

## The Level Of Positive Thinking Of Palestinian Employees In The West Bank During The COVID-19 Pandemic

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### Abstract:

This study aimed to reveal the level of positive thinking among Palestinian employees in the west bank during the COVID-19 pandemic, as well as to reveal differences in the level of positive thinking and its relationship to certain demographic variables, the study was prepared according to the analytical descriptive approach, and the sample of the study consisted of (71) 8 employees, a measure was applied by the researchers, and from the results of the study that most of the sample members have a positive thinking high (63.10%) of the total sample study, and found that (.2036%) of the sample members have positive thinking average, of the sample members (only 0.70%) who had positive thinking at low scores, the results revealed statistically significant differences between the grades of Palestinian employees in the west bank on the positive thinking scale attributable to the gender variable (male, female), the differences came in favour of males, there were no statistically significant differences between the grades of Palestinian employees in the west bank during the corona virus pandemic on the positive thinking scale due to the change in the type of job (government, in particular). there are statistically significant differences between the grades of Palestinian employees in the west bank during the COVID-19 pandemic.

**Keywords:** Positive thinking, Palestinian Employee, West Bank, COVID-19 Pandemic.

### Introduction:

Positive thinking is a great motivating force for the individual, to look at things with a positive view is a new beginning for everything, to feel happy and satisfied, to achieve the goals to gain the individual's self-confidence, and to increase his ability to face and manage crises, thus eliminating negative thoughts and pessimism, and feeling frustrated.

Positive thinking is an important factor in individual lives, because it contributes to meeting and overcoming the challenges and obstacles of life, and in achieving life goals, it is a positive guidance for energies, extracting the apparent and potential and working to improve the psychological state of the

individual, and optimal treatment for morale preservation (Diab, 2014)

Positive thinking is one of the basic concepts of positive psychology, and thanks to the world Martin Slegman in introducing positive thinking into psychological literature through a list of virtues, representing the components of personal thinking such as: wisdom, knowledge, stability and psychological moderation, courage and others (Seligman, 1998), (Seligman & Csikszentmihalyi, 2000). However, the researchers disagreed on a unified definition of positive thinking because of their different intellectual and cultural opinions and backgrounds, but unanimously agreed that it was an optimistic positive outlook for the future. Corsini, 1999, defined him as "a pattern

of thinking that helps the individual use his potential and potential and organize his or her ideas and experiences in order to achieve his or her various goals."

Intellectual individuals are positively characterized by many qualities on the mental, psychological and social levels. A positive thinker is a person who values life, refusing to fail and seeking success, defining the time and speed of intellectual processes that bring him success and happiness. He also tends to be independent in thinking, stable personality and self-desolate in the face of his problems and psychological crises, psychologically compatible, social and happy and positive (Abu al-Naja, 2019). The positive thinker is not characterized by country or impulsiveness, but follows logical steps to realize things around him by setting the goal, interpreting it, making choices and experimenting with it to succeed (Fathi 2002). In addition, he seeks to positively evaluate life events and thus has positive expectations, which are a factor for mental control in the face of negative thoughts (Caprara, 2006). Positive thinking as a modern concept has received attention from researchers, the positive thinker looks at the bright and positive aspects of his life, and lives the difficulties, crises, complexities and failures of life as others but the difference is that he does not give in to them (Hadlid, 2014)

Since the end of the year (2019), the world has been facing the emerging COVID-19 pandemic, which has been considered by the World Health Organization (WHO) as a health-threatening epidemic. In Palestine, after the first cases of CORONAVIRUS were identified on 5 March 2020 in Bethlehem, the Palestinian National Authority declared a state of emergency across the various provinces, and health prevention measures against closure, quarantine, social spacing, movement identification, the closure of schools, universities and other measures have had a different impact on Palestinian lives not only on the physical health side as well as on mental health (Banerjee & Rai), 2020) Also, the way

of thinking about confronting this opaque situation is likely to be negative or positive. Given the existence of this crisis, negative thinking dominates the individual and the best solution to face this pandemic is to think positively to absorb and adapt to the new way of life from social spacing and take safety measures and feel successful in confronting the disease, and relieve psychological pressure with family support and optimism to find the vaccine resistant to this virus, a hope that supports the personality of the Palestinian human being at the time.

