

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Positive Psychology at Work

Building Flourishing Organisations Beyond Reducing Illness

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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Programme Overview

This programme moves beyond addressing mental distress to actively building a thriving work environment. We explore evidence-based principles from positive psychology to foster employee engagement, a sense of purpose, and overall wellbeing within Indian organisations.

Learning Objectives

- ✓ Understand the core principles of positive psychology and how they apply to workplace dynamics, enabling a shift towards proactive wellbeing strategies.
- ✓ Identify and leverage individual strengths to enhance job satisfaction and productivity, fostering a more engaged and motivated workforce.
- ✓ Learn techniques to cultivate positive emotions and meaningful connections, contributing to a more supportive and harmonious work atmosphere.
- ✓ Explore strategies for fostering a culture of gratitude and appreciation, which has been shown to boost morale and reduce stress.
- ✓ Discover how to design work and tasks that promote deep engagement and a sense of accomplishment, leading to increased flow states.
- ✓ Equip managers with practical tools to lead teams towards greater collective wellbeing and resilience, considering the unique Indian cultural context.

WHO SHOULD ATTEND

This programme is designed for all employees and managers within Indian organisations seeking to enhance personal wellbeing and contribute to a positive workplace culture.

Programme Content

1. The PERMA Model for Workplace Flourishing

Explore Dr. Martin Seligman's PERMA model – Positive Emotion, Engagement, Relationships, Meaning, and Achievement – as a framework for creating a thriving workplace. This section will delve into how cultivating these elements can lead to increased job satisfaction, reduced burnout, and enhanced overall performance. We will discuss practical applications within the Indian context, focusing on how collective efforts can amplify these positive outcomes. Participants will learn actionable steps to integrate PERMA principles into their daily work routines and team interactions.

 **Activity: Group discussion on identifying PERMA elements in current work scenarios.**

2. Strengths-Based Management for Engagement

Discover the power of identifying and utilising individual strengths to boost employee engagement and productivity. This section will introduce evidence-based methods for recognising unique talents and aligning them with job responsibilities, fostering a sense of purpose and competence. We will explore how managers can effectively deploy these strengths to create more fulfilling roles and improve team dynamics. Understanding and applying strengths can significantly enhance an individual's contribution and overall job satisfaction.

 **Activity: Individual reflection and peer sharing on personal strengths.**

3. Cultivating Flow States at Work

Learn how to design tasks and work environments that facilitate 'flow' – a state of complete immersion and enjoyment in an activity. This section will provide practical strategies for balancing challenges with skills to prevent boredom or anxiety, thereby increasing focus and productivity. We will explore how creating opportunities for flow can lead to greater creativity and a deeper sense of accomplishment. Participants will gain insights into structuring their workday for optimal engagement.

 **Activity: Brainstorming session on task redesign for flow.**

4. Building a Culture of Gratitude and Appreciation

This section focuses on the profound impact of gratitude and appreciation on workplace morale and wellbeing. We will explore scientifically-backed practices for fostering a culture where expressing thanks and acknowledging contributions is a norm. Learning these techniques can help build stronger interpersonal bonds, reduce workplace stress, and create a more positive and supportive atmosphere. Implementing these simple yet powerful practices can significantly enhance team cohesion and individual job satisfaction.

 **Activity: Paired activity: practicing appreciative feedback.**

5. Leading for Team Flourishing and Resilience

Equip leaders with essential skills to foster a flourishing team environment and enhance collective resilience. This module will cover strategies for promoting positive relationships, encouraging open communication, and supporting psychological safety within teams. We will discuss how effective leadership can cultivate a sense of belonging and purpose, crucial for navigating challenges and driving sustained performance. Managers will learn to create an atmosphere where every team member feels valued and empowered.

 **Activity: Case study analysis of effective team leadership.**

6. Integrating Wellbeing with Indian Cultural Values

This section thoughtfully explores how positive psychology principles can be harmoniously integrated with the rich cultural values prevalent in India. We will examine concepts of collective wellbeing, the importance of community, and finding meaning in work through a lens that resonates with Indian employees. Participants will gain an understanding of how to leverage these cultural assets to build even stronger, more resilient, and purpose-driven workplaces. This approach ensures that wellbeing initiatives are culturally sensitive and deeply impactful.

 **Activity: Facilitated discussion on culturally relevant wellbeing practices.**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Introduce PERMA model in team meetings.	HR/Manager	Week 1	Managers to facilitate brief discussions on identifying PERMA elements in daily work.
Conduct strengths identification workshops.	HR	Month 1	Provide employees with tools and resources for identifying and articulating their strengths.
Encourage task redesign for flow.	Manager	Week 2	Managers to work with individuals to identify opportunities for increasing challenge and skill balance in tasks.
Launch a formal appreciation initiative.	HR	Month 1	Implement a system for peer-to-peer and manager-to-employee recognition of contributions.
Develop manager training on leading for wellbeing.	HR/Manager	Month 2	Provide specific modules on fostering psychological safety and positive relationships within teams.
Organise culturally relevant wellbeing events.	Leadership	Quarter 1	Plan events that integrate Indian cultural practices with modern wellbeing concepts.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

Manas – Center for Mental Wellness & Counselling

A MSME-registered organisation dedicated to evidence-based mental wellness.

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Disclaimer: This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: manu@manas365.com | +91 99818 13224 This document does not constitute a legal instrument and carries no legal standing or admissibility in any court of law or official proceeding.