## SUBJECT INDEX

Ability measures of EI, 169 Ability Models, 169, 171 Absenteeism, 7, 34, 90, 285 Absorption, 7, 66, 72, 98, 108, 123-125, 240, 245, 304, 335 Accidental Crafter, 297–298 Activities, 15, 25, 27, 47, 67–68, 73, 176–177, 191, 211, 214, 221, 238-239, 246, 253, 266-268, 270, 285, 288-290, 319, 331-332, 334-337, 339-342, 347 Affect, 4, 50, 55, 63-64, 68, 70, 75-76, 90-91, 113, 115, 117, 127, 136, 153, 159, 172, 196, 200, 203, 241–242, 264, 269–273, 288, 295, 299, 305-306, 311, 315, 329-330, 332, 334–335 Affective experiences, 50, 67, 275, 329–333, 336–338, 340, 342–343 Affective states, 176, 330, 332–335, 342-343 Affective traits, 264–266, 269, 271-272, 275 Agency, 32, 63, 89, 128, 151–156, 159–163, 227, 294 Agentic, 72, 153–157, 159, 218, 226, 282 Agreeableness, 124–125, 133, 310, 312 Alignment Crafter, 296-297 Allocation of energy, 160

Appreciative inquiry, 10, 36, 55 Aspirational Crafter, 297–298 Assertiveness, 265–266, 273–274 Assignments, 223–225, 229–230, 349 Attention and awareness, 45, 198 Authentic, 10–12, 149, 237 Authenticity, 8–9 Automatic processes, 178 Autonomous motivation, 68, 71–73, 75 - 76Autonomy, 51, 62, 64–67, 70, 72-73, 84-86, 88, 92, 97, 127, 130–131, 241, 243, 245–250, 252, 261, 275–276, 308, 311-313, 337 Autonomy orientation, 70 Availability, 38, 95, 179, 181, 244, 319 Basic psychological needs, 62, 64-65, 76, 86, 88, 242 Behavioral synchrony, 49–50, 52 Belongingness, 160, 245, 247, 251 Big Five, 109, 119, 133, 135, 169, 262, 264, 270, 274 Boost hypothesis, 88 Brain patterns, 195 Breathing techniques, 191 Broaden hypothesis, 48, 53, 55 Broaden-and-build model, 147, 156 Broaden-and-build theory, 16, 45-51, 53-56, 136

Buffer, 87-89, 96, 136, 156, 159, 161, 177, 229 Build hypothesis, 47–48, 53 Burnout, 11, 65, 72, 83–86, 88–98, 112, 118, 120, 124, 133, 159, 242, 308, 315, 349, 352, 355 Business performance, 8 Callings, 9-10, 26, 286 Change-oriented, 267, 270-271 Character strengths, 11, 27, 32, 50 Characteristic adaptations, 107, 109–110, 114 Client satisfaction, 240 Coaching interventions, 6, 8 Cognition, 49, 153, 176, 266–267, 269, 275-276, 357 Cognitive abilities, 168 Cognitive crafting, 283–284, 291, 293 Cognitive failures, 195 Cognitive filtering, 192 Cognitive flexibility, 55, 190, 199 Cognitive resources, 175, 177–181, 218 Cognitive sense-making, 213 Cognitive skills, 177 Cognitive traits, 264, 266–267, 275 Collaborative crafting, 285–286 Collective job crafting, 294 Collective mindfulness, 190 Commitment, 7–9, 11, 25, 33–35, 65, 69-71, 74-75, 88, 90, 113, 150, 159, 201, 215–217, 226, 231, 240, 282, 285–286, 307, 312-313, 315, 317, 319-320 Compassion, 10-11, 26, 28, 33, 163, 197-200, 203-204, 350 Competence, 27, 62, 64–66, 70, 72-73, 86-87, 115, 230, 245–247, 251, 313