Employees are one of the most important resources of organizations, and one of the most important factors influencing their work, they play a key role in working efficiently to sustain the life and development of society in order to achieve security and stability in all areas, despite the troubles, crises and life pressures that may affect their lives, mental health and the performance of their work.

The researchers believe that Palestinian employees have a specificity in this regard, where the Palestinian employee has been subjected to many crises and life pressures due to the occupation, and successive financial crises to which the Palestinian Authority is exposed and automatically affects the Palestinian employee, and today the Palestinian society suffers from an unprecedented global human health crisis, namely the spread of the Coronavirus, so the reality experienced by the Palestinian employee needs to change it with positive thinking is a source of strength for the employee because it helps him to be free from negative ideas, and he is moving towards action. Positive results and adopting the perfect way of life.

Positive thinking is the ability of the individual to control and guide his or her thoughts and emotions positively, self-awareness, the ability to lead them, to understand goals and priorities, and to strive to achieve them with optimism and resistance to negative ideas. (Al-Kholi, 2014)

Al-Fiqi (2007) asserts that negative thinking causes trouble in feelings, behavior, mental and organic diseases, and a sense of fear and more serious when stored in his thoughts and becomes an approach that he uses in most of his behaviors. Positive thinking is a state of mind that anyone can acquire, if they decide at full will, a situation that requires focus, and a confident, open mind willing to accept opportunities and possibilities. (Hadfield, 2014)

Under the circumstances of the Corona pandemic, these crises and life pressures have increased to the Palestinian employee, coupled with economic and health pressures represented by the employee's responsibility to protect his family from this epidemic, which threatens the lives of all his family members, and the possibility of losing work to many employees due to the pandemic and the low economic level of the family, which may make the employee think in an unclear way, so the current study tries to find out how the Palestinian employee, who is known to face the conditions of occupation and loss, thinks. In previous years, because the trend of positive thinking may contribute to overcoming this pandemic and make employees more compatible in all psychological, social, health and economic aspects. It may therefore affect their lives, mental health and their ability to cope with crises, which may hinder their progress and affect their mental health and performance.

The current study therefore seeks to identify the level of positive thinking among Palestinian staff in the West Bank during the COVID-19 pandemic.

#### **Problem and Questions of the study:**

The researchers noted that during the Corona pandemic that many employees from their working environment suffer from many problems whether social, psychological or economic, and this was clear through their psychological and social incompatibility and the many complaints and complaints with the requirements of work under the current circumstances, and the researchers tried to

identify the positive way of thinking and the extent to which it is used by Palestinian employees, especially since this group in society directly affects the social and psychological system of Palestinian society. Based on the above, given the limited studies in the Arab environment that addressed the level of positive thinking among staff in general, particularly Palestinian staff during the COVID-19 pandemic, and the importance of this topic, particularly during the COVID-19 pandemic, the problem of the study is to answer the following questions:

- What is the level of positive thinking among Palestinian employees in the in the West Bank during the COVID-19 pandemic?
- Are there differences in the calculation averages of positive thinking among Palestinian employees in the West Bank during the COVID-19 pandemic depending on the study variables (gender, job type, number of years of experience)?

#### **Study Hypotheses:**

- There are no statistically significant differences at the level ( $\alpha \leq 0.05$ ) in the level of positive thinking among Palestinian employees in the West Bank during the COVID-19 pandemic due to the gender variable.
- There are no statistically significant differences at the level ( $\alpha \leq 0.05$ ) in the level of positive thinking among Palestinian employees in the West Bank during the COVID-19 pandemic due to the job type changer.
- There are no statistically significant differences at the level ( $\alpha \leq 0.05$ ) in the level of positive thinking among Palestinian employees in the West Bank during the COVID-19 pandemic due to the change in the number of years of experience.

