

## FAQ's

### What is Positive HR?

Positive HR is about applying positive tools and practice in the workplace, reinforced by the science of positive psychology. At its core is the goal to enhance people's lives, businesses and communities through the implementation of positive tools and interventions throughout the entire employee lifecycle.

### Do you receive online tools as well as the printed manuals?

Yes. In addition to the guides and manuals, you will be sent a unique login to the online resources which include webinars, word templates and interactive PDF's.

### How do I access the online tools?

When you have paid for the toolkit, you will be sent a welcome email including login instructions and terms of use.

### As a consultant, can I use these tools for my clients?

Yes. As a consultant, each time you work with a new client, a new set of tools must be purchased by that organisation. Ownership and access to the tools in the Positive HR Toolkit is provided to the purchasing organisation - they are not licenced to individuals. Consultants can purchase on behalf of their clients.

### Can I print the tools and use them with my logo?

Yes. You are able to print and download items from the toolkit for professional and non-commercial use, and you can add your logo, if you do not delete the copyright or trademark of the Positive HR toolkit or Langley Group.

### What research and application is there behind the tools?

Practical applications and evidence from the fields of emotional intelligence, positive psychology and neuroscience at work. A team of Positive Psychology practitioners and experts have researched, developed and piloted these tools for over twelve months. All HR professionals interested in the new approach to HR should have access to the positive psychology-based tools.

Research in these fields is changing the way we unlock talent, motivate performance and get the best from people. These new ideas and applications can be used to improve individual effectiveness, productivity, performance, collaboration, engagement and wellbeing of which results in better business performance, profitability and sustainability.

### How do the pricing options work?

There are three pricing options: Bronze, Silver and Gold. These options increase in price and in the service you receive accordingly. The more you purchase, the more attractive the pricing option is to support the implementation and sustainability of positive HR practices in your organisation.

### What if I leave my current workplace and need the tools for the new organisation I work with?

When purchased the tools belong to the organisation and are applicable for use in the country of purchase. You can repurchase the toolkit for you next organisation.

### Can I purchase modules individually?

The toolkit is designed as one end-to-end solution, and the modules complement each other. Purchased as one solution your organisation is saving considerable investment in research and design.

### **What makes these tools unique?**

The one of a kind kit, of simple and easy to use positive psychology tools covers every stage in the employee lifecycle and will be instrumental in increasing positive affect, wellbeing and engagement in your workplace.

### **What benefits should I expect?**

Positive workplace practices, increasing engagement, and wellbeing are shown to increase performance overall. Listen to [Sue Langley talk about how the science of positive psychology can change your HR practices.](#)

- Support managers to develop a positive leadership style
- Unleash the potential of people using strengths-based practices
- Build a positive culture and positive affect
- Grow wellbeing, engagement, and performance
- Selectively disrupt traditional, deficit model HR practices
- Clear the path for higher engagement in a dynamic, changing work environment
- Implement agile, adaptive and positive people tools
- Future proof tool for HR practice in the modern workplace

### **Do you provide consulting services to implement the toolkit?**

Yes. Depending on your pricing option and need we provide consultant support. Contact our team at [positivehrtoolkit.com.au](http://positivehrtoolkit.com.au) or call the Langley Group office +61 293993989.