

# CONTENTS

<i>Preface</i>	vii
1. Introduction to the Meaning of and Need for Psychological Capital	1
2. Positive Organizational Behavior: Framework for Psychological Capital	19
3. PsyCap Efficacy: Confidence	45
4. PsyCap Hope: The Will and the Way	79
5. PsyCap Optimism: Realistic and Flexible	113
6. PsyCap Resilience: Bouncing Back and Beyond	143
7. Potential PsyCap: Creativity, Flow, Mindfulness, Gratitude, and Forgiveness	181
8. Potential PsyCap: Emotional Intelligence, Spirituality, Authenticity, and Courage	209
9. Measurement and Development of PsyCap: Assessing the Return on Investment	241
10. The PsyCap Journey: Now and Into the Future	279
<i>Index</i>	305