

# THEORY & RESEARCH IN POSITIVE PSYCHOLOGY

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## AGENCY

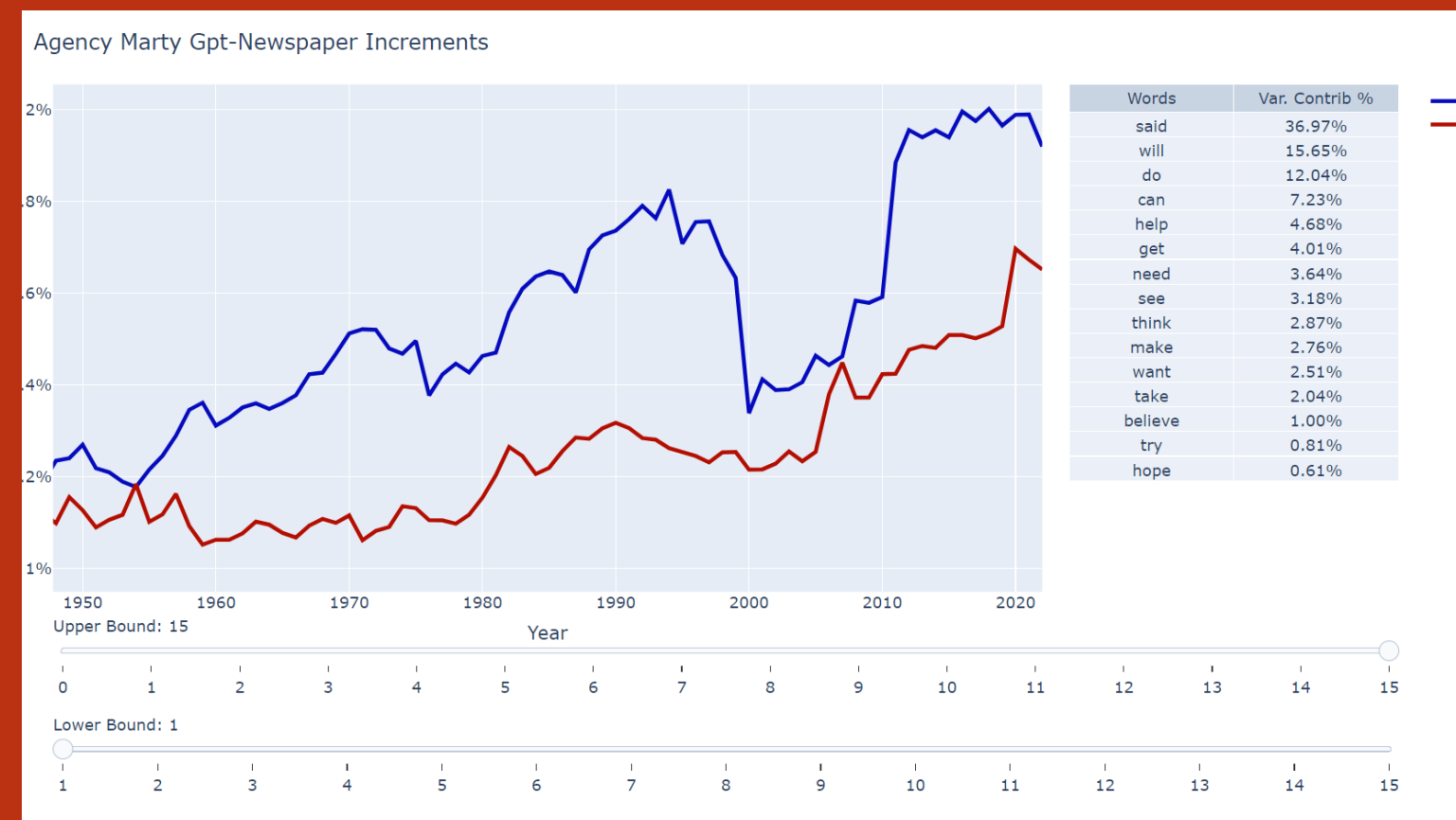
Agency: “an individual’s belief that he or she can influence the world”. Firstly a belief, then as expressed.

### Women's Agency Novel Corpus

We collected and scanned the last twenty pages of at least five male-authored and female-authored books from the last 122 years (1900-2022). These assemble a corpus fed through a program counting vocabulary associated with agency, negemo (neg.), posemo (pos.), and sentence structure/portrayal of various subjects (ex. whether female v. male characters are empowered) with the goal of comparing male-female-authored texts and how their content has changed over time.

### Black Agency Newspaper Corpus

Graphs were specified for agency, negemo, and posemo, but generated from a newspaper corpus aiming to compare the changing content of Black press v. mainstream (White) press from the last 122 years (1900-2022).



