

Benefits of Positive Emotion

Scientific research strongly supports that positive emotions are associated with desired organizational goals and beneficial human outcomes (Emmons & McCullough, 2003). Here is only a small handful of the vast number of scientific studies linking desired outcomes to positive emotion:

1. The work experiences that lead to positive emotions are those in which others show gratitude and recognition of hard work and achievement and those marked by supportive relationships (Lutgen-Sandvik, Riforgiate, & Fletcher, 2011).
2. Compassion can provide supportive spaces for persons suffering loss as well as be “a factor in both attracting and retaining staff” (Frost, Dutton, Worline, & Wilson, 2000, p. 38).
3. Thinking and writing about someone a person loves can reduce stress hormones and serum cholesterol (Floyd, Mikkelsen, Hesse, & Pauley, 2007).
4. High (as opposed to low or moderate) perceptions of workplace justice protect against coronary heart disease (Kivimäki et al., 2004).
5. Positive emotions can undo the cardiovascular after-effects of negative events (Fredrickson, Mancuso, Branigan, & Tugade, 2000) and increase longevity (Danner, Snowdon, & Friesen, 2001).
6. Positive affect improves creativity (Isen, Daubman, & Nowicki, 1987) and efficiency (Grawitch, Munz, & Kramer, 2003)
7. Positive emotions broaden individuals’ scope of attention (Fredrickson & Branigan, 2005), and increases intuition (Bolte, Goschkey, & Kuhl, 2003).
8. Positive emotion can enhance problem-solving (Isen et al., 1987), improve certain types of information recall (Isen & Baron, 1991), increase efficiency in highly complex decision-making (Isen & Means, 1983).
9. Dealing with conflict when feeling good can lead to more cooperative approaches during conflict resolution (George, Brief, & Motowidlo, 1996).
10. There is evidence that positive affect increases personal resources (benefits that are long-lasting) by expanding cognitive processes (Fredrickson, 1998) and improving physical and mental performance (Bryan & Bryan, 1991).
11. Positive emotions are associated with increases in helpfulness (Isen, 2001), generosity (Moore, Underwood, & Rosenhan, 1973), cooperativeness (Carnevale & Isen, 1986), graciousness (Emmons & McCullough, 2003), trust, and integrative negotiation outcomes (Anderson & Thompson, 2004).
12. Positive affect is associated strongly with creativity in organizations (Amabile, Barsade, Mueller, & Staw, 2005).
13. When leaders’ communication is infused with positivity, that positivity spreads to followers (Bono & Ilies, 2006).
14. Positive mood leads to using a greater number of informational cues and making more accurate judgments in the electronic group decision making (Djamasbi, 2007).
15. A higher ratio of positive to negative statements and questions differentiates high performing team from their lower performing counterparts (Losada & Heaphy, 2004).

SOURCES:

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