

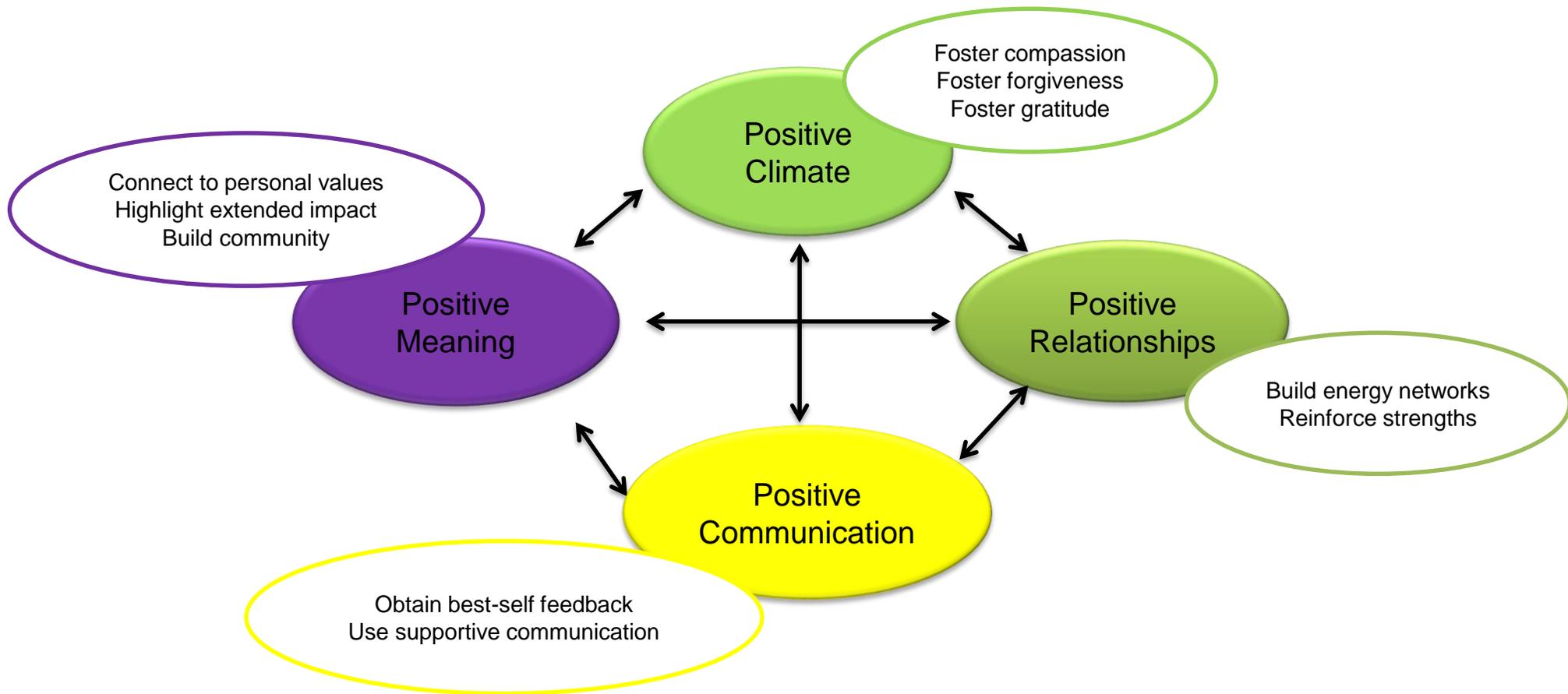


“Values can’t be preached, only exemplified through one’s own actions.” *Viktor Frankel*

Positive Leadership

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Positive Leadership Strategies



- **Positive climate refers to a work environment in which positive emotions predominate over negative emotions.**
- **A positive climate is affected by the approach the leader adopts. In other words, it's up to the leader to induce, develop and display positive emotions.**
- **Inducing positive emotions enlarges cognitive perspectives and enhances the ability to take in more information, be more creative, increase productivity as well as enhancing social behaviors.**
- **A positive climate is not perpetual happiness, nonstop smiling or constant cheerfulness. Challenges and problems are always present. But leaders who enable positive deviance resist the tendency to concentrate primarily on the negative issues and instead, emphasize the positive emotions, positive opportunities and positive relationships.**

A photograph of a greenhouse in a garden. The greenhouse has a dark frame and multiple glass panes. Inside, there are several potted plants on shelves. The background shows lush green foliage and trees. At the bottom of the image, there is a solid green banner with white text.

Fostering a Positive Team Climate

Positive Relationships

- ✓ Foster greater resiliency and an ability to bounce back from difficult experiences
- ✓ Create stronger self-identity
- ✓ Produce greater degrees of creativity, trust, and openness to new ideas
- ✓ Cultivate higher levels of mutual benefit
- ✓ Foster healthier team functioning
- ✓ Raise levels of commitment to the organization
- ✓ Create high levels of energy, learning, cooperation, resource utilization, cost reduction and time savings
- ✓ Focus on strengths: emphasize strengths, small victories and positive imagery with employees as opposed to errors, mistakes or problematic behavior. For example, they begin meetings with a celebration of what is going right.

Positive Communication

- Leaders' role modelling has an exponential effect on creating outstanding outcomes in the organization. Therefore, the communication patterns of leaders are critical.
- It's important to find the **right ratio of positive to negative statements** in order to maintain balance and drive motivation. Too much positivity can foster complacency and mediocrity, and too much negativity can lead to defensiveness and withdrawal.
- Positive communication doesn't mean sugarcoating the bad or simply ignoring it. It means giving constructive feedback which doesn't attack, blame or back someone into a corner.



Positive Meaning



When people feel they are **pursuing a profound purpose or engaging in work that is personally important**, significant positive results are produced, including reductions in stress, depression, turnover, absenteeism, dissatisfaction and cynicism as well as increases in commitment, effort, engagement, empowerment, happiness, satisfaction and a sense of fulfillment.

Four attributes of meaningfulness associated with work:

1. The work has a **positive impact** on the **well-being of human beings**.
2. The work is associated with an important **virtue or a personal value**.
3. The work has an **impact** that extends **beyond the immediate time frame** or creates a ripple effect.
4. The work builds **supportive relationships** or a sense of community in people.



Well?

What do you think?

Curious to learn
more?

We would be
pleased help you
implement the tools
which would instill a
Positive Leadership
culture in your
company.