#POSITIVITY at WORK

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

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#POSITIVITY at WORKtweet Book01

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

Book Excerpt

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Foreword by Ken Blanchard



E-mail: info@thinkaha.com 20660 Stevens Creek Blvd., Suite 210 Cupertino, CA 95014 140 Bite-Sized Ideas to Help You Create a Positive Organization Where Employees Thrive

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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 I: A Positive Workplace—What It Is and Isn't

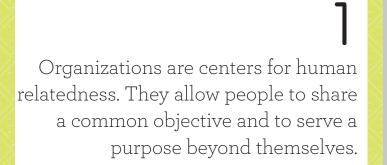


Section I

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.

Section I: A Positive Workplace—What It Is and Isn't

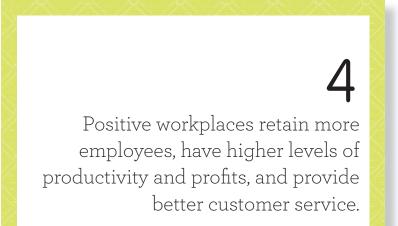


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Employees spend more time weekly with work peers than with family & friends. Positive workplaces enable life-long service, joy & success.

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

Section I: A Positive Workplace–What It Is and Isn't



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

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

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

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Section II: Positive Emotion at Work



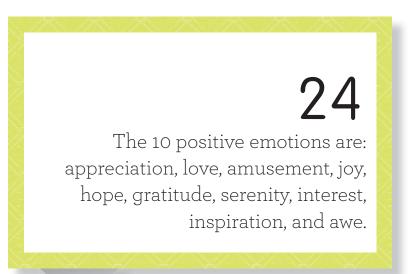
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Section II

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 wellbeing and positive consequences. Expressing positive emotions is critical for human growth and development, and equally critical for organizational success.

Section II: Positive Emotion at Work



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

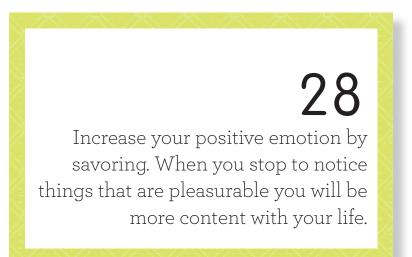
Expressing genuine positive emotion opens you up to greater possibilities, new skills, new connections with others, and new knowledge.

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26

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

Section II: Positive Emotion at Work



29

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

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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

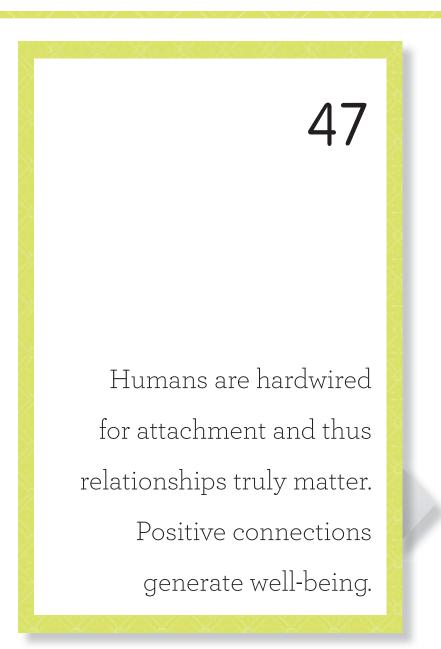


Section III

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 wellbeing. 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.

Section III: Positive Relationships at Work



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

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

Section III: Positive Relationships at Work



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

52

51

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



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 wellbeing, leaders must be focused upon how people attribute meaning to their work and employees must understand how their contributions add to a larger purpose.

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).

Section IV: Meaning and Purpose at Work



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

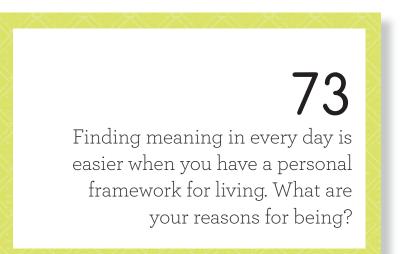
What is your work team's mission? Create and share a clear, concise statement (a "bumper sticker") describing your team's purpose.

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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.



Section IV: Meaning and Purpose at Work



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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.

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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.

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