POSITIVITY at WORK
TWEET

140 Bite-Sized Ideas to Help You
Create a Positive Organization
Where Employees Thrive

S. CHRIS EDMONDS, MHROD
and LISA ZIGARMI, MAPP
FOREWORD BY KEN BLANCHARD

BOOK 01

A THiNKaha® BOOK

#POSITIVITY at WORK **tweet** Book01

140 Bite-Sized Ideas to Help You Create a Positive Organization
Where Employees Thrive

Book Excerpt

By S. Chris Edmonds, MHROD and
Lisa Zigarmi, MAPP

Foreword by Ken Blanchard

THiNKaha®

BOOK EXCERPT Table of Contents

Contents

This is the Table of Contents (TOC) from the book for your reference. The eBook TOC (below) differs in page count from the tradebook TOC.

Foreword by
Ken Blanchard

If you want a productive
workplace, accentuate the
positive! This book is packed
with ideas about how to keep
your sunny side up.

~ Ken Blanchard

Co-author of *The One Minute Manager®*
and *Leading at a Higher Level*

Section 1

A Positive Workplace—What It Is and Isn't

This introductory section focuses on the potential for workplaces to be positive environments for the people who engage there. Many people derive the essential elements of well-being: positive emotion, positive relationships, meaning/purpose, positive accomplishment, and material sufficiency (having health and resources to serve us in this life) from work. When organizations concern themselves mainly with profit, they miss the opportunity to provide employees with the means to achieve well-being. Enabling positivity at work is not fluffy and it's not simple. Healthy work cultures happen by design, not default. It takes intentional choice to foster a culture of wellness. The responsibility lies not only with the employer, but also with organizational members.

1

Organizations are centers for human relatedness. They allow people to share a common objective and to serve a purpose beyond themselves.

2

Employees spend more time weekly with work peers than with family & friends. Positive workplaces enable life-long service, joy & success.

3

By doing things that are
outside your role, you not
only increase organizational
functioning, you promote
well-being in yourself
and others.

4

Positive workplaces retain more employees, have higher levels of productivity and profits, and provide better customer service.

5

Positive employees have fewer sick days, are more engaged, express greater collaboration, altruism, conscientiousness, and civic service.

6

You've seen toxic workplaces. Create the antithesis: positive, inspiring workplaces where your most vital asset—*humans*—are honored.

7

Think of your best boss. What did s/he do to create the environment that inspired you? Replicate these conditions for your employees.

Section II

Positive Emotion at Work

The first component of positivity at work is positive emotion. Within work contexts, the last thing that businesses and individuals choose to examine are emotions. Yet, people show up at work with their sensing hearts as well as their thinking heads; therefore, leaders must be concerned with affect. Positive emotion reflects perceptions of safety, satisfaction, and achievement and produces future well-being and positive consequences. Expressing positive emotions is critical for human growth and development, and equally critical for organizational success.

24

The 10 positive emotions are:
appreciation, love, amusement, joy,
hope, gratitude, serenity, interest,
inspiration, and awe.

25

Positive emotions signal a sense
of safety and expansiveness.
Demonstrating positive emotions makes
us more tolerant and inclusive. Smile.

26

Expressing genuine positive emotion
opens you up to greater possibilities,
new skills, new connections with
others, and new knowledge.

27

Individuals interpret their experiences
as they unfold and can choose to
attune to what is positive or what is
negative. Choose happiness!

28

Increase your positive emotion by savoring. When you stop to notice things that are pleasurable you will be more content with your life.

29

To help you savor, try attuning to what is peaceful or right in your circumstances or share perceptions of valued experiences with others.

30

Have you expressed your delight with
the world today?

31

Focus on enhancing your relationships
with others and you will garner the
rewards of positive emotions.

Section III

Positive Relationships at Work

The second element of positivity at work is positive relationships. Expressing positive emotion facilitates the formation of human bonds. Across different ages and cultures, good relationships may be the single most important source of life satisfaction and emotional well-being. Since people are predisposed to social connection with others and that connection brings well-being, then organizations must support the advancement of positive relationships as a method for increasing employee flourishing and customer devotion.

47

Humans are hardwired
for attachment and thus
relationships truly matter.
Positive connections
generate well-being.

48

Positive relationships increase
the probability that people can meet
the requirements of their job
and their lives.

49

Supportive relationships contribute
to mental health. Happy people
have strong relationships, and good
relationships make us happier.

50

Demonstrate compassion for others—boss, peers, customers. This life is not always simple nor easy; loving care makes it better.

51

Repair a poor work relationship today. Getting a damaged relationship to "neutral" is a big gain on the well-being scale.

52

Build your network. Make connections simply to learn others' roles in the company; the education will help you serve peers & clients better.

