

躍動

卓越領航 共建企業健康

LEAP

Fall 2012

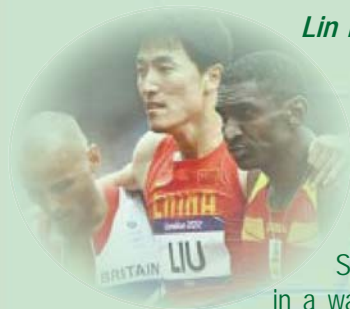


FOUR DIMENSIONS Consulting Limited
富達盟信顧問有限公司

Headline

Who is the ultimate champion of the London Olympics?

With joy, sorrow, anger, and sentiment, the quadrennial Olympic Games have come to an end. We felt joyful when we saw our supporting athlete, like **Lin Dan**, winning a gold medal. We cheered and applauded, we were boisterous! We felt sad and angry when we saw our supporting athletes, like **Liu Xiang**, the eminent hurdle star, tumbled and lost at the elimination race.



Lin Dan or **Liu Xiang**, who is the ultimate champion?

People often suggest that mentality of the athletes matters. Credits go to their coaches, who act as their "personal psychologist", guiding the athletes how to handle their emotions and bring out their best during the tournaments.

Supervisors of an organization resemble the coaches in a way they have to develop the full potential of their employees. **Lee Wai Sze**, the Keirin cyclist who won the bronze feat for Hong Kong, her coach said that she was not the brightest in terms of speed and technique during the race, however it was **Lee's** calm and sober personality turned her defeat into victory during the race. Nowadays, the role of supervisors, besides identifying and developing the strengths of their employees, they have to assist them to positively face their failures and stress. The ultimate champion is the one who can positively face obstacles and adjust accordingly, and then bravely get up after a fall.

A real positive organization fills not only with laughter, but also tears. It embraces failures and will always be able to start over. The employees support each others and possess a good mentality, together they aspire to the spirit of the Olympic Games --- not easy to give up, and keep up to the end!



- L** leading Personal Effectiveness
- E** nhancing Family Cohesiveness
- A** chieving Team Success
- P** romoting Corporate Wellness

CONTENTS

1. Headline
2. In Focus
3. E File
4. Chicken Soup for the Soul
5. EAP Tips

Hong Kong Christian Service (HKCS) is the first organization pioneering Employee Assistance Programme(EAP) in Hong Kong. Since 1991, it has launched its Employee Development Service(EDS) to serve employees in their workplace. Over the years, EDS has built up extensive experience in EAP services including professional personal consultation and counseling, employee development and training, management consultation as well as critical incidents stress management. In order to further develop its services, HKCS has established a subsidiary company, the Four Dimensions Consulting Limited in 2005, dedicated in building strategic alliance for corporate wellness.

In Focus

Positive Organization Drives Positive Deviance

How a corporate operates affects the wellbeing of their working staff. Positive Psychology studies have shown that a positive organization is positively deviant in areas such as management practices, employee relationships and staff emotional wellbeing. Echoing the father of positive psychology, *Dr. Seligman*, who advocates for developing optimal human functioning, we believe workplace should be a place that enhances positive emotions, relationships and meaning.

As a leading EAP provider, our Employee Development Service (EDS) / Four Dimensions Consulting Limited (FDC) has developed the first Positive Organization (PO) Index in 2012. With reference from the Oxford Handbook of Positive Organization Scholarship, our PO Index can be used to assess company wellbeing in the following 5 domains, **PRIDE**:

1. **P**ositive Practices: To enhance shared vision, develop resources, and set clear goals to achieve the company mission.
2. **R**elationship Enhancement: To foster high quality connection through coordination, respectful engagement, etc.
3. **I**ndividual Attributes: To nurture employees' strengths and virtues such as optimism, hope, self-efficacy, forgiving and caring.
4. **D**ynamic Leadership: To assert positive leadership in driving change.
5. **E**motional Well-being: To boost workplace energy and positive emotions.

