries to examine and articulate their wellbeing impacts.

Bio: Richard Miller is a UK-based creative industries consultant with a long-term interest in positive psychology and happiness science. He is a former Wall Street investment banker and independent film producer. He runs a London-based consultancy, Available Light Advisory ([www.alighta.com](http://www.alighta.com)), and is Visiting Professor at University of Hertfordshire Business School in the UK.

## **Lara Cross**

Title: Where did theory come from? A review of the theoretical perspectives that inform contemporary positive psychology

Abstract: Various fields of research have informed the development of positive psychology. How do researchers across different academic disciplines, such as psychology, child and youth care, medicine, and education, define and conceptualize positive psychology? This presentation will provide a systematic review but is grounded in the literature related to clinical work with youth with behavioural and emotional disorders. In this review, 19 themes emerged in three clustered areas: (1) holistic aspects of protocols and programming; (2) youth internal strengths and resources; (3) characteristics and professional practices of service providers.

Bio: Lara E Cross is a Canadian Certified Counsellor who recently completed her second year of her doctorate in counselling psychology at the University of Alberta. Lara has engaged in committee work for both the Canadian Psychological Association and Canadian Counselling and Psychotherapy Association. Lara has completed clinical work with undergraduate students, as well as in adult inpatient care, particularly with forensic clients found not criminally responsible. Her research areas have yielded scholarly works examining adults coping with comorbid cancer and schizophrenia, and positive psychology approaches for working with incarcerated youth. Her dissertation will focus on examining self-compassion with incarcerated women.

## **Jamie Gruman**

Title: Do nothing, be happy: Halcyonic well-being

Abstract: Contemporary psychology focuses almost exclusively on two forms of happiness: hedonic well-being and eudaimonic well-being. These forms of well-being are important, but they overlook a third form that has important implications for understanding happiness in its entirety. In this session Dr. Gruman will discuss halcyonic well-being, a different form of happiness that serves as a vital

complement to the others and presents people with a different and effective approach to fostering the good life.

Bio: Dr. Gruman is an associate professor of organizational behavior at the University of Guelph. He also serves as Chair of the Board of Directors of the Canadian Positive Psychology Association. Dr. Gruman has published work in books such as the Handbook of Employee Engagement, and the forthcoming Advances in Positive Organizational Psychology.

Douglas A. Bors (co-presenter) has been a member of the Department of Life Sciences and then Psychology at the University of Toronto at Scarborough for the past twenty-five years. Early in his career he taught at, among other places, Duquesne University in Pittsburgh. He received his B.A. from the University of Florida, his M.A. from the University of Regina, and his Ph.D. from the University of Toronto. Most of his research and publications have focused on problem solving and abstract reasoning. Throughout his career he has also maintained an interest in existential and phenomenological approaches to language and meaning.

## **Matt McLarnon**

Title: Development and Initial Validation of the Workplace Resilience Inventory

Abstract: This talk discusses the initial development and accumulation of evidence supporting a new measure of resilience. The measure, the Workplace Resilience Inventory (WRI), encompasses an individual's personal characteristics, social support network, initial responses to a significant and life changing event, and self-regulatory processes. The WRI demonstrates statistically significant relations with important individual well-being outcomes, such as depression, perceived stress, intentions to withdraw from work, and satisfaction with life. With this study, the first steps have been taken towards a more thorough comprehension of an individual's resilience.

Bio: Matthew McLarnon is a Ph.D. student in the Industrial/Organizational Psychology program at the University of Western Ontario. He recently completed a Master's thesis that detailed the development and initial validation of a new measure of resilience, the Workplace Resilience Inventory (WRI). The program of research for his dissertation is centered on developing a resilience-based intervention and training program. Aside, from his stream of research investigating resilience, his current interests focus on performance appraisal, personnel selection, and research methods and quantitative analysis in organizational behavior research.

Mitchell Rothstein is Professor and Director of the Aubrey Dan Program in Management and Organizational Studies at the University of Western Ontario. He has published extensively in the area of personality and job performance, as well as in the areas of personnel selection, the use of interpersonal networks in leadership and career development, expatriate adjustment to international assignments, and the integration of skilled immigrants to the Canadian economy. His most recent stream of research

involves developing and applying a model of workplace resiliency that can be used for leadership development.

## **Jacqueline Synard**

Title: Looking Back, Looking Forward: A Review of a Half Decade of Positive Psychology Research

Abstract: As we celebrate the vision of the founders of positive psychology such as Seligman and Csikszentmihalyi and take stock of our achievements, we naturally wonder what we have accomplished from a scientific point of view (Sheldon, Kashdan, & Steger, 2011). This paper builds from Synard and Gazzola's (2011) five and half-year review of all 385 positive psychology articles published in The Journal of Positive Psychology and Journal of Happiness Studies from Jan 2006 to June 2011. This summary revealed the field's emphasis on topics like happiness and subjective well-being as well as its focus on quantitative research. The field is also ripe with theoretical debate. This paper deepens this analysis, including summarizing some key findings based on this scan.

Bio: Jacqui Synard is a University of Ottawa Ph.D. candidate and part-time professor. She is also active with the Canadian Counselling and Psychotherapy Association (National Capital Region Board) where she is Director of PR and Community Outreach. Her research interests include positive psychology, psychotherapy research, and career counselling. Her dissertation synthesizes positive psychology and career counselling perspectives to explore well-being following job loss using a mixed methods approach which includes written narratives, interviews, and well-being psychometric instruments. Drawing from her 10+ years of working in high-tech, her dissertation specifically explores the experiences, processes, and outcomes of well-being following job loss.

## **Veronika Huta**

Title: Eudaimonic motivation versus hedonic motivation: Well-being consequences, parenting predictors, differential personality correlates

Abstract: This talk will give an overview of my findings to date on two main ways in which people pursue well-being: hedonia, the pursuit of pleasure, enjoyment, and comfort; and eudaimonia, the pursuit of excellence, virtue, authenticity, and personal growth. My findings to date indicate that we need both eudaimonia and hedonia to achieve the most well-rounded personal well-being –for example, each pursuit leads to somewhat different forms of well-being. However, eudaimonic pursuits contribute more to the well-being of one's friends, relatives, and children. Finally, eudaimonia and hedonia differ in their links with certain parenting predictors, character strengths, and personality traits.

Bio: Veronika Huta is an Assistant Professor at the University of Ottawa (Ph.D. in clinical psychology, McGill University). Her research focuses on eudaimonia, hedonia, and well-being. She teaches statistics and positive psychology. She is on the editorial board of Psychology of Well-Being. In 2011, she co-organized the first conference on eudaimonia.

