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## **A**n integrative Multi-Level review of thriving at work in teams

### **Abstract:**

**Background:** Thriving at work (TW) is a remarkable positive psychological state that leads to higher levels of employee performance, satisfaction and well-being, provided that employees are embedded in proximal working contexts, for example, in teams or work units, that support agentic work behaviours. Due to the importance of unit contextual features for TW and the increasing relevance of work teams in today's work environment, measures to promote TW should consider the team context.

**Purpose:** This research project presents an integrative review of TW in teams drawing from the extended socially embedded model of thriving and existing multi-level conceptualisations of TW. This is used to identify existing gaps in the literature and possible directions for future research on TW in teams.

**Methodology:** A systematic literature search on TW in teams is conducted based on journal articles published between 2005 and 2024.

**Results:** A multi-level framework for TW in teams is proposed, highlighting the antecedents and consequences of TW in teams at three levels: individual, collective, and organisational.

**Practical implications:** Understanding the supportive and hindering factors of TW in work teams is essential for organisations and leaders to enable TW for both work teams and their members by shaping factors at individual, collective and organisational levels.

**Originality/Value:** This integrative multi-level review contributes to the growing body of research on positive psychology in the workplace. The proposed framework and future research directions have the potential to unravel the relationship between individual, collective and organisational factors and TW in teams.

## Biography

**Dana Eberl**, holds a Master of Arts in Prevention and Health Management (focusing on stress management and mental health) and a Master of Science in Business Administration. She has been working as a research assistant since 2023. She is currently pursuing a doctoral degree at the Catholic University of Eichstätt-Ingolstadt (Germany) with a research focus on Thriving at work.