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The challenge in positive psychology: Facing the dark side of innovative and creative work

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Nowadays we are in a revolutionary moment: Yet like never before, psychology is being legitimized and integrated into society. Mental health is just as important as physical health. The increasing public awareness of the benefits psychology brings to the setting where adults spend a majority of their waking hours: The workplace. Mental health is an integral part of how we feel about our jobs, how well we perform and how well we interact with colleagues, customers and clients. Communication is the key when it comes to mental health. Work is now more cognitively complex, more team-based and collaborative, more dependent on technological competence, more time pressured, more mobile and less dependent on geography. In today's world, loneliness is a growing health epidemic. In this new context, co-working is emerging as a new model of work organization. The co-working revolution challenges classic organizational approaches and raises human, social, managerial and organizational issues that are particularly salient to management sciences, as well as to society as a whole. Positive psychology becomes decisive to create positive environments that foster connectivity, community and work-life balance, growing our business and life. It is almost universally acknowledged that creativity and innovation are desirable outcomes to individual, groups and any type of organizations, but there is a dark side in all of these with many paradoxes. When individuals are involved in innovative projects, it can be a lonely road, how can we manage with people's anxieties and resistance that keep people from embracing change? Is it a barrier for all of us? Can't we all just get it along? If we want to enhance the impact in the subjective wellbeing into society there is a need for reframing our ecosystem of activity: Now is the time for psychology in the workplace.

Biography

Sandra B Císcar has completed two MSP degrees in Clinical and Health Psychology. She was the President in Ibiza of The Balearic Islands' Young Entrepreneurs Association. Since then, she works as an outside collaborator in organizations, she helps people building positive and resilience organizations.

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