

POSITIVE LEADERSHIP

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Potentiallife

Leadership AND Happiness

Two sides of the same coin

Leadership



Happiness



Increasing positive emotions leads to: ^

- Higher creativity/innovation
- Increased engagement and motivation
- Higher productivity
- Lower turnover
- Better health
- Improved relationships/teamwork

^ Happiness Pays!

Learning from positive leaders

	Conventional	Positive
	Strengths	
	Health	
	Absorption	
	Relationships	
	Purpose	

“Which do you think will
help you improve the
most:



knowing your
strengths or knowing
your **weaknesses?**”

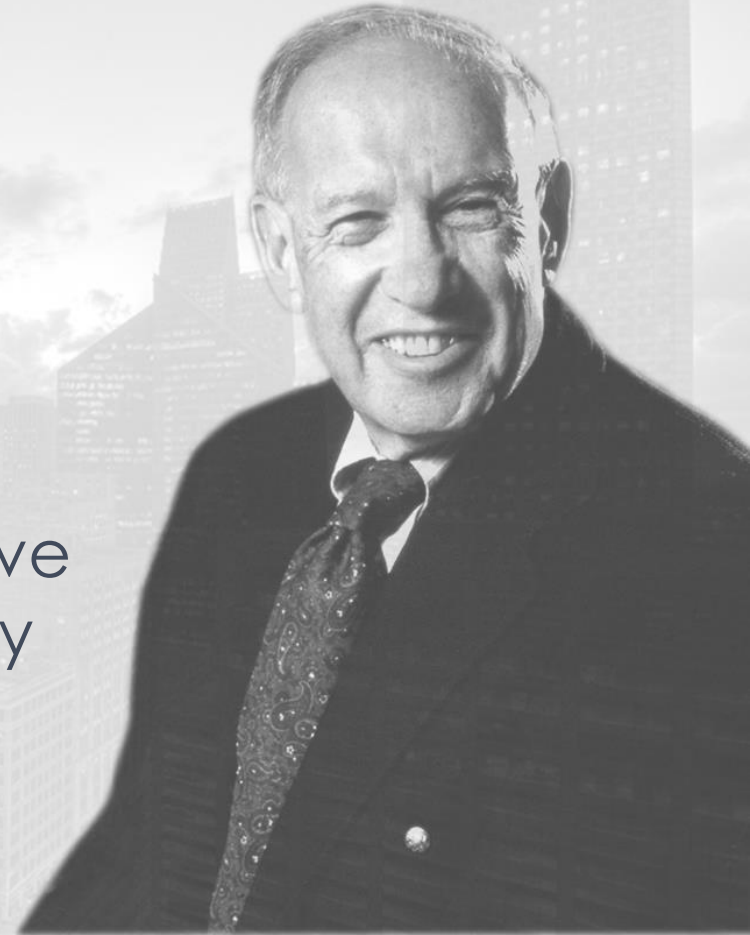


“At work do you have the
**opportunity to do what you
do best every day?**”

Peter Drucker

“Only when you **operate from strengths** can you achieve true excellence... One cannot build performance on weaknesses.

It takes **far more energy** to improve from incompetence to mediocrity than to improve from first-rate performance to excellence.”



Strengths and passions as performance multipliers

GALLUP

SpencerStuart

- Managers who do what they do best every day **38%** more likely to be in high productivity BU
- Most successful managers leverage strengths and passions **6** times more often



91% of managers in jobs that **don't** leverage strengths and passions

Learning from positive leaders

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	Strengths Eliminate weaknesses	Play to strengths and passions for peak performance
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HEALTH



Dealing With Stress

It's *time* to de-stress

Stress can cause all sorts of problems as well as having a major impact on health but there are ways to reduce it. *Darren Danks* helps us chill out. . .

The Alarming, Long-Term Consequences of Workplace Stress

Health problems associated with job-related anxiety account for more deaths each year than Alzheimer's disease or diabetes.

The Job Stress Epidemic Is Making Us Sick

'Stress, fast-paced life can cause thyroid problems'

Is all that stress killing you?

Probably.

By Sam Ward, USA TODAY

The high price of workplace stress

'Creating a culture of health' goes beyond insurance, sick days

The stress 'epidemic' at work

by DARREN BEHAR, Daily Mail

Stress at work is spiralling out of control, with many employees in danger of completely burning out, it was claimed yesterday.

A survey warned that one in four of those in professions such as teaching, social work and the police are suffering from serious stress. In other occupations up to 15 per cent of staff have problems.





Stress is not the problem...

... Lack of recovery is the problem

Energise with multi-level recovery

MICRO (minutes, hours)



MEZZO (nights, days)



MACRO (weeks, months)



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	Purpose	



ABSORPTION





Everyday mindfulness



If we are so rich, why aren't we happy?

“The richest banquet, the most exotic travel, the most interesting, attractive lover, the finest home — all of these experiences can seem somehow unrewarding and empty if we don't really **attend to them fully** - if our minds are elsewhere, preoccupied with disturbing thoughts.

...By the same token, the **simplest of life's pleasures** — eating a piece of fresh-baked bread, seeing a work of art, spending moments with a loved one — can be amply rich if we bring **full attention** to them. The remedy to dis-satisfaction is inside us, in our minds, not in groping for new and different outer sources of satisfaction.”

