
Ignite Positivity in Yourself and Others

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April 28, 2015



Which Work Environment Do You Prefer?



*We catch feelings
from each other
like
they are some kind
of social virus.*



Emotional Contagion

Social connection happens in nanoseconds

The person who most forcefully expresses his/her emotion tends to “infect” others



Today



- Emotional contagion
- Employee happiness and impact on organizations
- Strategies for igniting positivity to create a “happy” workplace

3 new things I learned

Positivity

The experience of positive emotions – pleasure combined with deeper feelings of meaning and purpose



The Pursuit of **HAPPINESS**

BY KATE EVERSON

Some companies have appointed 'chief happiness officers' to boost engagement and productivity. Is the idea worthy of talent managers' attention?

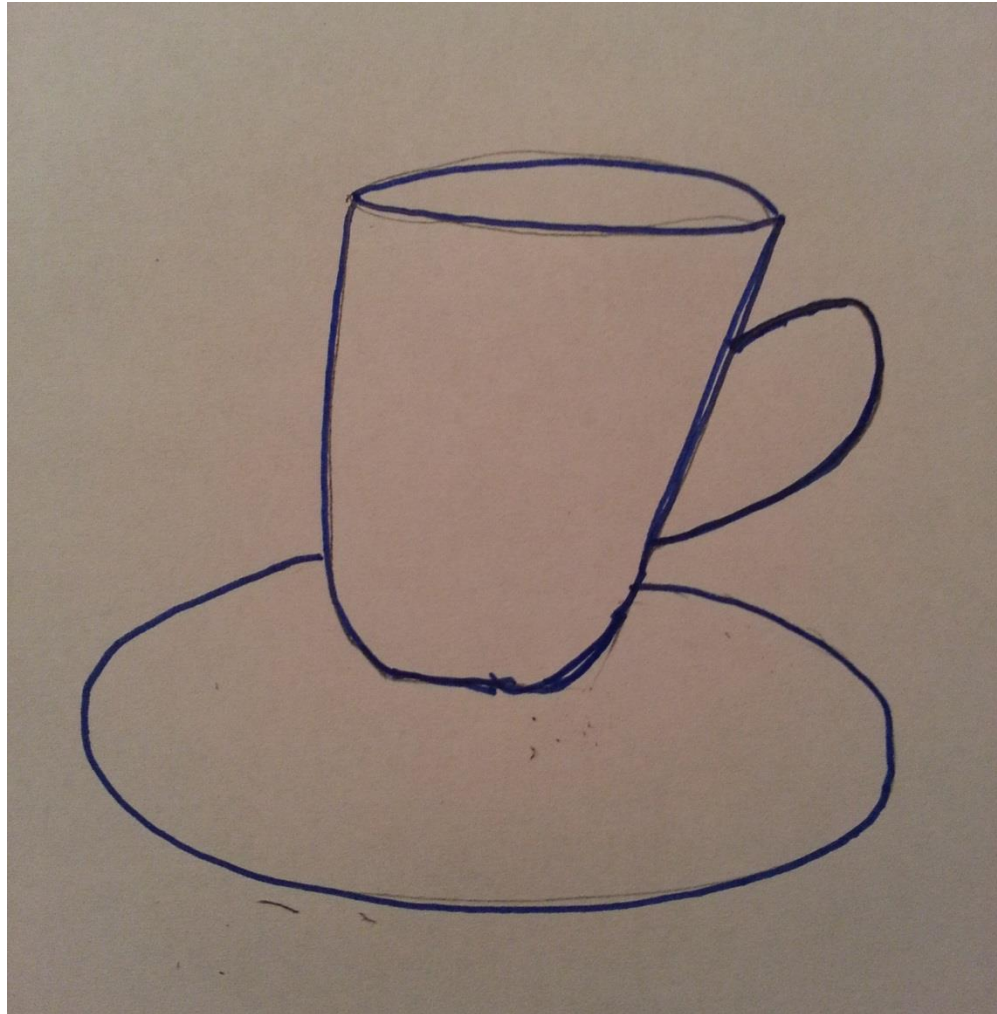


Effects of Positivity

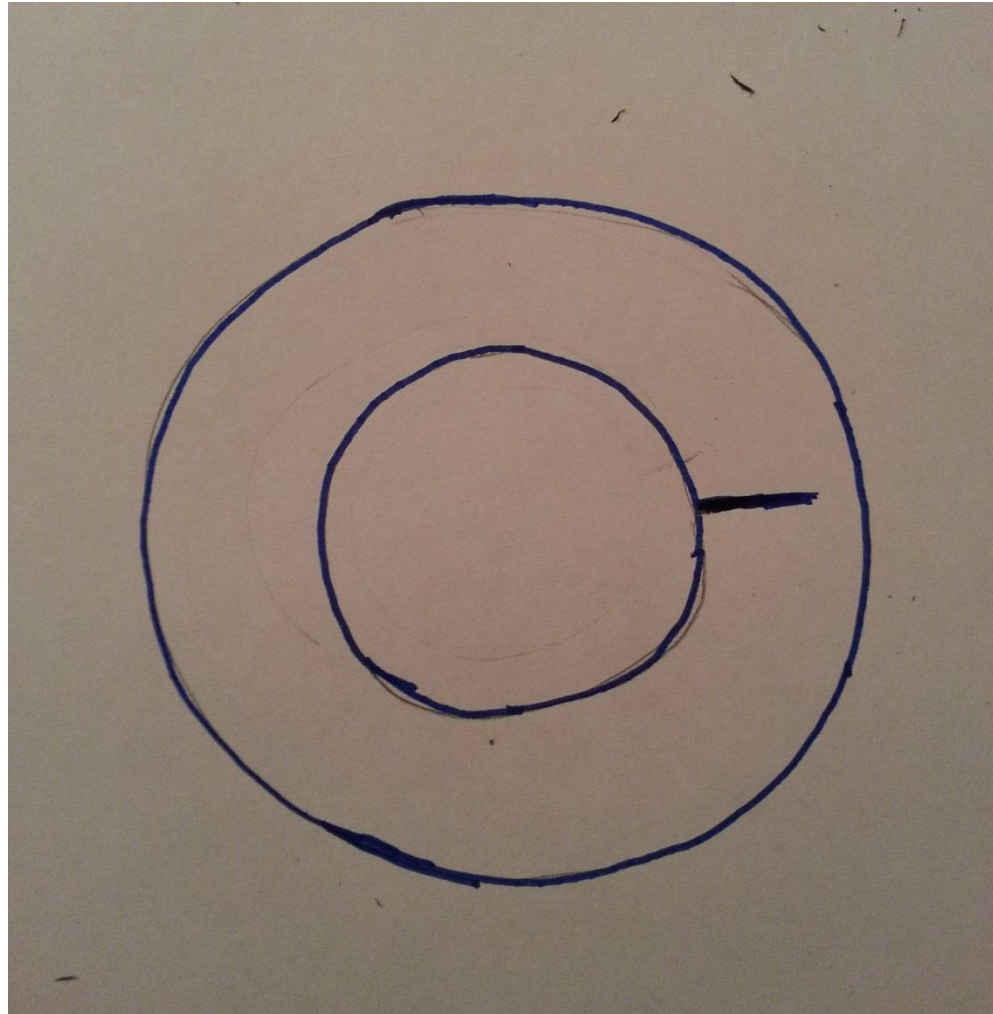
- Changes our *“reality”*
- Makes us more motivated, resilient, creative and productive
- Increases our performance
- Improves our decision-making
- Increases employee engagement
- Increases retention



On a sheet of paper,
draw a rough picture of
a coffee cup and saucer.