**Complementary** Organizational Identity, 295 Connectivity, 28, 51-52, 72, 200 Conservation of Resources theory, 86, 136, 240-241 Construals, 175, 228 Constructive life narratives, 109 Contagion, 52, 162, 321 Context, 4, 24-25, 52-53, 63, 76, 85, 97, 108, 110, 113, 117, 136–137, 149-151, 154, 159-161, 168, 170–176, 178–183, 218, 226, 238, 247, 250–251, 262, 290-291, 296 Contextual event, 172 Coping, 7, 68, 91, 97, 109-110, 112–114, 118, 126, 129–130, 134, 136–137, 169–170, 194, 203, 219, 229, 311, 350, 353 COR theory, 87, 95–97 Core self-evaluations, 76, 113, 118-119, 126, 135, 146, 157, 310 Creativity, 9–10, 33, 46, 50, 241, 272, 348, 354 Critical psychological state, 244 Criticisms, 13, 25, 28, 30, 242 "cross-level" interactions, 342 Crossover, 304, 320-321 Curiosity, 9-10, 65, 266-268 Daily events, 330 Daily fluctuations, 333, 335 Daily life, 54, 337, 353 Dark side, 13, 62, 137 Day Reconstruction Method (DRM), 329–343, 353 Dedication, 72, 86, 98, 108, 122, 125, 240, 245, 304, 335 Deliberate, 16, 175–181, 183, 269 Deliberate process, 175–181

Depression, 8, 35, 48, 90, 316-317, 319, 332, 352 Diary, 52, 95, 119, 131–132, 285, 333, 335-337, 339-340 Differential exposure model, 115–116, 121, 130 Dispositional characteristics, 261-262, 264 Dispositional traits, 109–110, 114, 118–119, 134–138 Dyads, 49–51, 53, 125, 321 Dynamic equilibrium, 163 Ecological Momentary Assessment, 332 Effectiveness, 3, 6, 15–16, 24, 26, 30, 34, 52, 66, 71, 147, 160, 178, 201, 252–253, 349–350 Efficacy, 6, 10, 24, 33, 50, 75–76, 86–89, 96, 111–113, 117–119, 122-124, 127-129, 131-134, 136, 145–146, 153–157, 159, 161, 204, 212, 215-218, 220, 224-225, 230-231, 241-242, 245, 253–254, 266, 272–273, 304, 354 Elitist perspective, 29 Embodied cognition, 49 Emotion control, 176–178 Emotion management, 33, 170 Emotion recognition, 171, 176–179 Emotional balance, 196 Emotional contagion, 52, 162 Emotional exhaustion, 85, 98, 197, 242 Emotional expressions, 174 Emotional intelligence, 10, 167, 169–173, 175–177, 179, 181–182, 200, 354 Emotional reactivity, 192, 194

Emotional self-regulation, 194, 197 Empathy, 33, 50, 163, 197-199, 204 Employability, 286 Employee engagement, 7, 9, 15–16, 221, 231, 240, 245, 247, 250-252, 304, 351, 354 Employee well-being, 7, 30, 84, 93-94, 98, 107, 112, 189, 205, 329-330, 355 Employee work engagement, 5, 7, 335 Empowerment, 24, 30, 64, 72-73, 244, 254 Enactive mastery, 224 Energetic process, 86, 91, 97 Engagement, 5, 7–11, 15–16, 33, 36, 52-53, 61, 63-64, 70-72, 83-95, 97–98, 108, 112, 118, 120, 126, 132, 150, 159, 194, 221, 231, 237-255, 268-270, 282, 286, 296, 304–305, 310, 312, 318, 321, 335, 340, 347, 349–352, 354-355 Engagement App, 340 Enrichment, 69, 252, 303–307, 309, 311–313, 315, 317–322 Episode, 331–333, 336, 338 Episodic recall, 337 Equanimity, 196, 203 Eudaemonic, 27–28, 30–31 Eudaemonism, 27 Eudaimonic, 63, 72, 75 Eudaimonic well-being, 72, 75 Eudemonia, 238 Event-contingent sampling, 332 Evidence-based positive organizational psychology, 17 Exceptional performance, 26, 37 Experience Sampling Method (ESM), 329–334, 336–343

