The Good, the Bad, and the Ugly: Navigating the Waves of a Positive Workplace Culture
Welcome

In this session, you will learn how to deal with negative people, keep from becoming negative yourself, and increase your ability to positively approach your work day.
Let's start with ourselves!

Can you pick out the “Negative Nancy”?

Uh! Oh!
Negative people are tremendous energy drainers for children, adults, and themselves.
What are the characteristics of negative people?
As a person looks at the world through their lenses, do they see hope and possibilities...

... or just the opposite?
Let’s start with a quick quiz to see how positive (optimistic) or negative (pessimistic) you are.
12 minutes to test your optimism...
TIME IS UP!
Negative People – The Four Realities
Reality #1

Difficult people exist everywhere. They cause problems for everyone.
Reality #2

You cannot change negative people. You **CAN** become a barrier to their negativity.
Reality #3

Understanding what makes them tick...

✓ Reduces your stress
✓ Improves your ability to stop negativity in its tracks
✓ Makes your life a lot easier
There is no specific recipe for how to deal with negativity. BUT most negativity IS presented in the same ways.
So what can we do?
Positive Psychology and Learned Optimism

The science of changing yourself with a strength-based approach.
What is Positive Psychology?

Positive Psychology is the scientific study of human flourishing. It has also been described as the study of the strengths and virtues that enable individuals, communities, and organizations to thrive.

Its training your brain to be independent of other’s opinion.

It is not just thinking positive thoughts, and pretending to be happy.
Your Line of Life

A
Frustration
Stress
Depression
Anxiety

B
Neutral
Normal
Feeling pretty good

C
Total Wellbeing
Independent of the opinion of others
Your Line of Life

A
Frustration
Stress
Depression
Anxiety

Standard Psychology

B
Neutral
Normal
Feeling pretty good

Positive Psychology

C
Total Wellbeing
Independent of the opinion of others
Positive psychology helps calm the waves of negativity around you.
Learned Optimism

1. Serenity
2. Humor
3. Positivity
Serenity is remaining collected and untroubled.

It comes from within.
Humor is a feeling of joy and lightheartedness.

It comes from within.
Positivity is drawing power from hope.

It comes from within.
Learned Optimism is results oriented.

Its focusing on strengths WITHIN you.

Not focusing on what is AROUND you.
OTHER PEOPLE'S OPINIONS

A Flow Chart

1. Someone has an opinion about you!
   - Did you actually hear them say it?
     - No
       - Don't worry about it.
     - Yes
       - Do you value their opinion?
         - Yes
           - Do you actually know this person?
             - Yes
               - Don't worry about it!
             - No
               - Seriously, don't worry about it!
         - No
           - Did they offer that opinion with love?
             - Yes
               - Give it some thought.
             - No
               - Decide what's best.
               - Don't worry about it.
       - Not helpful and constructive?
         - Yes
           - Decide what's best.
         - No
           - Don't worry about it.
Learned Optimism is retraining your brain to function with the constant awareness of what’s good about...

...your job...
...your family...
...where you live...
...your commute...
...your significant other / friends...

...to propel you towards your goals.
Draw energy from positive emotions to keep yourself grounded.

- Hope
- Compassion
- Love
- Gratitude
- Joy
- Inspiration
- Humor
- Serenity
- Pride
- Awe
- Interest
Let’s continue and learn how to deal with negative people…
Activity Time!!!!
What did we learn?
HOW CAN WE USE MIRRORING TO PROPEL OTHERS TOWARDS POSITIVE THINKING/ACTIONS?

1. Create emotional banks with others.
2. Do not get sucked into their negative spiral.
3. Reframe negatives into positives.
4. Shift the focus to solutions.
5. Adhere to boundaries and be a role model.
1. Create emotional banks with others.

- Gratitude
- Compliments
- Nonverbal
- Encouraging
- Listening
2. Do not get sucked into their negative spiral.

Remember to control your own attitude and emotions – focusing on your positives and strengths.
3. Reframe negatives into positives.
4. Shift the focus to solutions.
5. Adhere to boundaries and be a role model.
So everything is sunshine and rainbows now right?
Of course not!! That is not real life! But, we HAVE learned:

1. How to spot the characteristics of negative people,
2. The four realities of negative people,
3. How positive psychology and learned optimism help us stay positive, and
4. Tools to help us combat those Negative Nancys.

So what now?
Practice!!

Research!!

Practice!!
Scoring your Optimism Test

Instructions:
Go through each set of questions and add up scores on items. Write down the number in the corresponding space beside each qualifier.
Permanent Bad (PmB)

- Add up score on items, write on line.
- 5, 13, 20, 21, 29, 33, 42, 46
- Total of 0 or 1 very optimistic
- 2 or 3 mod. optimistic
- 4 average
- 5 or 6 mod. pessimistic
- 7 or 8 very pessimistic
Permanent Good (PmG)

• Add up score on items, write on line
• 2, 10, 14, 15, 24, 26, 28, 40
• Total of 7 or 8 very optimistic
• 6 mod. optimistic
• 4 or 5 average
• 3 mod. pessimistic
• 0, 1 or 2 very pessimistic
Pervasiveness Bad (PvB)

- Add up score on items, write on line
- 8, 16, 17, 18, 22, 32, 44, 48
- Total of 0 or 1 very optimistic
- 2 or 3 mod. optimistic
- 4 average
- 5 or 6 mod. pessimistic
- 7 or 8 very pessimistic
Pervasiveness Good (PvG)

• Add up score on items, write on line
• 6, 7, 28, 31, 34, 35, 37, 43
• Total of 7 or 8 very optimistic
• 6 mod. optimistic
• 4 or 5 average
• 3 mod. pessimistic
• 0, 1 or 2 very pessimistic
Personalization Bad (PsB)

- Add up score on items, write on line
- 3, 9, 19, 25, 30, 39, 41, 47
- Total of 0 or 1  very high self esteem
- 2 or 3  mod. high self esteem
- 4  average
- 5 or 6  mod. low self esteem
- 7 or 8  very low self esteem
Personalization Good (PsG)

- Add up score on items, write on line
- 1, 4, 11, 12, 23, 27, 36, 45
- Total of 7 or 8 very optimistic
- 6 mod. optimistic
- 4 or 5 average
- 3 mod. pessimistic
- 0, 1 or 2 very pessimistic
Overall scores

• Add three B’s
  • PmB
  • PvB
  • PsB
  • Total B

• Add three G’s
  • PmG
  • PvG
  • PsG
  • Total G

Total G minus Total B = Total optimism score
Total B score

- 3 to 6: marvelously optimistic
- 6 to 9: moderately optimistic
- 10 or 11: average
- 12-14: moderately pessimistic
- 15 or over: very pessimistic
Total G score

• 19 or higher  marvelously optimistic
• 17 to 19  moderately optimistic
• 14 to 16  average
• 11 to 13  moderately pessimistic
• 10 or less  very pessimistic
Total optimism score (G-B)

- 9 or above: optimistic across the board
- 6 to 8: moderately optimistic
- 3 to 5: average
- 1 or 2: moderately pessimistic
- 0: very pessimistic
Hope score (HoB)

• Add PvB and PmB
• Total of 0, 1 or 2 very hopeful
• 3 to 6 mod. hopeful
• 7 or 8 average
• 9 to 11 mod. hopeless
• 12 to 16 very hopeless