## **Marsha Huber**

Title: Preliminary Evidence of Meaning in Context: Work, Expertise, and Work-Life Balance for Professionals

Abstract: In this study, we first examine how theories of flourishing in the positive psychology literature apply to professionals, specifically to the accounting field. Second, we suggest a model of professional well-being that centers on the importance of meaning and mastery. Third, we present a preliminary quantitative and qualitative exploration of employee well-being. Finally, we discuss our findings and their implications on work-life balance issues and future studies.

Bio: Marsha M. Huber, Ph.D., MAPP, CPA is an Associate Professor of Accounting at Youngstown State University in Ohio. She is known for her work in higher education, especially for her innovations in accounting education, winning two national awards in the last two years, one in the U.S. and one in Canada. She is currently the VP of Research for the Gender Issues Work-Life Section in the American Accounting Association (AAA). As a result, Dr. Huber is hosting the first “well-being” weekend for accounting professors and professionals at the AAA national meeting. Lastly, Dr. Huber is a prolific presenter with over sixty presentations and panels over the last four years including those on positive education and professional well-being.

## **Itai Ivtzan**

Title: Mindfulness Meditation, Wellbeing, and their Relationship with the Self Discrepancy Gap

Abstract: Actual/ideal self-discrepancy is the measurable difference between an individual’s beliefs about who they think they are (actual self) and their image of the person they would ideally like to be (ideal self). When the self-discrepancy gap is small, higher psychological wellbeing exists. Mindfulness meditation, by means of greater awareness of the continuous fluctuation of thought from one point to another, has been shown to increase self-acceptance, which can lead to minimizing self-discrepancy. This presentation will introduce mindfulness meditation as a positive psychology intervention and discuss the results of a study which hypothesized that mindfulness meditation reduces actual-ideal self-discrepancy.

Bio: Dr Itai Ivtzan is a chartered psychologist and holds a position as a Positive Psychology lecturer in UEL (University East London) as part of the MAPP (Masters in Applied Positive Psychology) programme. Itai’s PhD thesis was on altered states of consciousness while focusing on the experience of meditation. His main areas of research are personal meaning, eudaimonic happiness, self-actualisation, spirituality and mindfulness.

## **Tayyab Rashid**

Title: Positive Psychology Interventions- Deeper, Nuanced Clinical Applications within the Canadian Context

Abstract: Positive psychology interventions systematically shift the therapeutic focus from amelioration of deficits to cultivation of strengths. Through carefully designed studies, positive psychology interventions have demonstrated that optimism, gratitude, hope, perspective, self-regulation and such strengths not only cause well-being but can effectively encounter stress and symptoms in clinical settings. Drawing on his own practice and research findings, and that of leading experts in the field, Dr. Rashid will focus on deeper, nuanced clinical applications of positive interventions within the contemporary Canadian cultural context. Dr. Rashid's presentation will specifically focus on clinical applications of:

- Attending and accentuating positive aspects of clients without dismissing or devaluing negatives
- Bouncing back from setbacks and clinical conditions by utilizing one's strengths and by pursuing meaning
- Translating abstract notions of strengths into empirically valid behaviours and actions
- Acquiring skills and strengths that could help clinicians to grow and flourish

Bio: Dr. Rashid is a licensed clinical psychologist at the Health and Wellness Centre, University of Toronto Scarborough, Toronto, Canada. He is also a consultant with the Values in Action Institute, Cincinnati, OH. Dr. Rashid completed his pre and post-doctoral training at the Positive Psychology Centre, University of Pennsylvania, where he co-founded and empirically validated with Dr. Seligman the Positive Psychotherapy. Dr. Rashid has trained mental health professionals internationally and has also worked with Asian tsunami survivors and 9/11 families. Dr. Rashid was guest editor of the Journal of Clinical Psychology issue (May, 2009) on Positive Intervention. His teaching and research has been recognized with several awards and has been published in peer-reviewed scientific journals and has also been featured in Wall Street Journal, Psychology Today, Toronto Star and Globe & Mail.

## **Scott Asalone and Jan Sparrow**

Title: Positive Psychology and High Performance Teams

Abstract: Organizations globally are embracing work teams as a solution to improve productivity, increase employee engagement and encourage creative and critical thinking. Though teams are not the panacea, when formed and fostered properly they offer a suitable option to organizations striving to maximize engagement and productivity. The factors of high performance teams are not inert, but can be developed and nourished. Positive psychology can influence some of the factors that enable high performance teams assisting both their development and continuation. Positive psychology research and application will be explored regarding how they affect organizations, teams and individuals toward the success of high performance teams.

Bio: Scott Asalone and Jan Sparrow are authors, speakers and co-founders of A&S Global Management Consulting, Inc. Former Vice Presidents at Merrill Lynch, Scott and Jan have coached over 2000 work teams using research from positive psychology. Their expertise blends experience and research.

## **Kate Hefferon**

Title: The body and positive psychology: Challenging the lack of embodiment within PP

**Abstract:** To date, Positive Psychology has positioned itself as a primarily ‘neck-up’ focused discipline. However, wellbeing is much more than how we think; it is also comprised of how we treat and utilise our bodies in a healthy manner. This talk will offer a critical reflection on the lack of the body and its role in flourishing within positive psychology. More specifically, issues such as embodiment, touch, physical activity and transformation from physical illness will be addressed in relation to their role in both hedonic and eudaimonic well-being. Furthermore, stigmatised topics such as sexual behaviours and body modification will be reviewed in relation to their role in meaning and authenticity.

**Bio:** Dr. Kate Hefferon, PhD, is the Programme Leader of the MSc. in Applied Positive Psychology at the University of East London. Kate is co-author of the popular textbook, Positive Psychology: Theory, Research and Applications and is currently completing her third book based on the subject of her talk.

## **Dan Bowling**

**Title:** Is a happier lawyer a better lawyer?

**Abstract:** Much has been said about the plight of lawyers today. Depressed, anxious, suicidal, alcoholic, or so the literature and common wisdom would have us believe, and those are the ones with jobs. Those without are broken by debt and without hope. While there is some truth to the common wisdom, it is incomplete, and the evidence shows a picture far more varied and complex. Lawyers occupy positions of great significance and influence throughout most free societies, and many, if not most, are thriving, psychologically and emotionally. This workshop will be based upon a working paper (attached) by Duke Law School Senior Lecturing Fellow Daniel S. Bowling, III. It explores whether well-being is a critical component of legal professionalism—is a happier lawyer a better lawyer We will also review preliminary results from studies Bowling is conducting at law schools, bar associations, and law/business firms regarding the character strengths and life satisfaction of lawyers.

