

Worker Wellbeing Lab

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Inauguration Keynote by Katya Pogrebtsova, M.A., ABD

Harnessing Appreciative Inquiry and Job Crafting for Belonging, Health and Flourishing in the Workplace and Beyond.

Katya is an Industrial-Organizational Psychology Consultant and PhD Candidate at the University of Guelph in Dr. M. Gloria Gonzalez-Morales' former Positive Psychology and Occupational Health Lab. In her research, Katya uses qualitative and longitudinal methods to produce insights for health and wellbeing promotion in organizations, communities, and schools. Katya's research has been published in peer reviewed journals such as *Stress & Health*, the *International Journal of Selection & Assessment*, and *Prevention Science*, and presented at international conferences such as the Academy of Management and the European Association of Work and Organizational Psychology. As a consultant and speaker, Katya has delivered customized, evidence-based workshops and solutions to organizations, schools, and universities to promote performance, mindfulness, health, meaningful work, and overall flourishing in life.



How can organizations empower employees to promote belonging, health, and flourishing in their work and lives? Job crafting—the employee-driven process of altering the tasks, relational aspects, and perceptions of work—has been established as an important predictor of enhanced career meaning, work engagement, and decreased stress and burnout. However, job crafting interventions to date have shown limited success in promoting effective job crafting changes in employees. A promising avenue for improving job crafting interventions is with Appreciative Inquiry. Appreciative Inquiry is a theory with a practical set of methods for igniting positive change by awakening a “positive core” and “dream future” in employees and their organizations. Past interventions and case studies have shown that Appreciative Inquiry interventions can generate intrinsically motivated and self-sustaining behaviour change. In this talk, I will present my latest research that explores the mechanisms of change, benefits, and challenges of facilitating job crafting via Appreciative Inquiry. I will highlight findings from two qualitative intervention studies and present recommendations to help researchers and practitioners harness the power of Appreciative Inquiry combined with job crafting to create a more flourishing world.

In collaboration with Positive PsyDays!

Please join us for this virtual speaker event using this Zoom Link:

<https://cgu.zoom.us/j/84690850734>