

## Positivity in the Paramedic Workplace: Pathways to Flourishing Amidst Adversity

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### Abstract:

Paramedic practice is evolving across the world. Frequent exposure to traumatic and stressful incidents, combined with demanding workplace conditions, significantly affects the well-being of paramedic personnel.

The theoretical foundation of this study is rooted in phenomenology, a qualitative approach that seeks to explore the lived experiences of individuals who are willing to share their first-person occurrences of a particular phenomenon. This inquiry specifically examines the experiences of private sector paramedics in relation to the concept of flourishing within the post-COVID-19 workplace context.

To address the research problem, a purposive sample of thirteen (13) private sector paramedics was selected. Data were gathered through semi-structured interviews using open-ended questions, encouraging rich, reflective accounts of their lived experiences. Thematic analysis, conducted with MAXQDA software, was used to identify recurring patterns, emergent themes, and unique perspectives.

The findings of the study indicate that private sector paramedics experienced key dimensions of well-being, including positive affect, job satisfaction, joy, and hope (emotional well-being); engagement, meaning, purpose, and self-esteem (psychological well-being); positive internal and external professional relationships and compassion (social well-being). These outcomes found that flourishing is possible even within high-stress paramedic environments. The study also highlighted both organisational and individual strategies that contribute to well-being.

### Keywords:

Flourishing, emotional well-being, psychological well-being, social well-being, paramedics.