**Bio:** Dan Bowling is a Senior Lecturing Fellow at Duke Law School, and a Visting Scholar at the University of Pennsylvania Positive Psychology Center

## **Louis Alloro**

**Title:** Shift Happens: Using Social-Emotional Leadership As a Call-to-Action in Effecting Sustainable Positive Evolution

**Abstract:** In this presentation we will discuss SOMO Leadership Labs - a systems-wide well-being initiative that brings the science of success, well-being, and happiness to professional and social networks in Cleveland, Ohio. We facilitate learning labs that engage emerging Social-Emotional (SOMO) leaders 2 Learning Labs which are a co-created learning experience, including the science of well-being, success, and happiness plus a call-to-action for these people to become change-agents on the ground within their social and professional networks. Outcomes include increased positive emotion -- which leads to broadening ability to see opportunity/learn (innovation, co-creation, and collaboration) and



building of psychological (like curiosity, self-regulation, and self-efficacy) and physical (health, longevity) resources -- and increases levels of engagement (flow).

Bio: coming

## **Cathy Parsons and Maureen Morrison**

Title: Launching high quality connections between nursing mentors and students

Abstract: Our health care organization supports practice placements of nursing students with nurse mentors at the end of the students' academic curriculum. This presentation will highlight the evidence for high quality connections and feature a workshop design and content intended to help create a mutually beneficial learning partnership. Use of the VIA Survey of Character Strengths as pre-work, evaluation feedback from mentors and students at the time of the workshop and three months later; and strategies for recognition of mentors and students at the end of their collaboration in learning will be shared. The design is highly transferrable to other settings.

Bio: Cathy Parsons, Nursing Practice Consultant & Corporate Facilitator, St. Joseph's Health Care London

Cathy is a consultant to nurses and leaders in practice and academic settings. She offers workshops for health care professionals designed to increase their psychological capital both professionally and personally and influences system change to support a healthy workplace.

Maureen Morrison, RN, BScN, Corporate Facilitator, St. Joseph's Health Care London

Maureen is an experienced facilitator who supports processes such as staff satisfaction surveys and coordination of the Corporate Learning Calendar. She conducts training in Crucial Conversations® and promotes the interprofessional clinical learning model for preceptors, coaches and mentors.

## **Tami Kulbatski**

Title: Ten Commandments for Couples: An Innovative Tool for Practitioners

Abstract: Therapists and counselors in the field of couples counseling are often searching for new and innovative tools to introduce to their clients. Based on a practical and insightful new book edited by Drs. Zeig and Kulbatski, this talk will focus on creative ways to integrate a valuable new tool into your couples counseling practice. Seventy psychologists, therapists and counselors who regularly help couples with relationship issues were asked to create ten basic rules that every couple needs. Areas covered in this book include marriage, dating, children, money, sex, cheating, divorce and much more. The "commandments" have been collected from a remarkable panel of exemplary experts who work extensively in relationship counseling and relationship improvement. This presentation will teach participants innovative and effective ways of incorporating this book into their couples counseling practice. Emphasis will be placed on various positive psychology interventions featured in the book. Practitioners will find these tools useful when working with couples and individuals striving to enrich their primary relationships.

Bio: coming

## **Louisa Jewell and Shannon Polly**

Title: Bouncing Back: New Techniques in Positive Psychology to Build Resilience and Reduce Stress

Abstract: Shannon and Louisa have worked with organizations for years implementing interventions in positive psychology with leaders and teams. This workshop takes participants through step-by-step application of several positive psychology interventions that assist teams in improving resilience and reducing stress. The interventions are supported by findings in neuroscience, positive psychology, strengths-based psychology and Solutions-focused coaching that have been proven effective. In this interactive session we share the latest techniques in resilience training and positive psychology that can dramatically improve the ability to bounce back from any tough situation and increase your happiness / well-being. Participants will be provided with several activities, exercises and tools that you can use with clients immediately and a workbook for future reference.

Louisa Jewell, MAPP, People and Organizational Specialist, Positive Matters

Louisa Jewell, MAPP, is the president of the Canadian Positive Psychology Association and a facilitator and speaker with more than 16 years of experience working with leaders and teams to build positive and productive workplaces. She is a graduate of the Master of Applied Positive Psychology program at the University of Pennsylvania.

Shannon Polly, MAPP, Corporate Communications Trainer, Facilitator and Coach, Accentuate-Consulting LLC.

Shannon M. Polly, MAPP is a corporate communications trainer in Washington, D.C. Shannon has been an assistant instructor at the University of Pennsylvania, delivers workshops on Positive Management, and facilitates resilience training for the U.S. Army. She holds a B.A. from Yale and her Master of Applied Positive Psychology from the University of Pennsylvania.

## **Nicola Clarke**

Title: Counselling and Coaching Services – University of Ottawa

Abstract: This talk will focus on the practical application of positive psychology. This past year, the Counselling and Coaching Service at the University of Ottawa experienced a 33% increase in demand for services. In order to respond to this increase, we adapted a group positive psychotherapy workshop developed by Parks and Seligman at the Positive Psychology Centre, University of Pennsylvania (2007) to offer to students awaiting counselling. Using the manual and workshop material offered on the Friends of Positive Psychology list serve, we developed a four-session group entitled Skills for Better Coping to assist students in acquiring additional coping skills and increasing pleasure, meaning and engagement in their lives. Each session focused on a specific aspect of Positive Psychology, including strengths, gratitude, savouring and positive connections. We ran these groups during the 2011-2012 academic year

and received very positive feedback from participants. In addition, participants completed the Depression, Anxiety and Stress Scales (DASS) both prior to, and after the four sessions. Preliminary analysis suggests that participation in the groups had a positive impact on reducing self-reported Depression levels. In this talk we share our experiences, successes, challenges, results and testimonials of both participants and facilitators.

Bio: Nikki Clarke, M.A., CCC, currently works as a Professional Counsellor and Coach with undergraduate and graduate students at the University of Ottawa. She has worked at the University for over 10 years as both a Career Counsellor and Professional Counsellor and Coach. She works actively with students to help them make positive changes in their lives, often using the principles of positive psychology to guide her work. Her desire to enable others to live and perform optimally began with her studies and work in Sport Psychology.

