

The Keys to Being Positive in a Negative World

U-R-AWESOME!

Why are we here?

- To recognize and remove negativity and negative self-talk from our lives.
- To explore and create new ways to encourage one another.
- To create a plan for making a positive difference in the people around us.

The Power of Negative

- 86% of all we hear is negative
- 76% of all self talk is negative
- For every positive we hear 23 negatives
- By the age of 16 a child hears 148,000 negatives
- Teens have the lowest self-esteem

Negativity Leads to Stress

- 43% suffer adverse health affects due to stress.
- Half of all American workers suffer from the symptoms of burnout, a disabling reaction to stress on the job.
- 1 million workers are absent on an average workday because of stress related complaints - 60% of all absences due to stress. *American Institute of Stress*
- On June 6, 2001, **Time Magazine** said, "It's hard to get through a day without hearing or reading something about stress."

Negativity Styles

- Internal – Workaholic, Control Freak
- External – Back Stabber, Martyrdom
- Verbal – Gossip, Cynical

Redirect Negativity

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|----------------------------|---|
| ▪ Set clear expectations | ▪ Ask good questions |
| ▪ Do not engage | ▪ Use "I" |
| ▪ Upward communication | ▪ Remove emotions |
| ▪ Allow for anxiety/stress | ▪ Let ago of being right or being heard |
| ▪ Build relationships | ▪ Walk away |
| ▪ Keep communicating | ▪ Ask for help |
| ▪ Be the positive force | ▪ Listen first |
| ▪ Set boundaries | ▪ Acknowledge the situation |
| ▪ Be honest | ▪ Use body language |

Replace Negative Self-Talk

- Focus on solutions
- Stop overreacting
- Expect the best
- Don't stereotype
- Avoid "Shoulda, Coulda, Woulda..."
- Stop the blame game
- Stop "Yes, but..."
- Avoid generalizations
- Remove "all or nothing" thinking
- Create positive labels
- Remove exaggeration

Techniques for Changing Self-Talk

Naming

- Choose a current negative situation and describe it in a few words.
 - Is there a positive name you could give the situation?
 - List the names you gave to five recent experiences good or bad.
 - If they happened to someone else what positive names could you give them?

Letting Go

- Allows us to get on with life
- What two things do you need to let go of?
 - Imagine these things leaving, what would your life look like?

Belief

- Self-Talk reflects our belief in who we are.
- Positive beliefs can help in tough times.
 - Name ten positive things about yourself.
 - Describe a recent experience where you used a positive belief.

Monitor your self-talk

- What is it saying right now?
- Write down three negative things you tell yourself.
- Now write down the truth.

Power Tools

- Power of Applause
- Power of Appreciation
- Power of Affirmation

The Power of Applause

- Creates environment of celebration
- Reduces selfishness
 - Focus on others success
- Builds mentoring relationships

Who can you applaud today?

The Power of Appreciation

- Creates environment of gratitude
- Reduces negativity
 - Positive focus
- Builds strong networks

I will thank this person...

The Power of Affirmation

- Creates meaningful relationships
- Reduces fear of taking risks
- Builds a community of support

I will take this risk...

I will affirm this person...

Top Three things Employees Want

1. Interesting work/opportunity
2. Appreciation
3. To be included

Ten Ways to Create an Awesome Workplace

1. Spend time with people from work
2. Eliminate negatives
3. Avoid getting emotional or personal
4. Empower others
5. Share information
6. Ask questions
7. Smile
8. Compliment before giving any criticisms
9. Ongoing training
10. Brainstorm about what's most important

You are awesome...

Now go and do something about it!

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