#### **Significance of the Study:**

The importance of the study stems from the importance of the target group, namely, Palestinian employees, the importance of studying the variable positive thinking during the COVID-19 pandemic, which has not been studied in Palestine or in any Arab country in the past within the limits of the science of female researchers, and this will highlight the importance of carrying out other studies to include this sample, and the importance of the study is that it helps to hold psychological seminars to discuss the importance of confronting the Corona pandemic through positive thinking, which in turn helps to adapt and psychological compatibility To know how to respond to crises in the best way, to increase the preparation of mentoring programmers for groups that adopt non-positive thinking methods, to help them take advantage of the sources of strength in their personality and to try to fight negative ideas to raise their efficiency in the face of the pandemic and other crises .

#### **Study Objectives:**

- Identifying the level of positive thinking among Palestinian employees in the West Bank during the COVID-19 pandemic.
- Identify differences in the mathematical averages of positive thinking among Palestinian employees in the West Bank during the COVID-19 pandemic depending on the study variables (gender, type of job, years of experience).

#### **Previous Studies:**

have addressed the concept of positive thinking and its relationship to certain variables, including the study (Georgi, Abdullah and Shahata,2020), the results of which indicated that the level of positive thinking of university students is average, and that there are no statistically significant differences between males and females on the scale of positive thinking, and a correlation between positive thinking and academic frustration. The study (Dhiab and Al-Kubisi, 2020) also found that

students enjoyed a high level of positive thinking, and there were no statistically significant differences in positive thinking among graduate students depending on gender variables and specialty. The results of a study (Najm and Kazem, 2020) indicated that parents of children have positive thinking. The Aaron study (2020) confirmed that the positive thinking of the sample of students and faculty at the World University of Africa came on average, and there are no differences in positive thinking in the community of the World University of Africa depending on both the type variable and specialization, but there are differences depending on the social situation, and there are differences depending on the university qualification. While the Alkhatib study,2020)) proved that.

#### **Methodology of the Study:**

The study relied on the descriptive analytical approach, because it is appropriate for the objectives and characteristics of the current study, where the descriptive approach is a broad umbrella for human studies and research, and is based on addressing the phenomenon of study by description and interpretation, and goes beyond description where it allows freedom to collect the necessary data on the phenomenon from its own sources, and interact with these data for the purpose of tabulation and analysis to reach new results, generalizations and relationships related to the subject of the study and its problem.

#### **Population and sample of the study:**

The study population is made up of all employees within the government sector, the private sector in the West Bank, and a random class sample of (800) employees in the government and private sectors was selected, to which the study was e-mailed via social media and e-mail due to quarantine conditions, of which 718 were recovered, with a response rate of (89.75%), and the following table shows the personal characteristics of the study sample

**Table (1): The personal characteristics of the study sample.**

| Variables           |                         | Repetition | percentage   |
|---------------------|-------------------------|------------|--------------|
| Gender              | Male                    | 196        | 27.30        |
|                     | Female                  | 522        | 72.70        |
| Functional type     | government              | 449        | 62.50        |
|                     | Special                 | 269        | 37.50        |
| Years of Experience | less than 5 years       | 144        | 20.10        |
|                     | 5 to less than 10 years | 231        | 32.20        |
|                     | 10 years and over       | 343        | 47.80        |
| <b>Total</b>        |                         | <b>718</b> | <b>100.0</b> |

**Tools of the Study:**

Consisting of two sections of the first section consisting of personal and functional data of the study community (gender, type of job, years of experience), and the second part consisted of (30) paragraphs measuring the level of positive thinking of Palestinian employees, and by looking at a number of studies and research related to positive thinking; in light of this, the terms of the scale were formulated, and the study adopted the five-year Likert scale for all dimensions of the study, which ranged from strongly approved to (5) grades It is not strongly approved to one degree.