Bio: Rosemary Ernhofner: Rosemary's strengths of curiosity, equity and love of learning have informed her interest in non- pathologization and positive psychology. She has followed Seligman's work beginning with his intriguing Stanley Hall Lecture and, more recently, has studied Csikszentmihalyi, Biswas-Diener and Fredrickson. Her leadership strengths have prompted her to share these treasures, offering workshops in the community at large on Happiness and Mindfulness and, at her university employer setting (where she works as a Masters level counsellor), on Coping. She enjoys savouring family connections, music and cooking, as well as the wonders of nature.

## **Emanuela Chemolli**

Title: The relations between initial training with autonomous motivation, thriving and turnover intentions of recruiters in the staffing industry

Abstract: A cross-sectional survey study of recruiters in the staffing industry was conducted to test whether initial training upon hiring influences the recruiters' work motivation, thriving at work and turnover intentions. This research is based on a self-determination theory framework (Deci & Ryan, 1985), whereby training is hypothesized to provide satisfaction of the needs for autonomy, competence and relatedness necessary to facilitate autonomous work motivation. Initial training was operationalized using three different variables, namely trainer involvement, training sufficiency, and satisfaction with training. Autonomous work motivation, defined as doing one's job out of enjoyment and meaning, was hypothesized to act as a mediator of the relation between training and outcomes. Results based on a sample of 100 recruiters supported the hypothesis that autonomous motivation fully mediated the relations between trainer involvement, satisfaction with training and all DVs, and between training sufficiency and thriving. Autonomous motivation partly mediated the relation between training sufficiency and turnover. Results will be discussed.

Bio: Emanuela Chemolli completed her PhD in Psychology of Organizations at the University of Verona, Italy. She received the national award 2009 from AIP - Ordine degli Psicologi (Italian Psychologists Association) as the best PhD dissertation concerning psychologist applied to significant topics. She is currently a postdoctoral fellowship in the Department of Management of the John Molson School of

Business, Concordia University. Her research interests revolve around organizational behavior, specifically motivation at work, commitment and leadership.

Bio: Rana Mukhaimer is an MSc student at Concordia University specializing in Management. Her thesis is focused on training and motivation in the staffing industry. She graduated with a Bachelors of Commerce in Human Resources Management at Concordia University and worked for over two years as a recruiter and a trainer at a staffing agency in Montreal. She is graduating from the program in June 2012 and is hoping to get a teaching position at a university in the Middle East.

Bio: Marylène Gagné (PhD University of Rochester) is a professor of organizational behavior. Her research examines how organizations, through their structures, cultures, rewards, tasks, and managerial/leadership styles, affect people's motivational orientations, and also examines the consequences of these orientations for individual and organizational performance, and for individual mental health. She also conducts research on the area of family business succession. She is the recipient of a two JMSB Researcher Awards, a Concordia University Research Award, and a Canadian Psychological Association New Researcher Award, and has published in top organizational behavior and psychology journals. She currently serves on the editorial boards of the Journal of Organizational Behavior, Journal of Business and Psychology, Journal of Applied Social Psychology, and European Journal of Work and Organizational Psychology.

## **Colin Saby**

Title: Studying Positive Emotions Using a Qualitative Methodology

Abstract: This talk will provide an introduction to using phenomenology to investigate key aspects of flourishing. Positive psychology research predominantly employs quantitative methods (Ong & van Dulmen, 2007; Seligman, Steen, Park, & Peterson, 2005), however, given the complex nature of positive emotions our understanding of flourishing can benefit from qualitative inquiry (Wojnar & Swanson, 2007). Phenomenology is a popular qualitative research methodology that focuses on participants' 'lived experiences' (van Manen, 1997). Through a process of in depth interviewing and descriptive writing, phenomenology seeks to make the 'invisible' world of emotions 'visible' (Lavery, 2003). Accordingly, phenomenology can provide unique insights into how participants experience positive emotions and create personal meaning from joy, contentment, interest, and love, among others. Relaying rich and evocative descriptions of lived experiences from those who are flourishing can extend our understanding of wellbeing. The audience will be exposed to exemplars of phenomenological writing that investigate various positive emotions. Additionally, the audience will be provided with resources and guidelines for pursuing phenomenology in positive psychology research. For example, key methodological concerns, such as participant selection, interviewing, writing techniques, and issues of rigor will be discussed.

Bio: Colin Saby teaches in the Department of Elementary Education at the University of Alberta and in Community Rehabilitation and Disability Studies at the University of Calgary. His research interests

include the design of effective wellbeing programs for caregivers and educators who support children with developmental disabilities.

## **Kimberly Ruth Edwards**

Title: The Role of Humor in Positive Psychology

Abstract: In positive psychology, humour has been identified as one of twenty-four character strengths thought to be ubiquitously important for human flourishing. However, its status as a strength continues to be controversial. The purpose of this talk is to discuss the role of humour in positive psychology. I will provide a brief introduction to the psychology of humour and discuss the results of research demonstrating that humor predicts happiness, resilience, and morality, significant associations between humour styles and well-being within individuals over time, and successful interventions based on humour exercises that increase positive mood. This presentation will suggest that humour may play an important role in building resilience and fostering happiness.

Bio: Kim Edwards is a doctoral candidate in clinical psychology at the University of Western Ontario. Her research interests focus on the role of humor in positive psychology. She also enjoys providing talks to the public on psychology related issues. Recently, she has been invited to lecture on topics such as the use of a strengths-based perspective in career and academic counselling. In her spare time, Kim is a serial hummus eater and volunteers as a Big Sister, as a Board member of the Sexual Assault Centre of London, and as a Young Ambassador for the charity Save a Child's Heart.

Bio: Dr. Rod Martin has been a professor of clinical psychology at the University of Western Ontario since 1984. His research focuses on the psychology of humor, particularly as it relates to psychological health and well-being. He has published more than 80 scholarly journal articles, books, and book chapters, including a comprehensive textbook on the psychology of humor. He has developed several humor measures that have been translated into many languages and are used in research worldwide. His research has been featured in numerous national and international newspaper and magazine articles and radio and television programs.

## **Maxine Crawford**

Symposium Title: Correlates and Interventions Associated with Promoting Subjective Well-Being

Abstract: Four speakers will discuss correlational and experimental research on subjective well-being, including life satisfaction and happiness. Topics include: 1) the relationship between marijuana use, negative consequences of drug use, personality, and well-being in undergraduates; 2) the relationship between maximizing/satisficing and well-being, specifically related to social relationships including online dating; 3) the role of personality in our affective and physiological response to virtual nature and stress; and 4) assessing the efficacy of a novel priming intervention designed to increase well-being with and without participant awareness.