Create your positive reality



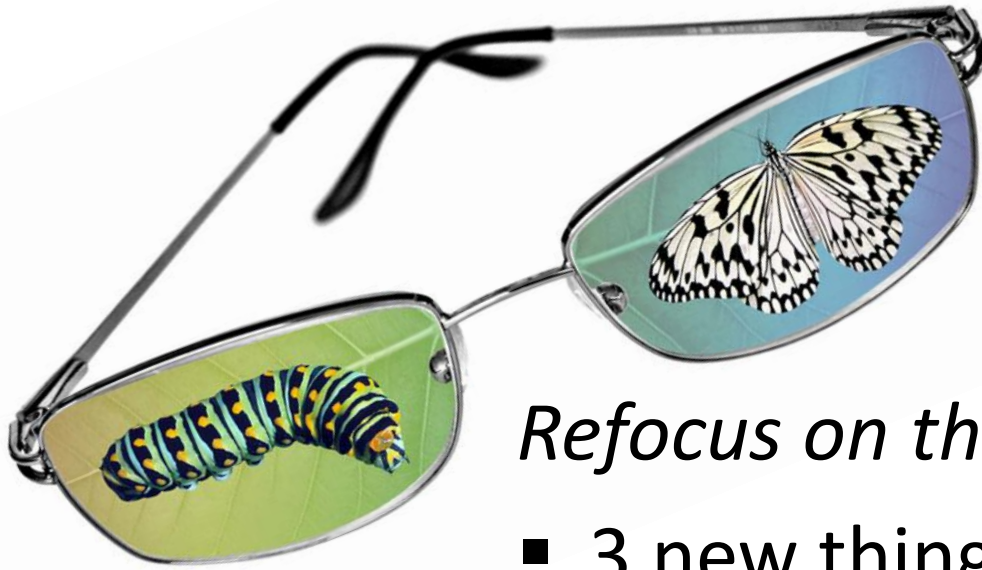
Igniting Positivity in Yourself



Positive

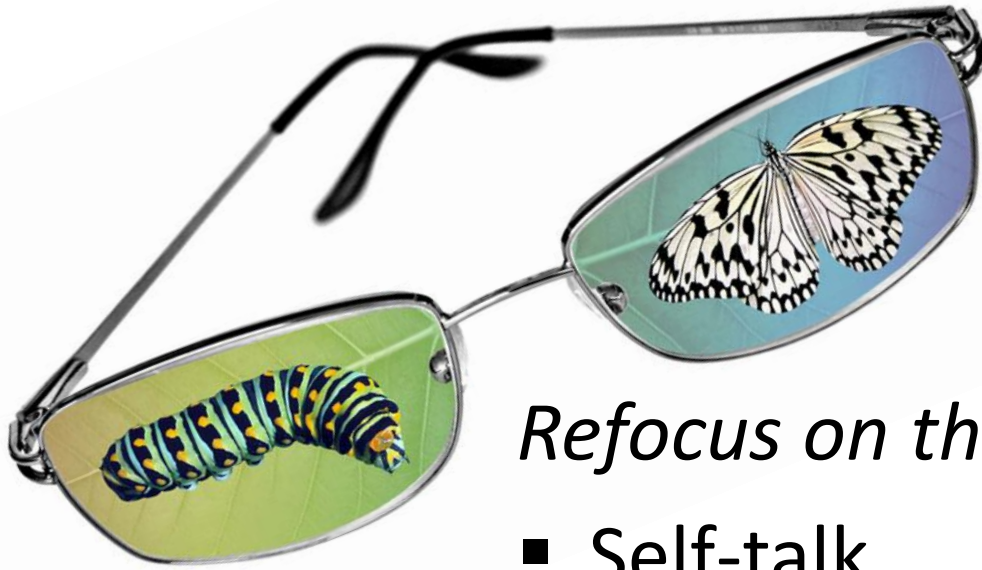
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Negative



Refocus on the Positive

- 3 new things I can learn
- 1 positive thing about other person
- Be with positive people
- 5-minute break from work
- Seek out social support