**Validity:**

In order to verify the virtual honesty (Face Validity) of the scale, it was presented to a group of arbitrators of Palestinian university professors with experience and competence in this field, to ensure the sincerity of the paragraphs of the questionnaire, its linguistic construction, and its clarity, and its paragraphs

were codified, and amended according to the opinions of the jury where it is in its final form of (30) paragraphs

**Reliability:**

Based on the calculation of the Alpha Kronbach factor for the overall score of the positive thinking scale and the stability factor (0.88), which is high and indicates a significant stability of the scale.

**Data Correction:**

The main tool of the study was a measure of positive thinking, the scale was designed according to the five-order scale according to Lycart and each paragraph was given a response ladder between (very large, large, medium, few, very few), and the scale paragraphs were corrected according to the following key (5,4, 3,2,1), accordingly the total score of the scale is equal (30 paragraphs  $\times$  5 =150), the lowest score equals (30 paragraphs  $\times$  1 =30), and the study category is classified according to the table ( 6) Next:

**Table (6) How to classify the study class on the positive thinking scale**

| Category | positive thinking high | average positive thinking | Low positive thinking |
|----------|------------------------|---------------------------|-----------------------|
| Period   | 150 –110               | 109 – 70                  | 69 -30                |

### Study results and discussion:

The study addresses the level of positive thinking among Palestinian employees in the West Bank, and presents the most important results by answering the study questions and testing its hypotheses, recommendations and future research, where the most appropriate statistical tests were relied upon after verifying the moderation of the data curve.

### Results of natural distribution of data:

Although the sample of the study is large, the researchers preferred to verify the natural

distribution of the data in order to ensure the safety of the results, in addition to the large size of the study community, where the natural distribution test was used to determine the nature of the data collected in order to determine whether it follows a natural distribution or not, and this is useful in the nature of the tests to be followed teacher or not, and the sample amounts to (718) employees and therefore the test was used colmgrove-Summernov (1- Summernov) Sample Kolmogorov-Smirnov, to identify the moderation of the data curve, the results were as shown in table 7:

**Table (7) natural distribution test for the total degree of the scale**

| variable   | number of paragraphs | Test value | Value(Sig) |
|--|----------------------|------------|------------|
| <b>The overall score for the Positive Thinking Scale</b> | 30                   | 1.752      | 0.80       |

\*Z scheduling at indication level (0.05) equals (1.96)

\*\*Z scheduling at indication level (0.01) equals (2.58)

Table 7 shows that all sig.) probability values were higher than the level of indication (0.05), and it can be said that the data collected follow a natural distribution, so the parameter tests should be used in this study.

**The results of the first question and its discussion: The first question states: "What is the level of positive thinking among Palestinian staff in the West Bank during the COV pandemic." Table 8 shows the results:**

**Table (8) Natural distribution test for the total grade of the scale**

| Variable   | Total | Arithmetic mean | standard deviation | relative weight |
|--|-------|-----------------|--------------------|-----------------|
| <b>The overall score for the Positive Thinking Scale</b> | 150   | 105.113         | 12.905             | 70.08           |

Table 8 shows that the level of positive thinking was within the high level, with the arithmetic average reaching the overall score of the positive thinking scale (105,113) and the overall score (150), so the relative weight

(70.08%). To be more clear, the researchers categorized the study sample on the positive thinking scale by testing cut point, and the following table shows the classification:

**Table (9) Classification of the study sample at levels of positive thinking**

| Category                         | Period    | Number | percentage |
|----------------------------------|-----------|--------|------------|
| <b>positive thinking high</b>    | 150 – 110 | 453    | 63.10      |
| <b>average positive thinking</b> | 109 – 70  | 260    | 36.20      |
| <b>Low positive thinking</b>     | 69 - 30   | 5      | 0.70       |