Bio: The four presenters (Maxine Crawford, Jadie Allen, Janis Martman, Linden Timoney) hail from Mark Holder's lab at the University of British Columbia – Kelowna campus. Maxine is completing her Master of Arts (psychology), Jadie completed her honours (psychology) in 2011, and Janis and Linden completed their honours (psychology) in 2012.

## **Margaret Lumley**

Symposium Title: Promoting Positive Relationships, Emotional Functioning and School Engagement in Youth

Abstract: Four speakers will discuss research related to Positive Schema Structure and Emotional Functioning in Early Adolescence, Perspectives on Parenting and Youth Emotional Resilience, Showing Up: Student Engagement in an Alternative High School and Strengths in Motion: Evaluation of a Strength-Based Bullying Prevention Program

Bios: Dr. Margaret Lumley completed her PhD at Queen's University and is an Assistant Professor in the Clinical Psychology: Applied Developmental program at the University of Guelph. Her research program aims to further the understanding of the factors that foster positive emotional functioning in youth in the context of variable school, family and peer environments. Dr. Lumley's research is supported by the Ontario Mental Health Foundation's New Investigator Fellowship. She is a registered psychologist in the province of Ontario practicing with children and adolescents.

Kristy Boughton is currently completing her Master's degree in clinical psychology at the University of Guelph. She also completed her Honour's degree in Psychology at the University of Guelph in 2009, examining discrepancies between parents and children in reports of child mood. She is a recipient of the Joseph-Armand Bombardier CGS Master's Scholarship through the Social Sciences and Humanities Research Council. Her current research interests focus on children's emotional well-being and parenting behaviours.

Sophia Fanourgiakis is a PhD student in clinical psychology at the University of Guelph. She completed her Master's degree in Psychology, Neuroscience and Behaviour at McMaster University in 2010. Her current research interests include examining how some children exposed to early stressful experiences are more likely to develop emotional difficulties while others are not. She is conducting a community research project looking at whether secure attachment relationships, positive self-beliefs, and emotional resilience lead to increased school engagement and use of positive coping strategies.

Dr. Jennine Rawana is currently a faculty member in the Clinical Developmental Program in the Dept of Psychology at York University. She is also a Core Member of the LaMarsh Centre for Child and Youth Research at York University. Dr. Rawana has broad research, clinical, and teaching interests in adolescent psychology. Specifically, her research interests involve studying the emergence of normative and atypical emotional development from early adolescence to emerging adulthood. Current projects also include developing and evaluating school-based prevention and mentoring programs that reduce mental health issues and build upon the strengths of culturally-diverse youth including Aboriginal youth.

## Haesun Moon

Workshop Title: 5 Foundational Qualities of Solution-Focused Coaching

Abstract: This workshop is for individual practitioners, managers, leaders, and workplace educators who are looking to explore and enhance their coaching practice at work. The participants will consider 5 foundational qualities of solution focused brief coaching in a highly experiential manner including contracting, building rapport, setting goals, striving for goals, and exchanging feedback. The foundational qualities may enhance your everyday language at work and home to fully engage in helpful conversations with people around you.

Bio: Haesun is a facilitator providing brief coaching training for nonprofit organizations, educational institutes, and private sector companies locally, nationally, and internationally. She has her graduate degree from University of Toronto in the department of Leadership, Higher and Adult Education. Haesun hosts various communities of practice for strength-based coaching through PowerApps series, Learning Theatre, Coaching Clinic, and Centre for Brief Coaching network. For more information, see: [www.solution-focused.ca](http://www.solution-focused.ca).

## Rob Kall

Title: The Anatomy of Positive Experience-- a practical temporal approach to optimizing skills for positive experiences and happiness.

Abstract: The model is based on the hypothesis that positive experiences (including recovery from negative experiences) are the basic building blocks for the capacity for happiness, love, facing adversity and challenges. Given that hypothesis, skill development in positive experience becomes the obvious next step. The talk will give an overview of the model that walks through a temporal approach to skill building-- preparation, planning, learning to recognize Positive Experience (PE) opportunities, engaging and embracing, then intensifying and deepening the PE, then consolidating the memory and integrating the PE into attitude, life and future.

Bio: Rob Kall has his master's degree in counseling psychology. His book *The Happiness Response*, written in 1989, described many of the approaches and practices now widely used and supported by research. He founded and organized the Optimal Functioning and Positive Psychology Annual Summit meeting, which first met in February 1996, and ran annually until 2007. It brought together psychology, neuroscience, applied psychophysiology and peak performance training. Rob has presented his positive experience model at the 2001 Positive Psychology Summit Meeting in Washington DC, and related presentations at AAPB, APM (Pain Management,) AABT and other national and local professional meetings.

## Holli-Anne Passmore

Title: Meaning in nature: Meaning in life as a mediator of the relationship between nature connectedness and well-being

**Abstract:** It has been suggested that key elements of meaning in life can be found in nature. Given that bivariate associations have been found between nature affiliation, meaning in life, and well-being, we examined whether meaning in life mediates the relationship between nature affiliation and well-being. Mediation analysis supported our hypothesis. This pattern paralleled previous findings concerning religiousness, meaning, and well-being; therefore, we simultaneously measured relations among religiousness, meaning, nature affiliation, and well-being. Analysis revealed that meaning in life mediated the nature affiliation—well-being and the religiousness—well-being relationships. This research suggests that nature affiliation plays a role in a life well lived.

**Bio:** Holli-Anne Passmore collaborates with Dr. Andrew Howell and Dr. Karen Buro (Grant MacEwan University) researching the positive psychology of nature affiliation and well-being. They have published and presented their research findings in this area concerning the relationship between nature connectedness and indices of well-being: mindfulness, meaning in life, and spirituality.

## **Charles Walker**

**Title:** A Longitudinal Study on the Psychological Well-Being of College Students

**Abstract:** In accord with theories of psychological well-being (Ryff, 1995; Keyes, 2007) an inventory on student well-being was created and refined, then used to monitor the positive mental health of a class of students over four years at a major regional university. The inventory included dimensions on autonomy, life purpose, environmental mastery, spirituality, healthiness, social relationships and learning engagement. Early research on this inventory established coefficient alpha values of at least .59 for separate dimensions and alphas on the overall scale that ranged between .89 and .93. These results were replicated by a second independent researcher at a large mid-west university (Cole, 2008).

