

**FOSTER A POSITIVE
WORKPLACE CULTURE THAT'S
BUILT FOR SUCCESS**



**PSYCHOLOGY OF KINDNESS
AND WELLBEING AT WORK PG CERT
100% ONLINE**

US

UNIVERSITY
OF SUSSEX

ABOUT THE COURSE

Are you ready to bring about real change to your workplace culture? Our online Psychology of Kindness and Wellbeing at Work PG Cert will equip you with expertise to foster positive organisational relationships and boost employee wellbeing and productivity, whatever your industry.

This PG Cert is the first of its kind in the world, drawing on academic expertise from two renowned schools at the University of Sussex: the School of Psychology and the Business School. The course also explores insights gained through the Sussex Kindness Research network. This network connects researchers from multiple schools on campus with external partners for a truly unique and integrated angle to the subject of kindness and wellbeing at work.

Through an interdisciplinary approach and real-world case studies, you'll be equipped to mitigate common workplace challenges that undermine staff wellbeing, such as occupational stress and toxic leadership. You'll be inspired to create an improved organisational working culture that will appeal to future employees and enable current workers to flourish.

With flexibility at its core, our Psychology of Kindness and Wellbeing at Work PG Cert (online) is designed to fit around your lifestyle and work commitments. You will have the opportunity to build connections with like-minded professionals from around the globe, gaining perspective on a range of different industries and case studies.



This course has been designed to give you the tools to help you nurture positive working relationships in your organisation and beyond, including:

- a thorough understanding of the definition, nature, and origins of kindness and its link with wellbeing
- knowledge of the nature and impact of kindness in various professional contexts
- understanding of the different methodological approaches to the measurement of kindness, its antecedents, and its consequences
- the confidence to understand and critically evaluate research evidence on interventions to promote kindness and wellbeing at the individual, social and organisation levels
- the know-how to design, execute and evaluate a kindness-based intervention in your workplace.

SUSSEX KINDNESS RESEARCH

Sussex Kindness Research is an interdisciplinary research network created with the aims of exploring, investigating, and illuminating kindness and its impacts on people and communities. Founded by Professor Robin Banerjee, Head of the School of Psychology, the Sussex Kindness Research network includes a diverse group of researchers from multiple disciplines across the Sussex campus, and has strong links with external organisations and institutions.

The work of Sussex Kindness Research broadly fits within two main themes:

- research intending to understand the nature and impact of kindness
- research on specific kindness interventions designed to promote wellbeing.

These themes have important connections with each other, and they both inform and are informed by theoretical advances across multiple disciplines.

The work of the Sussex Kindness Project is supported by KindnessUK, a not-for-profit organisation with the goal of making kindness a greater part of everyone's daily lives and increasing the awareness of the positive benefits of kindness to health and overall wellbeing of society. KindnessUK also funds the Kindness UK Doctoral Conference Award.



'The School of Psychology at the University of Sussex is one of the largest centres for the study of Psychology in the UK, with leading researchers, and specialists in every discipline. We are a dynamic, exciting and world research-leading department, with strong collaborative links with the Schools of Life Sciences, Engineering and Informatics, Brighton and Sussex Medical School, and the Sussex Partnership NHS Foundation Trust.'

**Professor Robin Banerjee,
Head of School of Psychology**

MEET OUR GLOBALLY RENOWNED ACADEMICS:

You'll learn from experts who develop and deliver real training programmes for business, contribute to global journals and are active within the field, sharing the latest insights and research into the course content. On the course you'll have the opportunity to engage in 1-2-1 discussions and discuss real-world case studies with academics.



DR RONA HART, COURSE DIRECTOR

Rona Hart is a Positive Psychologist: a lecturer in higher education, researcher, practitioner, and author in Applied Positive Psychology. She began her academic career as a Social Psychology researcher in Education, and completed a PhD at King's College London. She also has a BA and MA in Education, an MSc in Applied Positive Psychology, and a Post-Graduate Diploma in Group Counselling.

Alongside her academic work, Rona has developed and delivered several training programmes, which incorporate Positive Psychology interventions, tailored for occupational settings, including Stress Management, Resilience Building, Occupational Wellbeing, and Mindfulness.