Table 9 shows that most sample members have a high positive thinking (63.10%) of the total sample, and that (36.20%) of the sample members had moderate positive thinking, and only 0.70% of the sample members had positive thinking at low levels. These results can be explained by several considerations, the most important of which is that Palestinian society has faced difficult circumstances and critical times, which has been positively reflected in the way we think, and considers difficult circumstances to be challenges for them to overcome with positive thinking. In addition, the Muslim is positive in nature and thinks in positive ways because he is aware that he is only struck by what God has written, and that the order of the believer is good, in good times he is thanked, and in bad he is patient. The positive thinking of staff is also due to regulatory factors, the most important of which is that institutions in the twenty-first century are

choosing the employee who thinks positively, in addition to the nature of the training programmers to which many employees in the public and private sectors are subjected, which will enhance the employee's self-confidence, which increases his or her positive thinking, as well as positive thinking is an important part of achieving personal goals;

**results of the second question and its discussion: The second question states: "Are there statistically significant differences at the level of significance ( $\alpha \leq 0.05$ ) between the grades of Palestinian staff in the West Bank during the COV pandemic on the positive thinking scale attributable to the gender variable?"**

To answer the second question of the study, the Independent Samples T test was used for differences between two separate groups, and the results were as follows:

**Table 10: Shows the results of a test of differences in positive thinking according to the gender variable**

| variable   | Gender        | Number     | Arithmetic mean | standard deviation | Values (T)   | Sig          |
|--|---------------|------------|-----------------|--------------------|--------------|--------------|
| <b>The overall score for the Positive Thinking Scale</b> | <b>Male</b>   | <b>196</b> | <b>108.100</b>  | <b>11.841</b>      | <b>3.799</b> | <b>0.000</b> |
|  | <b>female</b> | <b>522</b> | <b>103.998</b>  | <b>13.185</b>      |              |              |

\*Tabular t at (716) degrees of freedom and (0.05) level of significance equal (1.69)

Table 10 shows that the probability value was below the indication level (0.05), and the calculated values were greater than the tabular value. This indicates that there are differences attributable to the gender variable. Accordingly, the following alternative imposition must be accepted: there are statistically significant

differences at a indicative level ( $\alpha \leq 0.05$ ) between the grades of Palestinian staff in the West Bank on the positive thinking scale attributable to the gender variable (male, female). The table shows that the male arithmetic average (108.10) and the female arithmetic average (103,998) i.e. differences

were in favour of males, and that males had higher positive thinking than females. These differences may be due to the different psychological composition between males and females, as the male has patience and self-control in critical situations more than the female, and has the physical abilities to face some of these challenges, especially those that require physical effort, especially since socialization in Palestinian society tends to raise the male on roughness to take on the attitudes of life, while the female is raised on softness. This was reflected in their ways of thinking and the male was more positive than the female.

**Table (11): Shows the results of a test of differences in positive thinking depending on the variable type of function**

| Variable  | Gender     | Number | Arithmetic mean | standard deviation | Values(T) | Sig   |
|---|------------|--------|-----------------|--------------------|-----------|-------|
| The overall score for the Positive Thinking Scale | government | 449    | 105.437         | 12.967             | 0.865     | 0.387 |
|   | Especially | 269    | 104.573         | 12.935             |           |       |

\*Tabular t at (716) degrees of freedom and (0.05) level of significance equal (1.69)

Table 11 shows that the probability value was greater than the indication level (0.05), and the calculated values were less than the scheduling value. This indicates that there are no differences attributable to the type of job change (government, in particular). Accordingly, the following zero imposition must be accepted: there are no statistically significant differences at the indicative level ( $\alpha \leq 0.05$ ) between the grades of Palestinian staff in the West Bank during the COV pandemic on the positive thinking scale due to the change in the type of job (government, in particular). This can be explained by the fact that any employee is exposed daily to situations and circumstances, whether working in a government or private institution, that he achieves part of himself