**Bio:** Charles Walker is a Professor of Psychology at St. Bonaventure University. He was an affiliate scholar at the National Center on Postsecondary Teaching, Learning and Assessment where he studied the well-being of new faculty. He has contributed chapters on faculty vitality to texts edited by Robert Menges, Maryellen Weimer, and James Bess. His principal area of expertise is in social psychology. He has published a variety of articles and papers on topics such as rumor & gossip and social forms of flow. He has been invited to speak on the results of his most recent research on student well-being at national and international conferences. He is a member of the International Positive Psychology Association and Association for Psychological Science.

## **Hsiang-Yi Wu**

**Title:** A Cross Cultural Study Comparing Self-Control in Taiwanese and American Adolescents

**Abstract:** What are the challenges in cross-culture studies? What's the effect of self-control on academic performance of adolescents outside of the United States? The main objective of this investigation was to examine the effect of self-control on academic achievement in Taiwanese adolescents and compare findings to a similar investigation conducted earlier in American adolescents (Duckworth & Seligman,



2005; 2006). A multi-method approach, including self-report, teacher report, monetary choice questionnaires and a behavioral delay-of-gratification task, was used to measure the extent of self-control. Interestingly, we obtained two conflicting results by using different types of measures. Possible solutions to reconcile these results are discussed.

Bio: Hsiang-Yi Wu is currently a Ph.D. student in the Department of Educational Psychology and Counseling, National Taiwan Normal University, Taiwan. She initiated cross-culture research with Dr. Angela Lee Duckworth and Young-Hoon Kim as a visiting scholar in the Positive Psychology Center at the University of Pennsylvania in 2011.

## **Johnny Kok Keong Tay**

Title: The Bright Side of Life: Positive Psychology and Environmentally Significant Behaviours at Work

Abstract: This study examines the impact of positive psychological constructs on environmentally significant behaviours of North American employees. Environmentally significant behaviours, or ESBs, refer to individual behaviours that have a direct or indirect impact on the environment (Kollmuss & Agyeman, 2002). ESBs include recycling, saving energy, buying environmentally friendly products, and more. The potential influences of Self-Efficacy, Resiliency, Hope, and Optimism are explored, as these are four of the most promising positive psychological constructs at influencing individual behaviours in organizations (Luthans, 2002). Their impact is compared with the most current theory for explaining ESBs, the Value-Belief-Norm theory (Stern et al., 1999). The effect of job satisfaction is also analysed. Data is obtained via a cross-sectional survey on working adults in North America. Preliminary results will be available by the time of this conference.

Bio: Johnny Tay is a Master of Science candidate in Organizational Behaviour at Queen's University. His interests are positive psychology, human performance and behaviour, job satisfaction, the environment, culture, and multiculturalism. He is also a research assistant for both quantitative and qualitative research for projects pertaining to Organizational Behaviour and Management Information Systems. Prior to his MSc, Johnny has worked for more than twelve years as an editor and writer in a wide variety of industries, including publishing, trading, defence, entertainment, and self-publishing. He also produces and publishes his own graphic novels. The leading digital comic distributor Graphicly.com, which manages titles from Marvel, Image, and other top publishers, listed Johnny's book as a 'Featured Title' in 2011. His writing and work are available on johnnytay.net.

## **Johanna Vanderpol**

Title: The RHUME™ Model for Processing Emotions in Real Time - A New Positive Psychology Intervention

Abstract: The science of emotional intelligence (EI) has done much work that is of value to (PP) positive psychology. Both fields continue to develop a number of strategies and interventions to increase well-being and can be applied in a coaching practice. However, many of these interventions are strategies

that are used after an emotion passes. The methodology presented here is a new one whereby emotions are navigated in real time, in the moment that they occur. This is where true learning occurs. This presentation will outline the 5-step RHUME™ model of processing emotions, the results documented in a coaching practice and the possibility of testing it as a new PPI

Bio: Johanna Vanderpol runs a private coaching and accounting practice called "Dreams Into Action" informed by emotional intelligence, positive psychology and coaching since 1997. She believes that emotions "drive the bus" and, in order to live a flourishing life, it is necessary to know how to recognize and process emotions in the moment that they occur. She completed the Vanguard Program as a Certified Coach in Authentic Happiness with Dr. Martin Seligman in 2003 and has been applying PP interventions and in a coaching practice and workshops to various organizations. In 2005, Johanna has published a book called "Honouring Your Emotions: Why it Matters". She is currently pursuing a Masters in Leadership at Royal Roads University, Victoria, Canada.

## James Butcher

Workshop Title: Flourishing at Work

Abstract: How do we boost the motivation and performance of people at work? We might want to turn around the fortunes of a struggling organisation, or help make the shift "from good to great". Or we might hope to transform people's experience of organisational life, to generate greater employee engagement. So what can employees and employers do to create more positive institutions, to the benefit of both individuals and their organisations – and what contribution can positive psychology make? In this workshop we share our research findings and our experience of applying those insights with our organisational clients. We can also talk about getting clients interested in what positive psychology has to offer. We will offer practical interventions for participants to try out in the workshop, so that everyone leaves with ideas about how to help themselves and others flourish at work.

Bio: James Butcher established Work Without Walls in 2000 to specialise in appreciative learning - helping people to learn from their strengths and successes, and to do more of what they do well. James focuses on helping clients to develop team excellence, personal effectiveness, successful collaborative relationships, and resilient leadership. His work includes coaching individuals, designing and facilitating development programmes and team events, mediation, and advising on organisational and leadership development. James works across the private and public sectors with organisations such as PricewaterhouseCoopers, Arup, Bristol City Council, The Body Shop, Brighton & Hove Council, and Coca Cola. James recently completed an MSc in Applied Positive Psychology at University of East London, where he has also lectured on the business applications of Appreciative Inquiry. In 2010 he contributed to a symposium on applying positive psychology to the world of work at the European Conference on Positive Psychology in Copenhagen. James has contributed case studies of his work to the recently-published book "Positive Psychology at Work: How Positive Leadership and Appreciative Inquiry Create Inspiring Organizations".

Jen Rolfe

Jen Rolfe runs Practically Positive, a positive psychology-based learning and development consultancy. She's a group trainer, coach and learning designer. She completed her MSc in Applied Positive Psychology whilst working at The Mind Gym; another psychology-based learning and development company where she worked for a number of years designing programmes for many of the FTSE 100 companies. On their behalf, she presented a symposium at the 2010 ECPP conference titled "the trials and tribulations of applying positive psychology in organisations". She also holds an MA in Natural Sciences, specialising in Psychology, from Cambridge University, is a qualified Strengths Practitioner, and is a member of the British Psychological Society.

