

# THE HERO MODEL

## PSYCHOLOGICAL CAPITAL

Psychological Capital, also known as PsyCap, was a term coined by Fred Luthans and Carolyn Youssef. The research behind Psychological Capital theory suggests that individuals aligned with the HERO model below, are better equipped with psychological resources to contribute to their team's and organisation's performance and innovation.

Psychological Capital is about "Who are you?" in terms of psychological resources.

# H

## Hope

A sense of energy to persevere towards your goals through proactive planning

# E

## Efficacy

A belief in your own ability to produce results and achieve self-defined goals

# R

## Resilience

A positive way of coping, even when it seems as though there are no solutions to negative situations

# O

## Optimism

Being and remaining positive about the likelihood of personal success, now and in the future.

## You can measure and enhance your PsyCap.



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