Experimental evidence, 46 Exposure, 86, 115-117, 121, 130, 158, 229 External rewards, 66 Extraordinary achievements, 26, 146 Extra-role performance, 90, 241, 245 Extraversion, 119, 121, 124-125, 133, 265–266, 270, 272–274, 311-312, 336 Extrinsic motivation, 66–68 Eyetracking, 47 Facial expressions, 49, 177 Facial recognition, 169 Facial stimuli, 175 Facilitation, 76, 305–306, 321 Family satisfaction, 312–313, 317-319 Felt obligation, 241-242, 245-250, 253-254 Financial returns, 8, 240, 335 Flourishing, 1, 3-4, 16-17, 23, 27-28, 30, 38, 61-62, 148, 237, 287, 298, 351 Flow, 5-7, 26, 61, 72, 156, 159-160, 162, 194, 237–238, 285, 331, 343, 347 Forgiveness, 10-11, 27-28, 33 Formal orientation, 216, 222–224, 226, 229 Functional classification, 262, 264-265, 274-276 Future orientation, 266–269 Future-focused efforts, 263 Gain cycles, 95 Generalized self-efficacy, 266, 272 Generative, 3, 26, 28, 39, 55, 270, 282 Generative dynamics, 3, 28 Goal-regulatory perspective, 266 Goals, 6-8, 36, 69, 76, 85-86, 107, 109–110, 113–115, 118, 122-123, 133, 136, 138, 145, 153-154, 156, 159-160, 172-175, 178-179, 182, 203, 212, 214, 217–218, 220, 222, 224, 226-227, 232, 238, 252, 263, 265–266, 270, 272, 275-276, 350, 357 Good character, 292–293 Good life, 238, 293 Gradient differentials, 162–163 Gratitude, 27, 32, 45, 50, 61, 163, 203 Growth and development, 17, 297 Happiness, 2, 12–13, 24, 48, 137, 157, 219–220, 237–238, 243, 286, 304, 332–336, 339–341, 347, 353 Happiness diary, 339-340 Happiness Indicator, 339-341 Hedonic, 63, 150, 238 Hierarchical Linear Modeling (HLM), 120, 125, 341-342 Hierarchical structure, 342 Hope, 6-7, 10, 17, 27, 32-34, 49-50, 75, 98, 113, 118–119, 135, 145–146, 156–157, 163, 168, 183, 212, 216–220, 224, 226-227, 230-231, 245, 253, 298, 343, 349 Hope bonding, 224, 226 Hope enhancing, 224, 226 Hope finding, 224, 226 Hope reminding, 224, 227 Human malleability, 156-158, 161 Humanistic, 34, 62–63 Humor, 10–11, 97

Identification, 13, 68, 74, 86, 149, 151, 293 Identity, 84, 109–110, 161, 212, 244, 281-285, 287, 289, 291-299, 355 In-group favoritism, 137 Individual Differences, 64, 70, 75-76, 95, 107, 109-111, 113, 115, 117–119, 121, 123, 125, 127, 129, 131, 133, 135, 137, 261, 274, 311, 335, 356 Information, 36-37, 46, 49, 51, 55, 74, 112–113, 137, 148, 158, 160, 173–174, 176–178, 181, 193, 195, 198, 211–216, 220–221, 223-225, 227, 231, 264-268, 271, 274, 304, 333 Information seeking, 265, 267, 271, 274Innovation, 7, 10, 27, 33, 36, 89, 93, 153, 263, 268–269, 275–276 Innovativeness, 8, 90 In-role performance, 90, 241, 245 Instrumental, 66, 68, 160–161, 203, 262, 264–266, 272–276, 304 Instrumental traits, 262, 265–266, 272, 274-275 Integrative Models, 170 Internalization, 64, 67, 69 Interpersonal communications, 199, 204Interval contingent sampling, 331 Interventions, 6, 8–9, 15–16, 25, 36-38, 54-56, 71, 137, 157, 198, 201, 204, 231, 238, 251–253, 350 Intra-individual changes, 332, 334, 336 Intra-individual differences, 334, 336 Intrinsic motivation, 7, 52, 64-66, 68–69, 72, 97 Introjection, 67