Section IV

Meaning and Purpose at Work

The third ingredient of positivity at work is meaning or purpose. Research shows that meaning is of greater importance to individuals than money, pleasure, or engagement when determining a good life. The Ken Blanchard Companies® defines meaningful work as the extent to which employees perceive their job actions as important inside and outside the organization while having lasting worth for themselves and others.[1] In order to support well-being, leaders must be focused upon how people attribute meaning to their work and employees must understand how their contributions add to a larger purpose.

---

1.   Kim Nimon, Drea Zigarmi, Dobie Houson, David Witt, and Jim Diehl, "The Work Cognition Inventory: Initial Evidence of Construct Validity," *Human Resource Development Quarterly* 22, no. 1 (Spring 2011).

69

Formally list the direct beneficiaries
of your work *done well*. Those
beneficiaries might be peers,
processes, or customers.

70

Your work done well improves the
community outside your office walls.
You're a vital spark of goodness.

71

What is your work team's mission?
Create and share a clear, concise
statement (a "bumper sticker")
describing your team's purpose.

72

If challenged by a project or person at
work, ask yourself, "What can I learn
here?" Struggle is often an invitation to
grow and develop.

73

Finding meaning in every day is easier when you have a personal framework for living. What are your reasons for being?

74

Reflect on your values, your life themes & your personal story. Then, share your notes so others can remind you of your strengths & purpose.

About the Authors

S. Chris Edmonds is a speaker, author, and senior consultant with The Ken Blanchard Companies®. Chris is the author of *#CORPORATE CULTURE tweet*, co-author of Blanchard's bestselling book, *Leading at a Higher Level*, and co-author of Blanchard's award-winning culture change process. Chris is Blanchard's culture expert and has helped numerous clients create a high performing, values-aligned culture using Blanchard's proven process. Chris has thousands of Twitter, Facebook, and LinkedIn followers who look forward to his culture and leadership tweets each day.

Lisa Zigarmi is a Lead Client Service Partner for The Ken Blanchard Companies® in New York City. She works with *Fortune* 500 companies to build the leadership capacity of their staff and is passionate about creating saner, more effective, more meaning-driven organizations. She researches employee work passion/engagement and spends her time helping leaders and companies to create the conditions (role, organizational, and relational) for their employees to flourish. Lisa has an M.A. in Applied Positive Psychology from The University of Pennsylvania. She is also a certified coach, completing her coach training through The Coaches Training Institute.

Getting "#POSITIVITY at WORK tweet Book01"
(**http://happyabout.com/thinkaha/positivityatworktweet.php**)

"#POSITIVITY at WORK tweet Book01" can be purchased as an eBook for $11.95 or tradebook for $16.95 at **http://happyabout.com/thinkaha/positivityatworktweet.php** or at other online and physical book stores.

Please contact us for quantity discounts **sales@happyabout.info** or to be informed about upcoming titles **bookupdate@happyabout.info** or phone (408-257-3000).

#POSITIVITY at WORK
TWEET BOOK 01

Enable a Work Environment That Inspires
Individual Well-Being and Collective Flourishing

"These are magnificent learning points for business/personal life that will enrich you every day. Lisa & Chris truly want you to *win at work*."
Garry Ridge (@learningmoment), President & CEO of WD-40 Company and Co-author, *Helping People Win at Work*

"Chris & Lisa 'tweet' you to *#POSITIVITY at WORK* by showing how emotions, relationships, meaning, achievement & health make a great workplace!"
Dan Bowling, Managing Principal of Positive Workplace Solutions and Former Head of HR for Coca-Cola Enterprises

"*#POSITIVITY at WORK* is a true gem – full of ideas to help you start receiving the gifts available through work. It will transform how you define your job today."
Sarah Gretczko (@sarahgretczko), Talent Management Strategist at Deloitte

"*#POSITIVITY at WORK*, works! A modern masterpiece for short attention spans. A must-read for leaders with ambition to flourish."
Stella Grizont (@stellagrizont), MAPP, MSNBC Contributor and Founder of WOOPAAH, which creates play experiences for companies

---

S. Chris Edmonds (@scedmonds)
is a speaker, author, and senior consultant with the Ken Blanchard Companies. As Blanchard's culture guru, he coaches senior leaders to create high performing, values-aligned companies.

Well-being ally, **Lisa Zigarmi**, supports individuals and organizations on their development journeys. She is a leadership consultant, coach, speaker, friend, and avid learner. Lisa's committed to helping people expand awareness and activate their happiness.

BUSINESS & INVESTING: ORGANIZATIONAL BEHAVIOR
$ 19.95 US

THiNKaha **THiNKcontinuity**

http://thinkaha.com