### Agency Labelling

1. Workshopping the Agency Manual: it exists to guide volunteers in labelling sentences from the American National Corpus as agentic (exhibiting agency) or non-agentic/ambiguous. It currently has seven points, three which are conditions for agency: the subject believes, is taking action to, or has the ability to meaningfully impact their situation. This is inclusive of subject’s roles and responsibilities, circumstances, and motivations; all sentences are to be interpreted as completely true.
2. Distribution: we send the most recent manual with 50 completely new sentences to label as 1, agentic, or 0, non-agentic/ambiguous to volunteers. When labels are sent back, we run them through a program to determine various correlating values, most importantly Krippendorff’s Alpha, a reliability coefficient measuring agreement. Various combinations are run for this value. Our goal is to improve the manual for its interpretation to yield more universal results, the marker being a Krippendorff’s Alpha of 0.65.

**Empowerment:** the extent to which agency can be exercised or the extent to which opportunities for agency to be experienced exist for that individual; situational and to an extent objectively measurable.

To understand how rest and recovery experiences restore energy, we need to understand the nature of energy. But what is energy? Is biological/physical energy separate from mental processing energy or emotional energy? Is our energy storage fixed, or can it be redirected and increased by what is around us?

## REST & RESTORATION

### Restoration of Energy

Sleep seems to be a sufficient condition for energy restoration, but other experiences seem to be necessary or influential as well. The Recovery Experience Questionnaire (REQ)<sup>1</sup> defines some general subcategories, including psychological detachment, relaxation, mastery experiences, and perceived control over leisure time.

### Research of Survey Measures

We are distributing a survey delving deeper into questions of energy and its restored via rest and restorative experiences. Our survey asks questions specifically regarding individuals' beliefs in the world, the essence of leisure, and rest and exhaustion patterns. The measures were found from broader existing literature, interestingly but understandably including health, sports medicine, and state departments.

## Literature Reviews

The outline provided by the Positive Psychology Center this summer is as follows. Papers reviewed included those on sleep, recovery experiences, effect of rest on mood, and the relationship between effort and fatigue.<sup>2,3,4,5</sup>

**Paper Title:** Time matters: The role of recovery or daily mood trajectories at work  
**In-Text Citation:** (Arnold & Sonnentag, 2023)  
**APA Citation (7th):** Arnold, M., & Sonnentag, S. (2023). Time matters: The role of recovery for daily mood trajectories at work. *Journal of Occupational and Organizational Psychology*, 00, 1-32. <https://doi.org/10.1111/joop.12445>  
**Abstract:**  
**Theory** (What reasoning justified the content of the study/studies? What literature informed this reasoning? Include relevant and irrelevant theory, but irrelevant theory only in brief):  
**Measures** (What measures were given to participants? If not a human subjects design, what other tools provided the data?):  
**Methods** (Study design, N, correlational/experimental, quantitative/qualitative, all variables, other useful information):  
**Results** (What did the study find? Include effect sizes, p values, and relevant unstandardized units):  
**One Sentence Summary** (What is the essence of this paper? What is its core finding? How might you summarize it to someone who doesn't understand psychological research?):  
**Further Reading** (Do you recommend that any cited articles be read as well? Did this research point you in another helpful direction we should explore? Justify your suggestions and provide full citations of each):

**CITATIONS**  
<sup>1</sup> Sonnentag, S., & Fritz, C. (2007). The Recovery Experience Questionnaire: Development and validation of a measure for assessing recuperation and unwinding from work. *Journal of Occupational Health Psychology*, 12(3), 204–221. <https://doi.org/10.1037/1076-8998.12.3.204>  
<sup>2</sup> Cropley M, Weidenstedt L, Leick B, Sütterlin S. Working from home during lockdown: the association between rest breaks and well-being. *Ergonomics*. 2023 April 66(4):443-453. doi: 10.1080/00140139.2022.2095038. Epub 2022 Jul 12. PMID: 35762878.  
<sup>3</sup> Smith, C.E., Lee, S. & Allen, T.D. Hard Work Makes It Hard to Sleep: Work Characteristics Link to Multidimensional Sleep Health Phenotypes. *J Bus Psychol* (2023). <https://doi.org/10.1007/s10869-023-09882-y>  
<sup>4</sup> Arnold, M., & Sonnentag, S. (2023). Time matters: The role of recovery for daily mood trajectories at work. *Journal of Occupational and Organizational Psychology*, 00, 1-32. <https://doi.org/10.1111/joop.12445>  
<sup>5</sup> Milyavskaya, M., Galla, B. M., Inzlicht, M., & Duckworth, A. L. (2021). More effort, less fatigue: The role of interest in increasing effort and reducing mental fatigue. *Frontiers in Psychology*, 12, 755858. <https://doi.org/10.3389/fpsyg.2021.755858>