In addition, the VIA (Value in Action) Survey of Character Strengths can be used to discover the strengths of a company and staff which also helps to build up a positive organization. This is what our Organizational Consultancy Services offer to improve your organizational wellness.

Moving towards a positive organization does not count on how much money or extra labour your company has invested in it. More importantly, it is the value and motivation held by your CEO and managers in improving workplace wellbeing. In other words, a positive organization cultivates dedicated and positive employees with higher motivation and productivity. It reduces sick leaves and turn-over rate. Aren't you news for management as positive organization not only brings organizational effectiveness, but also reduces cost? To understand more how we can work together to improve your Company's wellness by moving towards a positive organization, our EDS/ FDC is happy to offer you our hands.

File

Using Your Strengths and Flourishing with Them

David is a successful banker. Appreciated for being aggressive and hardworking, he has been offered lots of development opportunities at work. Nevertheless, David started seeking professional help as he felt increasing pressure from being detached from colleagues. He felt the urge to improve his workplace relationship through counseling.

In the counseling room, the counselor could well sense that David was a humorous person. But why was he in such a tense relationship with his colleagues? With the aid of a psychological assessment tool, David identified his 3 top strengths as judgment, zest, and humor. Obviously, David had been demonstrating his first two strengths at work so that he had been so successful. But how could he show his sense of humor at work?

After some pondering, David realized that he indeed acted quite differently in office. Being naturally amusing and funny around his friends and family, he appeared so serious at work that he barely talked due to the daily heavy workload.

Through counseling, David became aware that he had under utilized his own character strengths. He was encouraged to apply his sense of humor more frequently at work. One month later, David reported happier since his workplace relationship had been improved. He was pleased to share how he had been showing his playful character in office, 'Now I spend time chatting and joking with my co-workers. I invited them for lunch and talked just about everything, just like being with my friends and family. They were surprised to find a humorous side of me.' Also, David was aware that he had been over utilizing his judgment when communicating with others, so he is trying to improve himself on that.

As Positive Psychologists pointed out, we all have our own unique character strengths. If we understand them better and apply them more often in our family, workplace, social life and community, it can help us flourish in life.

Phoenix Spirit

On one cold night, I was parting from Fo Tan station on a crowded, noisy train.

By the train door, there was a drowsy young man, carrying a heavy backpack, leaning by the glass pane. As the train doors opened, a shivering weak old man walked in. This young man immediately moved away and squeezed himself into the crowded compartment, giving the old man the limited space for physical support. This was the moment I came closely across *So Wa Wai*.

Born with jaundice which affected both his hearing and the balance of his limbs, *So* could not walk until the age of 4. Being not even able to hear the starter pistol at the race, *So* needs to practice much harder than any other normal athletes. Surprisingly, he has set the world records for 5 times, won 6 gold medals in the Paralympics Games and 7 championships in IAAF World Championships in Athletics. It is heard that the 30-year-old *So* is going to retire after the 2012 Games.

The chance for *So* to win a gold medal is just 1/10 of that by a normal athlete. But he said, '...with perseverance, persistence, confidence and be positive. I am not the only one...'

A slow start up does not always results in a lost in race.

Chicken Soup for the Soul Adopted from SportSoho <http://www.sportsoho.com/pg/magcontent/872439>.

Tips for

EAP! Tip

Happiness

Are you truly happy? Do you even know what it means to be happy and what it takes to achieve happiness? The truth is that happiness, like anything else in life needs to be nurtured. The following are a few tips in life that lead to happiness:

- 1) Happy Plan: Make plans to be happy. Play and have fun. Live in the moment.
- 2) Show Appreciation: Be grateful and appreciate what you have. Learn to love yourself.
- 3) Nurture Relationship: Invest time and energy into your key relationships.
- 4) Happy Thinking: Weed out unhappy thoughts and plant happier and optimistic thoughts.
- 5) Live a healthy life: Make it a habit to have regular exercises and body check. Ensure you maintain a balanced diet and get plenty of sleep and rest.