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Occupational Health Speaker Series

EHS 668 / IOE 837

Friday, February 23, 2018 1:00-2:00 p.m.

with optional Q&A from 2:00-2:30

Located in 1690 SPH I

## **Sustainable Work: Psychological Growth Through Good and Bad Work Experiences**

Sustainable work fosters the growth of employees' psychological resources, such as their personal and work-related identities, and promotes employees' potential to thrive at work and make a positive difference through working. In my talk, I will argue that the growth of employees' psychological resources originates from both positive and negative work experiences. I'm focusing on identities at work and how both identity affirming positive work experiences and adversities challenging identities can foster employees' psychological growth and sustainability. My research on work experiences invalidating one's habitual identities, such as a mid-career job loss and integrating into local work as a refugee, provides insights into how struggle with challenged identities fosters psychological growth and highlights the emergence of stronger, more resilient, and more independent selves from the struggle with lost and challenged identities.



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