- Intuitive, 168, 175–181, 183, 243, 339 Intuitive and deliberate processing, 176
- JD-R model, 347
- Job challenges, 92
- Job characteristics, 73, 84–86, 88, 91–96, 120–121, 223, 244, 252, 298, 309, 318–319, 355
- Job characteristics model, 91, 244
- Job crafting, 95, 253, 281–283, 285–299, 350, 355
- Job demands, 16, 83–98, 115, 120, 122, 125–126, 221, 229, 240–242, 245, 286, 309, 312, 318, 340
- Job demands and resources, 16, 90, 92, 94, 97, 340
- Job Demands-Resources (JD-R) model, 221, 286, 347
- Job description, 262, 287
- Job design, 6, 69, 83, 93–94, 97–98, 244, 250, 281, 287, 351, 355
- Job engagement, 118, 126
- Job enrichment, 69
- Job hindrances, 92, 355
- Job identity, 292
- Job performance, 7–9, 65, 113, 115, 118, 215–216, 219, 223, 240, 309, 314, 317–319, 329
- Job resources, 83–98, 115, 120, 126, 128, 130–131, 136, 222, 224–225, 229, 231, 241–243, 245, 247–248, 250, 252, 254, 286, 309, 318
- Job satisfaction, 7, 9, 11, 28, 34, 65, 69, 71, 75–76, 84, 90, 112–113, 115, 118, 135, 213, 215–217, 231, 244, 285–286, 312, 314, 317–320, 329, 334–335, 338

Knowledge acquisition, 211 Laboratory studies, 46, 48, 53, 55, 66 Languishing, 27, 72, 148 Leadership, 2, 4–5, 7, 9–10, 12, 15, 25, 32–33, 52–53, 69, 75, 126, 128–129, 153, 238, 251–252, 254, 261, 347-349, 351, 356 Learning, 36, 46, 74, 85, 87, 92, 97, 153-154, 156, 160, 189-193, 195–197, 203–204, 211–216, 220, 223–225, 231–232, 253, 283, 348, 355 Learning process, 211-213 Legitimacy, 13, 28, 38 Life success, 168 Locus of control, 76, 96, 111-113, 118-119, 135, 254, 311 Loss cycles, 95 Love, 25, 32, 50, 67, 351 Loving-kindness meditation, 48, 54 Malfunctioning, 62 Malleability, 151–152, 156–163 Mastery, 55, 129, 134, 154–155, 216, 224, 230 Mastery motivation, 230 Meaning, 6, 9, 25–26, 30–32, 63, 71, 73, 86, 110, 129, 146, 171, 178, 191, 201, 238, 240, 243–244, 253-254, 281-291, 293, 295–299, 305, 340, 348, 356 Meaningful life, 238, 243 Meaningful Work, 35, 237, 239-255 meaningfulness, 24, 31-32, 37, 112, 238-241, 243-247, 251-252, 254-255, 288, 291 Mediated effect model, 116–117, 119, 123, 129-131

Meditation, 48, 54, 191, 194–197, 199-201, 203 Mental processes, 168, 170, 175, 183 Mindful organizing, 10, 190, 204 Mindfulness, 48, 55, 71, 74-75, 189-205 Mindfulness, 48, 55, 71, 74–75, 189-205 Mindfulness meditation, 191, 195-197, 199-200, 203 Mindfulness training, 197–199, 201, 203 - 204Mindlessness, 190 Missing data, 342 Mixed Models, 169 Momentary affective experiences, 329-330, 332, 337, 340, 342-343 Momentary fluctuations, 335 Morale, 24, 35, 37, 137 Mortality salience, 201 Motivational process, 83, 86, 88, 92, 247, 250, 255 Multilevel, 15, 119, 129, 131–132, 213 Narrative identity, 109–110 Need for belongingness, 160 Need for cognition, 266–267, 269, 275-276 Needs for meaningfulness, 241 Negative, 8, 13, 16, 26–29, 35, 37, 39, 45, 47, 51–52, 54–55, 63, 75, 85, 87, 91, 96–97, 111–112, 114–115, 117, 120, 133, 135-136, 145, 148-149, 152, 155, 158–163, 173, 175–177, 194, 196, 227–228, 237, 265-266, 269-271, 276, 282, 307, 312, 316–317, 330,