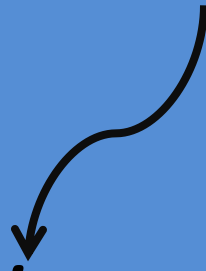
Refocus on the Positive

- Self-talk
- Redirect “failures”
- Read positive books
- Infuse positivity into your surroundings
- Gratitude journal

Ignite



Positivity



Inspire



Influence



didn't you get the
memo? this is a
smiles-only workplace...
save your frown-
ing for your
family

Positive

3:1

Negative

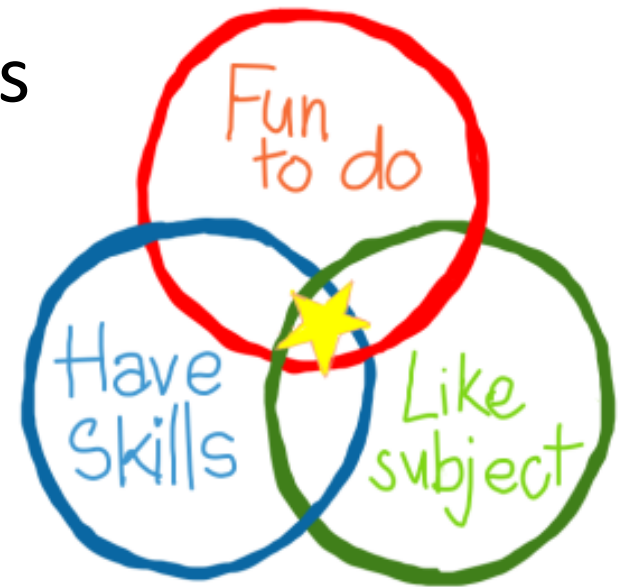
Igniting Positivity in Others

- Start meetings with “one-minute recognition”
- “The Order of the Elephant”
- Smile and greet others
- 5-minute break from work (with group)
- Commit conscious acts of kindness



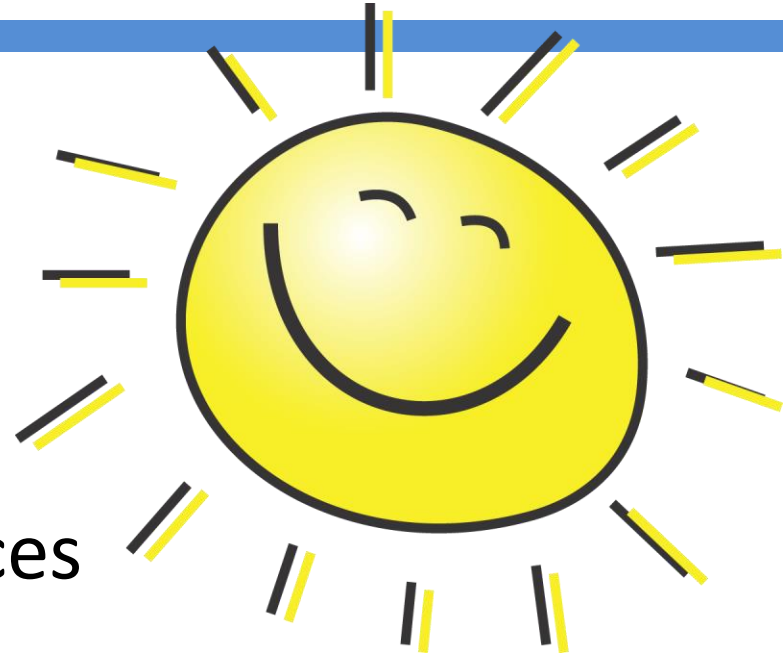
Igniting Positivity in Others


- Use “calling” descriptions
- Focus on “meaning”
- Grow competence
- Offer volunteer opportunities
- Provide exercise activities



Igniting Positivity in Others

- Let the sun shine
- Offer appropriate work spaces
- Provide workplace amenities
- Personalize company intranet





What do **you** do to
ignite positivity?

What will you do?

