

What You Need to Succeed—and How to Find Out If You Have It

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Whether you succeed at work may depend on many factors—intelligence, empathy, self-control, talent and persistence, to name a few. But one determinant may outweigh many of these: how you perceive those around you. New research suggests that your own ability to get things done—not to mention your success in non-work relationships—is highly correlated with how you see others. Are your coworkers capable and kind, or are they, dare I say, incompetent jerks?

It turns out that such opinions are tied to a key component of achievement called psychological capital, a mixture of efficacy (self-confidence), resilience (you believe you can bounce back from setbacks), hope (you believe you can achieve your goals) and optimism (you expect good things to happen in the future). As a concept, psychological capital reflects our capacity to overcome obstacles and push ourselves to pursue our ambitions. Not surprisingly, scoring high on this measure is linked to markers of success: being promoted, winning awards, popularity with peers, stability of marriage and even longevity.

Read the full story: [*Scientific American*](#)