332-335, 349

Negative affect, 16, 63, 111, 120, 135, 196, 265–266, 269–271, 276, 332, 334-335 Negative affectivity, 16, 111, 120, 135, 265–266, 269–271, 276 Negative emotions, 13, 16, 45, 55, 114, 177, 269 Negative experiences, 13, 55 Negativity, 29, 35, 54–55, 147–150, 158-159, 163 Neuroimaging, 47 Neuroticism, 75-76, 111, 113, 118–119, 121, 124–125, 133, 265–266, 270–271, 311 Neuroticism, 75-76, 111, 113, 118–119, 121, 124–125, 133, 265–266, 270–271, 311 New roles, 211, 229 Newcomer adjustment, 213–214, 216, 221 Newcomer proactivity, 213 Newcomers, 53, 211–223, 225–232, 267, 270, 274, 354 Nonjudgmental attitude, 192–193 Nonjudgmentally receptive, 192 Nonverbal sensitivity, 176 Open to experiences, 192 Openness to experience, 124, 205, 264, 266–268, 311–312 Opportunity, 8, 172, 204, 287 - 288Optimal functioning, 4, 23, 62–63, 72, 76, 148, 150, 159, 237, 282 Optimal human functioning, 12, 76, 145 Optimism, 13–15, 29, 33–34, 48, 50-52, 75, 87, 89, 97, 109, 112–113, 118–119, 121, 128–131, 133–136, 145–146,

156-157, 212, 216-220, 224, 227-228, 230-231, 241, 245, 253 Optimization, 150, 155–156, 163 Organizational based self-esteem, 87, 89, 97 Organizational development, 4, 7, 238, 251 Organizational citizenship behavior, 71, 113, 217, 319, 329 Organizational effectiveness, 6, 16, 71 Organizational identity, 292–297 Organizational performance, 3, 7, 36, 189, 204 Organizational Socialization, 211-217, 219-221, 223, 225–227, 229–232, 351 Organizational tactics, 213 Organizational virtuousness, 5, 7, 33

- Overcommitment, 97
- **PANAS**, 271 Perfectionism, 97 Performance, 3, 7-11, 15-16, 24, 26-27, 31-37, 52, 65-66, 68-70, 73–76, 86, 90, 93, 113, 115, 118, 131, 133, 146–147, 150, 152, 154–155, 161, 163, 168, 179, 189, 197, 199, 204–205, 215-217, 219-220, 223, 227-228, 239-241, 244-246, 252, 267, 269, 271, 282, 285-286, 305-306, 313-315, 317-319, 329-330, 335, 343, 347, 351, 354–355 Person-job fit, 146, 252 Personal demands, 96–98, 253 Personal goal pursuit, 114 Personal growth, 55, 85, 189, 203, 307

