The effectiveness of the combined treatment package based on acceptance and commitment and positive treatment and on the control of emotions and perseverance of female managers

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Abstract

Aim: The present study was conducted with the aim of investigating the effectiveness of the combined therapy package based on acceptance and commitment and positive therapy on emotional control and perseverance of female managers. **Methods:** The research method was a quasi-experimental pre-test-post-test type with a control group with a follow-up period of two months. The statistical population of the research included all female managers of Bahar Zeit, Barsa and Hamon Naizeh institutions and organizations in 2021. The selection of samples was available in the form of sampling method and the sample size in this section was also based on the type of research in two groups of 32 people. The research tools included Duckworth et al.'s persistence questionnaire (2007), and Williams et al.'s (1997) emotion control scale. The results of the qualitative part of the research led to the development of an 18-session combined therapy package based on acceptance and commitment and researcher-made positivity. Data analysis was done with SPSS version 16 software and analysis of variance test with repeated measurement between groups at a significance level of $\alpha=0.05$. **Results:** The results of data analysis showed that the combined treatment method of acceptance and commitment and positivity on anger control scores (F=7.72, P=0.010), depressed mood control (F=20.37, P=0.001), anxiety control (F=4.31, P=0.040), perseverance and self-efficacy (F=3.96, P=0.040), and this effect is also in the follow-up stage compared to the pre-test. It was meaningful. **Conclusion:** Considering that the combined training of positive psychology and the psychology of acceptance and commitment increased the control of emotions (anger, anxiety, depression and positive emotions) and the perseverance of managers, it is suggested that organizations and companies, both in the private and public sectors, Use this training and treatment package intervention for their organizational growth and improvement.

Keywords: *acceptance and commitment therapy, positive therapy, emotion control, perseverance.*

Introduction

One of the most important resources for any organization is its human resources, and the individuals with countless needs who, if their needs are met and they have sufficient motivation, talent, and skills, will serve the organization (Golsan, 2020). The success and progress of any organization depend on its human resources. Since managers in organizations play a fundamental role in producing and providing services, organizations must equip them for performing job activities and duties by assessing their material and spiritual needs and creating a suitable work environment (Barlow, 2021). In recent years, examining the characteristics of managers has become an important concept (Kolb & George, 2020). In addition to studying and applying the individual characteristics of managers in various fields, consulting firms have also paid special attention to this issue. The reason for this is the special role that managers play in various individual, organizational, and even national economic outcomes (Riwa, Maghrizos, & Robel, 2021).

In general, positive psychology emphasizes direction and purpose, while acceptance and commitment-based psychology focuses more on the quality and how of this journey. Positive psychology primarily refers to the concept of coping with negative and distressing emotions, but acceptance and commitment psychology discusses this approach. Acceptance and commitment psychology focus on commitment and do not attach much importance to what individuals are committed to, but positive psychology has focused on the right goals for well-being for years. Acceptance and commitment therapy increases psychological flexibility in individuals and causes them to be more committed to their values. However, in some cases, clients are confused about their values; under these circumstances, there is a need for a pattern and paradigm to help individuals identify their values better. Nevertheless, in acceptance and commitment therapy, there is no clear pattern regarding clean identification of the individual's values.

In each of the mentioned dimensions, individuals can create their own life values according to their abilities and by finding their strengths. Considering the fact that each of these therapies seeks to improve experimental conditions by emphasizing its special techniques, it seems that acceptance and commitment-based therapy and positive psychology therapy can complement each other in many cases. Therefore, the current study sought to answer the following questions:

1- Was the combined Acceptance and Commitment Therapy and Positive Psychology Therapy effective in controlling emotions and persistence of female managers in the post-trial phase?

2- Was the combined Acceptance and Commitment Therapy and Positive Psychology Therapy effective in controlling emotions and persistence of female managers in the stable follow-up phase?

Method

The research method was a quasi-experimental pre-test-post-test type with a control group with a follow-up period of two months. The statistical population of the research included all female managers of Bahar Zeit, Barsa and Hamon Naizeh institutions and organizations in 2021. The selection of samples was available in the form of sampling method and the sample size in this section was also based on the type of research in two groups of 32 people. The research tools included Duckworth et al.'s persistence questionnaire (2007), and Williams et al.'s (1997)

emotion control scale. The results of the qualitative part of the research led to the development of an 18-session combined therapy package based on acceptance and commitment and researcher-made positivity. Data analysis was done with SPSS version 16 software and analysis of variance test with repeated measurement between groups at a significance level of $\alpha=0.05$.

Results

The results of data analysis showed that the combined treatment method of acceptance and commitment and positivity on anger control scores (F=7.72, P=0.010), depressed mood control (F=20.37, P=0.001), anxiety control (F=4.31, P=0.040), perseverance and self-efficacy (F=3.96, P=0.040), and this effect is also in the follow-up stage compared to the pre-test. It was meaningful.

Conclusion

Considering that the combined training of positive psychology and the psychology of acceptance and commitment increased the control of emotions (anger, anxiety, depression and positive emotions) and the perseverance of managers, it is suggested that organizations and companies, both in the private and public sectors, Use this training and treatment package intervention for their organizational growth and improvement.

In group therapy based on acceptance and commitment therapy and positive psychology interventions, clients can acquire more logical, helpful ways of thinking, feeling, and behaving using cognitive, emotional, and behavioral techniques and activities, along with homework assignments and practice exercises with a therapist. By embracing a more rational and constructive philosophy for themselves, others, and the world, individuals can have more adaptive thoughts, behaviors, and emotions and lead their lives more flexibly. In contrast, negative and hopeless individuals tend to engage in ineffective thinking patterns that involve negative emotional states, ambivalent feelings, and a focus on failure rather than success, which can lead to difficulty generating thoughts, plans, and steps towards their goals (weak gatekeeper thinking) and often experience feelings of restlessness, powerlessness, and lack of motivation to pursue their goals. These findings also support Seligman's theory which states that the basis for positive thinking and optimism lies not in hopeful or success-oriented expressions or visualizations, but in the way individuals think about causes. Sense of self-esteem, in particular, and overall happiness are consequences of the ability to overcome challenges, engage in successful tasks, cope with failure and fatigue, and to win (Javanmard et al., 2019).

The limitations of the present study include the fact that the sample was selected among Tehran city's managers who were available, and findings should be generalized with caution. Considering that most private and government organizations require more committed and influential human resources and managers and that the combination of positive psychology and acceptance and commitment psychology education increases emotional control (anger, anxiety, depression, and positive emotions), and persistence among managers, organizations, and companies in both private and government sectors should make use of this combined approach to promote their organizational growth and development.

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