Asset Health®

Empowering Positive Connections to Flourish

Case Study: Large Public University

Research confirms that strong social connections have some of the **greatest psychological correlates of health** and support greater physical wellbeing.[1] The **Positive Connections Challenge** was designed to help employees build meaningful relationships, improve relational health and foster a positive workplace culture. By encouraging **high-quality connections**, or the micro-moments of positive relationships, this challenge empowers the individual to strengthen collaboration and cultivate a greater sense of belonging.

High-quality connections are **authentic, meaningful short-term interactions** that positively impact those involved along with the culture of the greater community.[2] We can experience these moments anywhere in life, whether with colleagues, neighbors or first-time encounters.



Key Outcomes

Participants in the program experienced measurable improvements in workplace relationships and overall social wellbeing:

95% successfully practiced a high-quality connection during the challenge

95% committed to making intentional time to connect with colleagues and others

77% saw an improvement in their relationships with others

57% experienced an increase in positivity and gratitude

1 Cross, M. P., Hofschneider, L., Grimm, M., & Pressman, S. D. (2018). Subjective well-being and physical health. *Handbook of well-being*, 472-489; Heaphy, E. D., & Dutton, J. E. (2008). Positive social interactions and the human body at work: Linking organizations and physiology. *Academy of management review*, 33(1), 137-162.

2 Stephens, J. P., Heaphy, E., & Dutton, J. E. (2011). High-quality connections. In *Handbook of Positive Organizational Scholarship*, Cameron, K. and Spreitzer (eds)., New York: Oxford University Press.

How the Challenge Works

The Positive Connections Challenge offers a structured framework to enhance relationships.

- **Selecting Connections:** Employees identify individuals they want to connect with and plan meaningful interactions.
- **Learning Proven Strategies:** Participants learn about research-backed activities such as gratitude, strengths-spotting and active-constructive responding.[3]
- **Capturing the Moment:** Employees document interactions with photos and reflections, fostering mindfulness and appreciation.
- **Transformative Reflection:** Participants assess their relational growth and the broader impact of these connections.

Why the Challenge Works

Grounded in positive psychology principles, the challenge helps organizations:

- Build a **culture of trust, collaboration and belonging**
- **Boost morale & engagement** through meaningful connections
- Strengthen **team dynamics, resilience and productivity**

Research shows that fostering positive relationships enhances **emotional wellbeing, reduces turnover and increases organizational loyalty**[4]—making the Positive Connections Challenge a smart investment in workplace success.

Empower your employees to thrive and transform your culture with the Positive Connections Challenge!

3 Algoe, S. B., Haidt, J., & Gable, S. L. (2008). Beyond reciprocity: Gratitude and relationships in everyday life. Emotion, 8(3), 425–429; Niemiec, R. M. (2018). *Character strengths interventions: A field guide for practitioners*. Hogrefe Publishing.; Gable, S. L., Reis, H. T., Impett, E., & Asher, E. R. (2004). What do you do when things go right? The intrapersonal and interpersonal benefits of sharing positive events. Journal of Personality and Social Psychology, 87, 228 –245.

4 Umberson, D., & Karas Montez, J. (2010). Social relationships and health: A flashpoint for health policy. Journal of health and social behavior, 51(1_suppl), S54-S66; Moynihan, D. P., & Pandey, S. K. (2008). The ties that bind: Social networks, person-organization value fit, and turnover intention. Journal of public administration research and theory, 18(2), 205-227; Chiaburu, D. S., & Harrison, D. A. (2008). Do peers make the place? Conceptual synthesis and meta-analysis of coworker effects on perceptions, attitudes, OCBs, and performance. Journal of applied psychology, 93(5), 1082-1103.

Learn More

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