## Rachel Green

Workshop Title: Motivational Interviewing

Abstract: Dr. Green will present, using didactic and experiential learning, a taste of Motivational Interviewing, an evidence-based practice founded by William Miller and Stephen Rollnick. This compassion-based communication approach offers the client an active role as the expert on him/herself toward a self-selected change for which s/he chooses the means to attain the goal. MI focuses on engaging the client, heightening ambivalence about the change goal and helping him/her develop a change plan, using the familiar skills of empathetic reflection, open questions and affirmations. It isn't which skills one uses; it is how one uses them that makes it MI!

Bio: Rachel Green, Ph.D., Psychologist, is an MI counselor and the founder of dancing gecko training, offering MI workshops and implementation plans to centres interested in using this evidence-based practice. She is the co-author of *L'approche motivationnelle*, in *Psychiatrie Clinique: L'Approche Bio-psycho-sociale*, and member of the Motivational Interviewing Network of Trainers and the *Ordre des psychologues du Québec*.

## Greg Evans

Workshop Title: The Applied Positive Psychology Program: A Pilot Study

Abstract: The Applied Positive Psychology Program (APPP): A professional evidenced-based certification course on the science, philosophy and experience of happiness. This session includes a general overview of the philosophy and structure behind the APPP—including some practical information and exercise included in the program as well as evidence from a pilot investigation. Participants in the study showed significant increases in happiness (SWLS) and decreases in depression (DASS-21). Significant differences were also found on most of the broad values associated with happiness such as courage, humanity, justice, and temperance, in addition to some of the individual strengths including bravery, zest, love, social intelligence, teamwork, forgiveness, appreciation of beauty, and optimism (VIA-Brief).

Bio: Greg Evans earned a PhD from the University of Queensland studying the area of positive psychology. Greg is currently the director of The Happiness Enhancement Group (HEG) which attempts

to promote and increase happiness and human flourishing in individuals, couples, families, organizations, schools, and communities through the applied use of evidence-based positive psychology.

## **Matthew Scholes**

Title: Creating a Positive Sports Organisation

Abstract: The Positive Sports Coaching (PSC) program ,developed by Mr Matthew Scholes is built around the science of optimism, positive feedback and process praise and has dual aims: 1) to assist with performance and 2) to promote well-being. PSC has adopted an evidence-based approach partnering with researchers at Melbourne University, Australia, to evaluate the effectiveness of the program. This presentation will lead participants through the development and use of the PSC program, how the science of positive psychology is used and the research outcomes The PSC model is suitable for sports coaches, athletes, schools and elite sporting organisations.

Bio: Mr Matthew Scholes - Presenter

Matthew is the Director of Education at AFL Sports Ready, a lecturer in sport at Swinburne University and Secretary General for the Victorian Commonwealth Games Association. Matthew is a highly regarded adult educator who has been the recipient of numerous teaching and innovation awards including the Sports Industry Training Initiative of the Year, 2010.

Associate Professor Lea Waters

Associate Professor Lea Waters is a registered psychologist who holds a PhD in Organisational Psychology. She is the Director of the Masters in School Leadership at the University of Melbourne. She was a peer-reviewed speaker at the International Positive Psychology Association 2nd World Conference, Philadelphia, 2011.

## **Louise Lambert**

Title: Primary care happiness groups decrease pain and depression, and boost happiness

Abstract: This session will highlight the results of a happiness intervention study in Red Deer, Alberta. Primary care patients (n=124) attended a six-week happiness program and were followed up to six months later. Thirteen positive interventions were effective in reducing depression, but also in increasing happiness, a sense of vitality, social functioning, and reductions in physical pain. These effects were noted at 3 and 6 months after the termination of the group. Positive interventions appear to be effective beyond the simple reduction of depression and may have implications for pain management and cost savings in a primary care setting.

Bio: Louise Lambert is a registered psychologist in Alberta. She has recently finished a doctoral dissertation studying real life experiences of authentic happiness (Seligman, 2002) in marathon runners. While happiness is her main focus, travel, culture and health are other interests.

## **Marie-Hélène Budworth**

Title: Appreciative Inquiry: A strength-based approach to coaching

Abstract: The theoretical underpinnings of Appreciative Inquiry (AI) indicate that dialogues that focus on strengths, successes, and values are transformational and thus facilitate productive change (Whitney & Trosten-Bloom, 2001). The process of AI was developed for the purposes of organizational change (Bushe & Kassam, 2005) and the technique has been applied to a narrow set of contexts including developing leadership capacity in organizations (Bushe & Kassam, 2005) and improving personal relationships (Kelm, 2005; McNamee & Gergen, 1998). The proposed research aims to expand the application of this technique to a coaching context.

Bio: Marie-Hélène Budworth (York University) is an Associate Professor of Human Resources Management. Her program of research is focused on individual development within the context of work. She is particularly interested in how cognitions affect learning and learning outcomes such as career progression and access to opportunities. Much of her work uses social cognitive theory to understand how people learn, acquire knowledge, make choices, and negotiate with one another in order to succeed. Her work has been published in *Journal of Vocational Behavior*, *Applied Psychology: An International Review*, *Canadian Journal of Behavioral Sciences*, and *Human Resource Management Review*. Marie-Hélène's most recent work looks at techniques that address cognitive barriers to success among youth on a job search.

Basak Yanar received her Ph.D. in Organizational Behavior and Human Resource Management from Rotman School of Management, University of Toronto; specializing in the areas of training and development, and career transitions. She has designed and delivered training programs on professional development and published articles on training and performance management. She is currently coordinating a research project on strengths-based job search training at York University in collaboration with Marie-Hélène Budworth. Combining her academic passion with a keen interest in practice, Basak works with individuals and organizations to facilitate learning and growth.

## **Steve Zolezzi**

Title: Merging Positive Psychology, Leadership and Outdoor Education

Abstract: This presentation reveals how a positive leadership approach can enhance optimal functioning and positive relationships in outdoor education. Areas explored will be the cultivation of positive climate, positive relationships, positive communication, positive meaning. The intent is to provide outdoor leaders and school staff with validated, implementable strategies that can enable positively deviant performance by outdoor teams, that is, successful performance that dramatically exceeds the norm in a positive direction. Also such positive leadership promotes shifting participants from a follower mindset to that of a leader mindset.

