
Psychological Capital



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What is PsyCap?

- Psychological Capital can be defined as an individual's positive psychological state of development.
- It is characterized by having high levels of the 4 components, HERO: Hope, (Self-) Efficacy, Resilience and Optimism.
- Recent developments have found that since our brains are malleable (due to neuroplasticity), PsyCap can be developed and embedded.

See [here](#) for more information.



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The HERO Model of PsyCap

Hope

Hope is a cognitive process of matching willpower (goal-directed determination) and waypower (planning out ways to meet goals). This leads to a hopeful feeling of expectation of meeting desired goals. See [here](#) for more information.

Self-Efficacy

Self-Efficacy can be defined as “people’s beliefs about their ability to produce effects”. It relates to feeling confidence that we can successfully deal with challenges and achieve important goals for our work and life. See [here](#) for more information.

Resilience

Resilience is the ability to bounce back from adversity. One way to develop resilience is by actively finding meaning in the challenging situations we find ourselves in, so we learn and grow from it. See [here](#) for more information.

Optimism

Optimism is possessing the attitude that outcomes in life will generally be positive. To develop an optimistic attitude, we can be accepting of the past, be grateful for the present, and see the future as an opportunity. See [here](#) for more information.

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Let's Talk

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