Personal initiative, 71, 74, 89, 265, 267, 270-271, 273 Personal resources, 4, 7, 45, 47, 51, 53, 84, 87–89, 91, 96–97, 113, 118–119, 129–131, 133, 160, 223, 232, 241–242, 244-246, 253 Personal strivings, 109-110 Personal transformation, 191, 194-195, 199, 202 Personality, 13, 38, 71, 107-120, 122, 124, 126, 128, 130, 132–138, 146, 157, 168–169, 172, 175–176, 254, 261–262, 264-266, 269, 272-276, 306, 312, 336, 341, 352-353, 356-357 Personality Traits, 107, 109, 111, 133–134, 137, 146, 157, 169, 262, 264–266, 272, 274–276 Person-centered approach, 63, 135 Person-environment fit, 269 Physiological changes, 334 Pleasant life, 238 Pollyannaish, 29, 158, 163 Pollyannaish hedonism, 158 Poor memory, 181 POS interventions, 36–37 POS practices, 37 Positive, 1–17, 23–39, 45–56, 61–65, 68, 71, 75–76, 83, 85–87, 89, 91-92, 95, 97, 107-108, 113-115, 117-118, 120-121, 127, 129, 131, 134–137, 145–163, 167, 172–177, 189-191, 194-196, 198-199, 203, 205, 211, 216-221, 225-232, 237-255, 261, 264-267, 269-271, 273, 275-276, 281-285, 287-299, 303-307, 309, 311-313,

315-322, 329-330, 332-335, 341-342, 347-353, 355-357 Positive affect, 15, 50, 63, 68, 120, 127, 136, 176, 196, 203, 241-242, 264-266, 269-271, 273, 275, 305–307, 309, 311, 334-335, 342 Positive affectivity, 15, 120, 265-266, 269-271, 275 Positive character strengths, 32 Positive deviance, 26, 28, 31, 147 Positive emotions, 4–6, 8–10, 16, 31-32, 45-56, 136, 153, 156, 199, 238, 240–241, 269–270, 273, 285, 330, 351 Positive energy, 10, 26, 28, 30, 35–39 Positive growth, 158 Positive holistic model, 145, 147, 149, 151, 153–155, 157, 159, 161, 163 Positive Human Resource Practices, 5, 10 Positive identities, 29, 292, 295, 350 Positive institutions, 3, 76 Positive leadership, 4–5, 7, 10, 15, 53, 349 Positive meaning, 4, 26, 30, 281-285, 287-291, 293, 295-298 Positive mood, 240-241, 245-250, 254, 271, 316 Positive occupational health psychology, 3-4, 108, 134 Positive organizational behavior, 3-4, 12, 71, 147, 157 Positive organizational development, 4-5, 7 Positive Organizational Psychology, 1-17, 23, 45, 61, 64, 75, 83, 107,145, 167, 189, 211, 221, 230, 232, 237, 261, 281–282, 292,

298, 303–304, 321–322, 329, 347, 349-351, 355 Positive organizational scholarship, 3-4, 9, 12, 23, 25-27, 29, 31, 33, 35, 37–38, 50, 238, 282, 292, 348, 350, 356–357 Positive practices, 11, 31, 36 Positive psychology, 1–4, 6, 8–9, 11-17, 27, 38, 50, 61-63, 76, 85, 107–108, 118, 145, 152, 190, 221, 237-239, 242-243, 252-253, 304, 321, 350-351, 353, 355, 357 Positive relations, 4-5, 10-11, 24, 26, 30, 34, 48, 92, 95, 161, 271, 273, 312, 317 Positive relationships, 4–5, 11, 24, 26, 30, 34, 161 Positive subjective experience, 3 Positive traits, 3, 10, 239 Positive Work Identities, 291–292, 296, 298 Positive workplace, 3, 199 Positive-to-negative ratio, 51–52, 54 Positivity, 24, 26, 29–31, 35, 48–49, 51-52, 54-55, 145-152, 154-163, 252-254, 293, 351, 357 Positivity ratios, 52, 159 Positivity Spirals, 54 Predictive utility, 168 Predictive validity, 168, 183 Presenteeism, 90 Proactive personality, 71, 261, 266, 272, 274, 276 Proactive socialization behaviors, 270Proactive behavior, 73–74, 213, 261 - 276Proactive strategic behavior, 263, 269