PROFESSOR ROBIN BANERJEE HEAD OF THE SCHOOL OF PSYCHOLOGY, FOUNDER OF THE SUSSEX KINDNESS PROJECT

Robin first arrived at the University of Sussex as an undergraduate student, and stayed on at Sussex to complete his doctoral studies on the topic of social, cognitive, motivational, and emotional aspects of self-presentation in childhood. He went on to serve as a British Academy Post-Doctoral Fellow and took up a position as Lecturer in Psychology in 2002, progressing to his current position as Head of School in August 2019.

Alongside his academic work, Robin is the director of CRESS (Children's Relationships, Emotions, and Social Skills) research lab. CRESS projects investigate children's social and emotional development and involve close working partnerships with practitioners and policymakers in the areas of education and mental health.



DR GILLIAN SANDSTROM, SENIOR LECTURER

During my PhD studies at the University of British Columbia, inspired by this relationship with the hot dog lady, I started studying interactions with weak ties. My work since then has focused on the benefits of minimal social interactions with weak ties and strangers, and the barriers that prevent people from connecting. After completing my PhD, I worked as a Postdoctoral Research Associate at the University of Cambridge before taking on a lectureship at the University of Essex. I started my role as Senior Lecturer in the Psychology of Kindness at the University of Sussex in 2022.

MEET OUR GLOBALLY RENOWNED ACADEMICS:

You'll learn from experts who develop and deliver real training programmes for business, contribute to global journals and are active within the field, sharing the latest insights and research into the course content. On the course you'll have the opportunity to engage in 1-2-1 discussions and discuss real-world case studies with academics.



SEAN FIGGINS, LECTURER

I joined the School of Psychology in 2022 having spent six years as a Lecturer at the University of Chichester. My research and teaching primarily focuses on social psychology, leadership, group dynamics, and qualitative research methods. In particular, I am interested in how leaders inspire followers, how leaders work with talented but problematic individuals, how leaders can create positive group culture, and social identity processes.

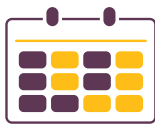


JOH FOSTER, VISITING LECTURER

Joh is a lecturer with experience as an Organisational Psychologist and a Change Specialist working within the retail sector. They are a member of the British Psychological Society (Division of Occupational Psychology) and Committee member for Work-Life Balance, Health & Wellbeing. Joh is also a Co-founder of Centre for Psychology at Work.



THE BENEFITS OF ONLINE LEARNING



FLEXIBLE LEARNING

We have six entry points each year, allowing you to start your course at a time that suits you. You can step on and off the course if you need to take a break from your studies at any time*.

*Maximum study break applies – the course must be completed within 20 months from enrolment.



STUDY FROM ANYWHERE

Taught 100% online, you can benefit from our expert teaching, informed by our world-leading research, from wherever you are in the world – giving you the opportunity to build a global network.



SPREAD THE COST

You can choose to either pay your fees in one payment at the start of your course or pay for each module as you study to spread the cost out across the course.



NO NEED TO TAKE A CAREER BREAK

Learning online with us is the perfect way to develop your skills, knowledge, and employability without taking time away from your professional or life commitments.



BUILD A GLOBAL NETWORK OF PEERS

You'll study alongside a global classroom of likeminded professionals from a range of industries, expanding your network and enriching your learning experience with real world case studies on kindness and wellbeing in the workplace.



24HR ACCESSIBILITY TO LEARNING MATERIAL

Our Virtual Learning Environment (VLE) is a bespoke platform, designed specifically to deliver our practically focused Masters to students around the world.

MODULE GUIDE

MODULES

All modules on this course are core and are designed to develop your understanding of kindness and its impact in organisational settings. Each module lasts seven weeks and is delivered via Canvas, a state-of-the-art online learning platform, which can be accessed by a computer, tablet or smartphone alike so you can truly study whenever and wherever you like. You can take control of your schedule by fitting the recommended 20 hours study time per week around your existing commitments and lifestyle.

To graduate the course, all the modules must be successfully completed.