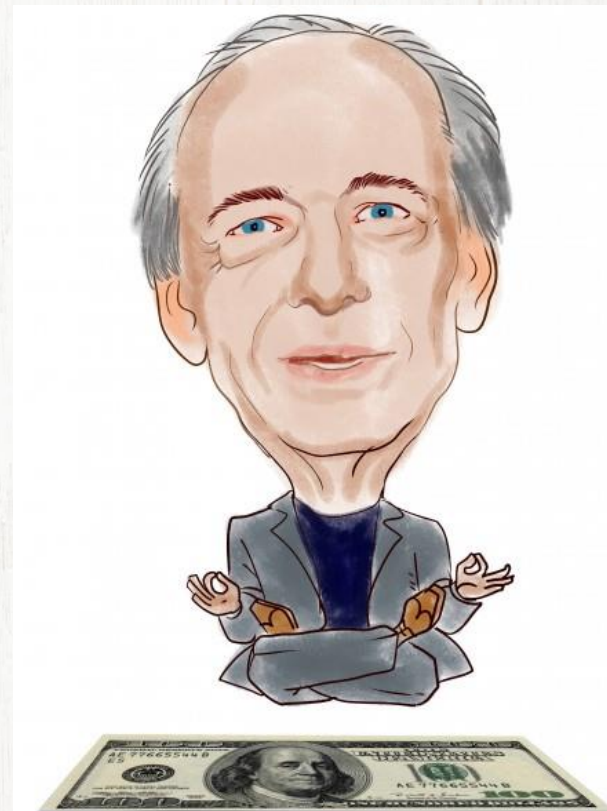
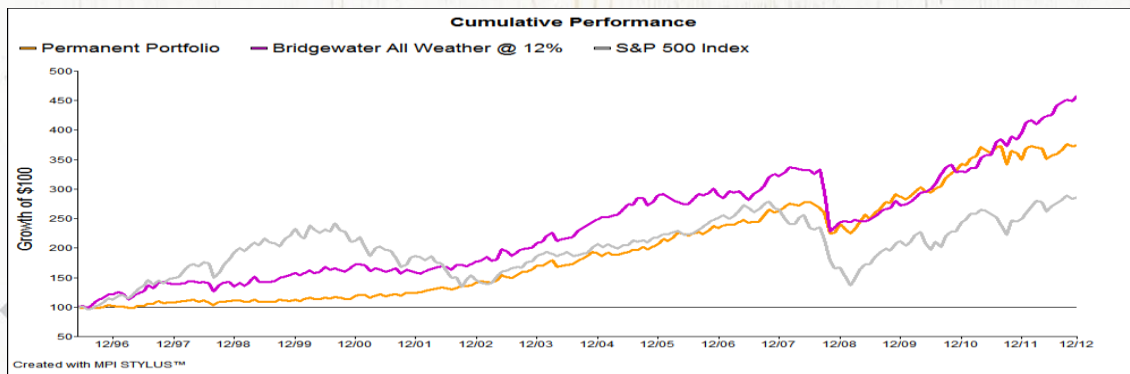


Tara Bennett-Goleman

Mindfulness at the top of business

"I meditate every day. It's such a great investment ... more than any other factor in my success. It opens up the two sides of the brain, brings a creativity and open-mindedness. It allows you to clear your head and bring an equanimity to everything."

- Ray Dalio,
Founder and CEO, Bridgewater Associates



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	Absorption Peak performance is rare	Engage mindfully to make the ordinary extra-ordinary
	Relationships	
	Purpose	

A high-angle, top-down photograph of five diverse individuals (three women and two men) of various ethnicities. They are all smiling and looking towards the center, where their hands are stacked on top of each other in a circular formation. They are wearing casual business attire, mostly in shades of grey and white. The background is a plain, light-colored surface.

RELATIONSHIPS

The Need for Positivity and Authenticity



Amy Edmondson



Psychological
Safety

Reporting Failure





How strongly do you agree or disagreed with these statements:

1. If you make a mistake on this team, it is often held against you.
 2. Members of this team are able to bring up problems and tough issues.
 3. People on this team sometimes reject others for being different.
 4. It is safe to take a risk on this team.
 5. It is difficult to ask other members of this team for help.
 6. No one on this team would deliberately act in a way that undermines my efforts.
 7. Working with members of this team, my unique skills and talents are valued and utilized.
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“If you want to increase your success rate, double your failure rate.”



Thomas Watson, IBM

Google

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	Relationships Leading through power and influence	Leading through positivity and authenticity
	Purpose	



PURPOSE



Work orientation

Work as a

JOB

Work as a

CAREER

Work as a

CALLING

“Even in the most restricted and routine jobs, employees can exert some influence on what is the essence of their work.”



Wrzesniewsky & Dutton





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	Relationships Leading through power and influence	Leading through positivity and authenticity
	Purpose Looking for exceptional activities that provide meaning	Finding meaning in your everyday activities

"On Monday,
don't tell me how
great it was;
tell me what you're
doing differently."



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The Three R's of Change

- Repetition
- **Reminders**
- Rituals