**Table (12): The results of the single variation analysis test for differences in positive thinking are illustrated by the variable years of experience**

| Variable | Source of contrast | Total squares | Degrees of freedom | Average squares | Value (P) | Level of significance |
|----------|--------------------|---------------|--------------------|-----------------|-----------|-----------------------|
|----------|--------------------|---------------|--------------------|-----------------|-----------|-----------------------|

**The results of the third question and its discussion: The third question states: "Are there statistically significant differences at the level of significance ( $\alpha \leq 0.05$ ) between the grades of Palestinian staff in the West Bank during the COV pandemic on the positive thinking scale due to the change in the type of job?"**

To answer the third question of the study, the Independent Samples T test was used for differences between two separate groups, and the results were as follows:

within his or her institution, and that all members of the sample face similar economic, political and security conditions, which have a significant impact on the way of thinking.

**The results of the fourth question and its discussion: The fourth question states: "Are there statistically significant differences at the level of significance ( $\alpha \leq 0.05$ ) between the grades of Palestinian staff in the West Bank during the COV pandemic on the positive thinking scale attributable to the change in years of experience.?"**

To answer the fourth question of the study, one Way ANOVAs test was used for differences between three independent groups and more, and the results were as follows:



|                       |                            |                   |            |                 |               |              |
|-----------------------|----------------------------|-------------------|------------|-----------------|---------------|--------------|
| <b>Specialization</b> | Squares between categories | <b>4350.866</b>   | <b>2</b>   | <b>2175.433</b> | <b>13.416</b> | <b>0.000</b> |
|                       | Inner squares              | <b>115934.996</b> | <b>715</b> | <b>162.147</b>  |               |              |
|                       | <b>Total</b>               | <b>120285.862</b> | <b>717</b> |                 |               |              |

Table 12 shows that the probability value was below the indication level (0.05), and the p-values calculated were lower than the p-table value. This indicates that there are differences attributable to the change in years of experience. Accordingly, the following alternative imposition must be accepted: there are statistically significant differences at a

indicative level ( $\alpha \leq 0.05$ ) between the grades of Palestinian staff in the West Bank during the COV pandemic on the positive thinking scale attributable to the change in years of experience (less than 5 years, from 5 to less than 10 years, 10 years and older). To detect these differences, the Chevy test was used for remote comparisons, and table 13 shows the results:

**Table (13): The results of the Chevy test show the trend of differences in positive thinking depending on the variable years of experience**

| More than 10 years | 5to less than 10 | less than 5 years | Years of Experience       | Variable   |
|--------------------|------------------|-------------------|---------------------------|--|
| <b>107.674</b>     | <b>103.043</b>   | <b>102.33</b>     | <b>Arithmetic mean</b>    |  |
|                    |                  | --                | <b>less than 5 years</b>  | <b>The overall score for the Positive Thinking Scale</b> |
|                    | --               | //0.71            | <b>5to less than 10</b>   |  |
| --                 | <b>*4.63</b>     | <b>*5.34</b>      | <b>More than 10 years</b> |  |

Table 13 shows that the differences were in favour of the category (more than 10 years), at the expense of the category (less than 5 years) and the category (5 to less than 10 years), and these results can be explained in the light that experience is an important part of meeting challenges, and that past work experiences make the employee able to overcome daily problems with caution, wisdom and objectivity, making him more positive about the attitudes and circumstances he or she faces.

#### **Recommendations:**

In the light of the theoretical and practical framework of the study, the following recommendations were reached:

- Meet the needs of the employee and help him overcome his problems to be positive in his behavior and thinking.
- Instilling the principles of self-confidence and enthusiasm among

employees because of its impact on the mental health of the employee.

- Hold regular meetings to learn about the mood and ways of thinking of employees, and make appropriate decisions.
- Holding conferences, seminars and study days to help organizations activate the positive thinking of their employees.
- Conduct studies on factors influencing the positive thinking of employees in the government sector.
- Study the role of the maid leadership in promoting the positive thinking of employees in the government and private sectors.

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