CONCEPTUAL PERSPECTIVES ON KINDNESS AND WELLBEING

This module will enable students to explore and learn about different conceptual and theoretical perspectives on both kindness and wellbeing and develop useful links between the two. Within psychology and organisational behaviour, theories relating to group processes, interpersonal behaviour, and human motivation will be combined with theoretical frameworks of mental health and wellbeing. A key focus in the module will be the connections of these conceptual approaches with practices and policies.

Assessments may include:

Reflective report - (20%)

Essay - (80%)

KINDNESS AND WELLBEING: METHODOLOGICAL PERSPECTIVES

This module introduces students to the varied ways in which wellbeing and kindness can be researched. The module begins by exploring the empirical aspects of wellbeing and kindness, and how current research has approached and measured these constructs. It will also consider some of the challenges that these two topics present to researchers. Then the module will introduce students to research methods generally, and to the different types of research traditions, including quantitative, qualitative, and mixed research methods, as well as theoretical and practitioner research. Within each segment students will be able to explore these research methods, and consider how they are applied in researching kindness, wellbeing and associated topics.

Assessments may include:

Reflective report - (20%)

Portfolio - (80%)

MODULE GUIDE

KINDNESS AND WELLBEING IN PROFESSIONAL CONTEXTS

This module will enable students to explore and learn about the relevance and importance of kindness and wellbeing in different social and organisational contexts of professional practice. Building on students' own experiences, the module will investigate the antecedents and consequences of the levels of kindness experienced by those in professional settings. In particular, students will evaluate the implications of kindness and wellbeing for individual and social relationships, as well as broader organisational outcomes.

Assessments may include:

Reflective report - (20%)

Essay - (80%)



INTERVENTIONS TO PROMOTE KINDNESS AND WELLBEING

This module will enable students to explore and learn about specific interventions that have been tested for promoting kindness and wellbeing. Starting with experimental work focused on promoting kindness and wellbeing among individuals, the module will move onto an assessment of what works for changing the levels of kindness experienced by those in professional settings. This will involve reviewing and evaluating research evidence and inviting students to consider and discuss the application of different intervention approaches to their own experiences.

Assessments may include:

Reflective report - (20%)

Project - (80%)

The University of Sussex regularly reviews modules to provide the most innovative and relevant courses of study. As a result, module offerings may change. The information in this leaflet is correct at the date of publication, 'but please keep an eye on our website study-online.sussex.ac.uk/ for the most up-to-date course information.

KEY INFORMATION

ENTRY REQUIREMENTS

A second-class (2.2) undergraduate honours degree or above from any UK university or international equivalent.

You may also be considered for the course if you have other professional qualifications or experience of equivalent standing.

Applicants whose first language is not English (and whose first degree was not taught in English) need to supply evidence of IELTS (Academic) high level (6.5 overall, including at least 6.0 in each component).



FEES AND FUNDING

Course fee: £4,220

Cost per module: £1,055

Flexibility is at the heart of our online courses: fees can be paid on a module-by-module basis, or as a single fee at the start of the course.

You may also consider corporate sponsorship and employer funding. Please email our Admissions Team at studyonlineadmissions@sussex.ac.uk to receive assistance with next steps for this method of payment.

Course fees will remain fixed for 24 months from your initial course start date. Thereafter, the course fee will rise at a rate of 2.5% per calendar year (subject to rounding for administration purposes).

20% ALUMNI DISCOUNT

If you have previously graduated from an undergraduate, postgraduate or PhD course with the University of Sussex you will be eligible* for a 20% discount on this online course.

*T&Cs apply.

Please visit our Fees and Funding page for more information on funding for your studies:

[STUDY-ONLINE.SUSSEX.AC.UK/FEES](https://studyonline.sussex.ac.uk/fees)





Visit the course page to learn more.

**STUDY-ONLINE.SUSSEX.AC.UK/
PSYCHOLOGY-OF-KINDNESS**



Disclaimer: This brochure was updated June 2023. The University of Sussex has made every effort to ensure that this information is both helpful and accurate but some changes, for example to courses, facilities or fees, may become necessary due to legitimate staffing, regulatory or academic reasons. You should check our website for the most up-to-date information on the course. Visit study-online.sussex.ac.uk