Proactivity, 7, 9–10, 71, 73–74, 213, 261-276, 348 Problem-solving skills, 48 Productivity, 7–9, 11, 24, 29, 31, 33, 37, 52, 90, 161 Progressive Organizational Identity, 294 Prosocial behavior, 31, 48, 61 Prosocial motive, 266, 272–273 PsyCap, 8, 113, 145–147, 149, 151–157, 159, 161–163, 216–221, 223, 226, 228, 230-232, 353 Psychological capital, 5–8, 12, 34-35, 71, 75, 113, 118-119, 135, 145, 211–212, 216–217, 220-221, 224, 253-254, 349, 353, 357 Psychological contract, 86, 252, 315, 319 Psychological empowerment, 64, 73, 244, 254 Psychological needs, 62, 64–65, 68–69, 72–73, 76, 86, 88–89, 97, 242, 246 Quality of life, 1, 3, 11, 17, 303, 305, 356 Quality of work life, 6, 13, 16 Reactivity, 115–117, 119–120, 122-123, 125, 192-194, 199-200, 203-204 Reciprocal relations, 95, 98, 136, 151-152, 246 Reciprocity, 10-11, 36, 95, 151, 241 Reduced reactivity, 200, 203 Reflected Best-Self, 36 Relatedness, 62, 64, 69–70, 72, 86, 247, 313

Relational boundaries, 281, 283, 290, 293 Relational crafting, 283, 290 Relational job crafting, 290 Relationships, 4–5, 7, 9, 11, 24–26, 30, 34, 39, 47, 51, 53–54, 56, 75, 84, 90–91, 108, 129–130, 134, 146, 148, 150–153, 155, 158-163, 167, 172-173, 195, 197, 199–201, 205, 226, 230-231, 238, 246-247, 250, 253-254, 267, 281, 283-284, 287, 289, 306, 311–312, 317-320, 348, 353, 355-356 Resilience, 6, 23, 31, 34, 48, 50, 54, 75, 86-87, 112, 136, 157-158, 241, 245 Resiliency, 3, 111, 113, 118–119, 136, 145–146, 156, 212, 216-217, 219-220, 224, 228-231, 253 Resourcefulness, 26, 39 Resources, 4, 7, 11, 16, 24, 26–27, 30, 45, 47–48, 50–53, 71, 83–98, 112–113, 115, 118–120, 125-126, 128-131, 133-134, 136, 146–148, 153–157, 159-161, 175, 177-181, 212, 216, 218, 220–232, 240–248, 250, 252–254, 286, 290, 296, 304–306, 309–310, 313, 317–321, 340–341, 353-355 Role ambiguity, 89, 112, 215 Safety, 37, 68–69, 90, 93, 156, 244, 352 Scientific foundation, 25 Selective permeability, 163 Self-acceptance, 48, 70, 194

Self-determination theory, 61, 63-65, 67, 69, 71, 73, 75, 86, 355-356 Self-efficacy, 6, 33, 75–76, 86–89, 96, 111-113, 118-119, 122-123, 127-129, 131-134, 136, 145, 154, 161, 212, 215–218, 220, 224-225, 230-231, 241-242, 245, 254, 266, 272–273, 304, 354 Self-enhancement, 137 Self-esteem, 51, 66–67, 76, 87, 89, 97, 111–113, 117–119, 127, 130–131, 137, 194, 309 Self-image, 212, 285 Self-initiation, 263 Self-reported EI, 169 Sense of coherence, 111-113, 118-121 Sense of self, 63, 67, 192, 194, 282, 294 Sense-making, 212–213 Serenity, 45, 63 Skills, 48, 69, 85, 87, 168, 172, 175, 177, 179, 183, 193, 212, 222, 228-229, 286, 304-305, 310, 349 Skills development, 286 Sociability, 48, 151–152, 160–163 Social cognitive theory, 153 Social context, 160, 168, 170-172, 175, 177, 183 Social cues, 173, 290 Social intelligence, 171 Social persuasion, 154 Social rewards, 67 Socialization agents, 213, 222, 227, 229, 231 Socialization Resources Theory (SRT), 212, 220–224, 226–227, 229, 232 Socialization tactics, 212–216, 220-221, 232