Bio: Steve is a Registered Psychologist and Member of the Australian Psychological Society. He has been a School Psychologist since 1994, having worked with the Catholic Diocese of Broken Bay, St Aloysius

College and currently at Knox Grammar Sydney Australia. Steve is also a Founding member of The Australasian Biofeedback Society and International School Psychologists Society. He is a Qualified Teacher and Physical Education Instructor.

## **Ruth Farber**

Title: Exploring the Relationship of Well-being and Social Support with Participation in Life Roles and Parental Satisfaction for Mothers with Multiple Sclerosis

Abstract: This research responds to the need to expand knowledge of factors that contribute to positive adjustment and optimal participation of people with disabilities or chronic illnesses. This information is especially important for the growing number of mothers with Multiple Sclerosis (MS) with complex ways to participate in the salient role of motherhood. This study examines the social support and psychological well-being of mothers from the eudaimonic tradition of positive psychology. The results show that this type of well-being may be especially relevant for people with disabilities, since this construct integrates living well while facing existential challenges such as illness.

Bio: Ruth S. Farber, MSW, PhD, OTR/L: Associate Professor in the Department of Rehabilitation Sciences, Temple University, Philadelphia, USA. Dr. Farber has been studying the relationship of well-being and role participation in mothers with disabilities or chronic illnesses, integrating positive psychology with the International Classification of Functioning, Disability & Health.

## **Susan Graham**

Title: Subjective Well-being & Organizational Culture

Abstract: This session examines the current literature regarding the components and causes of happiness as it relates to subjective well-being (SWB). A pyramid of happiness is postured. It then summarizes the results of a research project regarding SWB and professional learning communities (PLC) or collaborative work cultures. The research involved a mixed-method approach in two phases. Phase one included the completion of an online survey by educators in 23 schools in Alberta. Phase two consisted of personal interviews with 19 educators regarding their experiences of SWB within their PLC. Findings and implications are discussed.

Bio: Dr. Susan M. Graham is a Calgary-based leadership and educational consultant, and coordinator of a private tutorial service. She has 25 years' experience as an educator and administrator at the primary, secondary, and post-secondary levels, in the United States and Canada. Her paper is based on a 2012 Doctor of Education dissertation, University of Calgary. A long-standing member of numerous professional groups, including the Alberta Teachers' Association, Susan regularly presents workshops, conference papers, and seminars to professionals and the public. These professional sources of happiness are mutually reinforced by the joys of being a wife, mother, traveller, and squash enthusiast.

## **Roger Tweed**

Title: Strengths Among People Who Are Homeless

Abstract: This session will report findings from a study of self-perceived character strengths among people who were homeless. The social context of these individuals may not often explicitly affirm their personal strengths, however, the findings suggest that with appropriate questioning, and targeting of particular constructs, discussion of strengths is relevant and meaningful to this group.

Bio: Roger Tweed is a faculty member at Kwantlen Polytechnic University. He has studied factors enabling positive life change among people who are homeless and among people who are bereaved. He is also currently examining strengths (social and personal) that help kids resist involvement in violence.

## **Courtney Sasse**

Title: Practical Application of Positive Psychology Principles across the Health Care Continuum

Abstract: This presentation will describe the application of a trajectory model of positive change derived from the results of research conducted in a community on the southern Gulf Coast of the U.S. that experienced the disastrous Deep Water Horizon Oil Spill in 2010. Implementation of the model can be used in a variety of health care contexts to foster hope as a catalyst for achieving goals to enhance health, improve function, facilitate resiliency and attain flourishing. The model can assist healthcare providers to bridge the gap between research and practical application.

Bio: Marjorie Scaffa has a Master's degree in occupational therapy (OT) and a PhD in community health. She founded and currently chairs the University of South Alabama Occupational Therapy program. She co-authored official American Occupational Therapy Association documents on OT's role in health promotion and on OT's role in disaster recovery. Dr. Scaffa is the editor of a book on community-based practice and a co-editor of a book on OT in the promotion of health and wellness. She is a charter member of the International Positive Psychology Association, and presented research at the 2nd World Congress on Positive Psychology in 2011.

Courtney Sasse has Masters degrees in occupational therapy and educational leadership. She is a former teacher and facilitator of adult education programming. She currently practices occupational therapy in a geriatric setting. She has authored chapters in a community-based occupational therapy practice textbook and several supplemental works on pediatric occupational therapy. Ms. Sasse is the author of a number of adult education and literacy grants. She is a current member of the International Positive Psychology Association, and presented research at the 2nd World Congress on Positive Psychology in 2011. Her interests include mental health, wellness, positive psychology, and integrative health care.

## **Jamie Cundy**

Title: Make. Music. Matter.

Abstract: In this 30-minute talk, I will cover the impact that music has had on human development over time, as well as its implications for the future. Music's impact on the individual, the community, and the global society will be presented alongside practical examples from the field. Attendees will be able to clearly see the role that music can play in peace and development around the world, and will see the importance of the movement to Make. Music. Matter.

Bio: coming

## **Sarah Bassett**

Title: The relationship between written indication of certainty and increases in task orientation and happiness following a positive health program for pre-teen girls

Abstract: The current study examined word use in the journals of 75 pre-teen girls participating in a positive health program. Happiness and goal orientation were assessed via self-report pre-program and eight months thereafter. Results indicated that girls using a high percentage of certainty words in their journals reported greater increases in both task orientation and general happiness at post-test than did their counterparts. This might indicate that individuals who process events of a positive psychology program in a specific manner have greater benefits to psychological well-being. Findings call for future research on predictors of success in positive health interventions.

Bio: Sarah Bassett received her B.A. in psychology from the University of Kansas in 2010. She is interested in the application of positive psychology as a method to facilitate resilience in those who have undergone cultural change, and is currently completing a second B.A. in Spanish at the University of Kansas.

## **Gina Ko**

Title: Forgiveness and Well-being

Abstract: Gina will speak about forgiveness and well-being based on a literature review paper she wrote, as well as her lived experience with forgiveness. In positive psychology, the concept of forgiveness has been widely acknowledged. Forgiveness has been shown to connect to physiological health, enhanced interpersonal relationships, and spirituality. On the other side, there are undesirable concerns related to forgiveness. Additionally, individualistic and collectivistic cultures may view forgiveness differently. Furthermore, forgiveness interventions, and future directions will be presented. Consequently, each individual and context needs to be taken into consideration when forgiveness is used as a method to help clients heal.

Bio: Gina Ko is a graduate student in the Master of Counselling program with Athabasca University. She is a former teacher, a mother of two lovely young children, and is working diligently to become a registered psychologist. In the future, she aspires to work with the adolescent population.