



LITHUANIAN RESIDENTS' WELL-BEING, MINDFULNESS, AND PSYCHOLOGICAL CAPITAL

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Purpose – The recent wave of negativity stemming from corporate and geopolitical problems call attention to the need for more positivity in the world and the result has been a re-emphasis in the use of a positive lens for human behavior theory, research, and practice. Right around the turn of the last century, the field of psychology began to place greater importance on investigation what was right with people and what contributes to human flourishing and growth potential. Some specific constructs of psychological capital, well-being, and mindfulness were scientifically defined and introduced. However, positive approach is still developing, and evidence on relationship between positive constructs was not grounded culturally yet. Therefore, we have hypothesized that in Lithuania there will be identified some significant correlations between constructs of well-being, psychological capital, and mindfulness as it was found in other countries. Moreover, the relation between mindfulness and psychological capital was not explored thoroughly yet, even though researchers indicate obvious link between psychological capital and well – being.

Design/methodology/approach – This study used a test design utilizing a heterogeneous random sample of 600 working adults. The measures used in this study included: Subjective Well-being Scale (Diener, 2000), Mindful Attention Awareness Scale (Brown, 2003), Psychological Capital Questionnaire (PsyCap, Luthans et al., 2007). Some sample items for PsyCap subscales include the following: “I feel confident helping to set targets/goals in my work area” (efficacy); “If I should find myself in a jam at work, I could think of many ways to get out of it” (hope); “I always look on the bright side of things regarding my job” (optimism); and “I usually manage difficulties one way or another at work” (resiliency). All responses for the questionnaires were anchored on a 6-point Likert scale: 1 - *strongly disagree*, 2 - *disagree*, 3 – *not sure*, 4 - *agree*, 5 – *strongly agree*. Each



questionnaire demonstrated acceptable reliability in this study, f.e., Psychological Capital *Cronbach* $\alpha = 0,86$.

Findings – The results demonstrate statistically significant relationship between the constructs of psychological capital, well-being, and mindfulness, but there are some important variations depending on respondent's socio- demographic characteristics.

Research limitations/implications – Supplementary research is needed to test further whether psychological capital as a positive state can be developed via the training model so that it could obtain higher levels of stability.

Practical implications – The study revealed strong relationship between constructs of well- being and psychological capital / mindfulness. As psychological capital and mindfulness can be developed, it may contribute to the improved well-being.

Originality/Value – This study confirmed the hypothesis that psychological capital, well-being, and mindfulness are related constructs, and this Lithuanian research complements the previous studies done in various countries. Moreover, the study showed the statistically significant differences between these psychological constructs and some socio – demographic characteristics. Research implicates that development of psychological capital and mindfulness can contribute to the improved well-being

Keywords: well-being, mindfulness, psychological capital;

Research type: research paper.