Spillover, 148, 152, 162, 304–306, 320–321, 352 Spillover-crossover model, 320–321 Spirals, 54, 56, 95, 152 Spirituality, 32–33, 203, 289, 291 States, 3, 24, 54, 62, 86, 111, 114, 119, 124, 157–158, 176, 178, 180, 191, 194, 230–232, 239, 244, 286, 330, 332–335, 342-343, 357 Stereotyping, 199, 201-202 Strategic business value, 147 Strength-building, 26 Strengths, 3, 5–6, 10–11, 23, 27, 32, 50-51, 61, 74-76, 147, 238-239, 252, 298, 353 Strengths and Virtues, 5, 10–11, 298 Strengths-based, 27, 252 Stressful experiences, 204 Structural Equation Modeling (SEM), 96, 119–121, 123, 126–131, 245, 249, 343 Subjective Well Being (SWB), 330-336, 342-343 Supervisor support, 123, 128, 222, 224–227, 229–230, 241, 248-250, 311, 319-320 Taking charge, 262–263, 268–269, 272 - 273Tangible rewards, 67 Task crafting, 283, 285, 290 Task performance, 8, 74, 335 Team performance, 52, 204 Temperament, 109, 119, 124, 133 Theory of mind, 178, 180 Thought-action repertoires, 51, 147 Three-tiered conceptual framework of personality, 109 Thresholds, 148, 156, 163, 175

Thriving, 6, 23, 28, 31, 71-72 Time lag, 94, 119, 125, 127–129, 131, 337 Time-based variations, 334 Tipping point, 51, 54, 148, 155, 159, 163 Traditional disease model, 322 Training, 12, 25, 38, 54, 69, 71, 75, 157, 172, 175, 196–201, 203–204, 213, 216, 218, 222, 224–225, 227, 229, 232, 252-253, 352, 354 Trait-State Continuum, 157–158 Traits, 3, 10, 32, 75, 107–111, 114, 118–119, 133–138, 146, 157–158, 169, 191, 239, 262, 264–267, 269, 271–272, 274–276 Transformational leadership, 52, 69, 128-129, 254, 261 Transformational learning, 189–192, 195, 197, 203–204 Transitory experiences, 192, 194 Transmission, 321 Type A behavior, 70, 111 Trust, 10–11, 33, 47, 69, 72–73, 347 Uncertainty, 211, 213–215, 220 Uncertainty reduction, 213, 215 Verbal persuasion, 224–225 Vicarious learning, 154, 160, 224-225 Vigor, 72, 86, 89, 98, 108, 122, 124–125, 240, 242, 245, 304, 317, 333–335 Virtuous Organizational Identity, 292, 297 Virtuousness, 5, 7, 23–24, 27, 30–31, 33–34, 39, 348 Vitality, 49, 63, 65, 72

- Voice, 69, 263, 265, 267–270, 272–274 Volition, 63, 68, 72, 163
- Vulnerability, 111, 162
- Weak ties, 161
- Well-being, 2, 5–8, 10–11, 13, 16, 30, 33, 36, 54, 61, 63–65, 69–72, 75, 83–85, 88, 90–91, 93–98, 107–108, 110, 112–117, 122, 133–134, 137, 145, 153, 163, 189–191, 195, 200, 205, 211–212, 216–217, 219–221, 230–232, 237–238, 240, 282, 304, 306, 313, 315–316, 318–320, 329–331, 333, 335, 337, 339, 341, 348–349, 351–353, 355–356 Within-person fluctuations, 338
- Work engagement, 5, 7–11, 71–72, 83-90, 92-95, 97-98, 108, 118, 120, 132, 150, 237, 240-243, 245-247, 251-252, 254-255, 282, 286, 304, 310, 312, 318, 335, 340, 347, 349-350, 352, 355 Workaholism, 62, 335, 342 Work-family balance, 305 Work-family conflict, 125-126 Work-family enhancement, 306 Work-family enrichment, 303-321 Work-family interference/conflict, 305 Work-home interference, 90 Working life, 330, 343 Working memory, 195-196 Work-life balance, 115 Worldview defense, 201–202, 205