

29<sup>th</sup> World Summit on

# POSITIVE PSYCHOLOGY, MINDFULNESS AND PSYCHOTHERAPY

May 21-22, 2018 | New York, USA



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### The insightful relationship between spiritual intelligence and the workplace in the 21<sup>st</sup> century

In this presentation, the aim is to identify the criteria to predict motivational and personality properties of individuals with their surrounding environment, based on specific characteristics of each person and to describe their workplace based on spirituality. Communication pattern between colleagues and create more positive communication pattern and "effective workplace", increasing multiple regulations and resiliencies. In good-workplace employers are helped to respond to each other and thereby meet each other's psychological work-related needs. Positive psychology workplace spiritual therapy (PPSQT) is therefore effective not only in healing employers' connections but is also therapeutic for the individual's psychopathology including self-growth. When it comes to describe the variety of the reasons why people work, it can be illustrated as in the pyramid of Maslow (1960), shelter and food, clothing and transportation, socialization and need for love, money and need for self-actualization. For the social psychologist and the psychologists of religion the previous description will not be accurate or enough. Instead we need to know what social and mental factors regulate the why people are going to work, solve or unsolved their work related problems, embrace their identity and maintain it. I believe that knowledge about these things can help us to create a healthier, more productive work environment, can provide the psychological module for the improvement of work performance and to reduce conflicts, stress and fear, dissatisfactions or unhappiness of the work choices. Believing in what you are doing and emotional feeling of happiness is paramount in achieving a better workplace. Workers are more likely to pursue transcendent goals, cultivate trust, a team player, healthier atmosphere, commitment to the employer and the goals. In order to build the argument for this idea and the rationale for what can be called a healthy work- environment we need to encourage meaningful aspect of the spirituality at work, which can emphasize norms, values and expectations associated with the benevolent and principled ethical climates of the learning organization which goes beyond merely making profits. By encouraging values, norms that supports caring for each other and the organization and for the country and for the planet a such higher-order goals often reflect the spiritual values of the contribution to the society and make employers feel that their work has higher meaning.

### Biography

Olessia Gorkovenko is currently a PhD (Psych) student at UNISA in South Africa. She runs a center Pilatelicious in Johannesburg. She is an honorable fellow in the WCP organization. She has published papers in reputed journals and has been serving as an Editorial Board Member of a journal. She has a passion for teaching and coaching and is extremely meticulous in achieving the best results. She will work with her students and clients, and then insures that no mistakes are made and clients are staying motivated. She will carefully check with assessments and strategies, training routines, nutrition plans and therapeutic advice. If she has a suggestion to make, she won't hesitate to do so if it's in her clients benefit and will help them to achieve better results. That's her main goal and purpose, to help clients become better and achieving perfect results. She operates on the fundamentals of positive psychology approaches that focus on the performance improvements as a result of holistic development. She is a firm believer of best practices. She is always willing to share knowledge and collaboration between stakeholders in order to reach a common goal.

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