

The Impact of a Positive Attitude on Your Team

1st July 2020

Education, experience, charisma, or certifications—what is the most important qualification of a good leader? While all of these qualities might be significant, they pale in comparison to the one thing no leader should be without: a positive attitude.

Although no-one can be positive all of the time, it's important to know that negativity can easily spread from you to your team. By understanding how important your mood and your reaction to workplace challenges are, you can propel your team on a positive path to success.

Set the tone

Your attitude has the power to not only lift you up or drag you down, but can also do the same for your team. Attitudes cause a chain reaction. As a people leader, your optimism affects your employees, your employees' attitudes affect your customers or stakeholders. All of this ultimately impacts your business and bottom line.

Reflect honestly on your behaviour. Do you complain about the never-ending workweek or your suffocating workload? Do you find yourself making comments about your own boss' incompetence or your long, stressful commute? See if you can check yourself the next time you begin to speak negatively in order to set an example.

Push through tough times

If your company has experienced major changes as a result of the COVID-19 pandemic such as layoffs or a major change to remote working, your employees may be feeling the impact more than you think. Remember, as a manager *you* set the example. You're naturally going to have your own concerns and areas of resistance to change, but try to acknowledge them and then let them go so you can help your employees cope.

Remain positive, upbeat, and enthusiastic in your attitude and do what you can to find fun ways to motivate your team, even at a distance. If you do hit bumps along the way, be open and talk to you team about it. Focus everyone's attention on the next step and the big picture while encouraging them to build their own individual resilience.

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Building your own positivity

Although there will be days where your positive power seems like a distant memory, there are ways to encourage yourself to stay upbeat.

Tune into self-talk. Our internal chatter is often what makes it so hard to stay positive. If you find yourself saying, "this is too hard," or "I can't do it," try to change the messages you're telling yourself.

Reward yourself. A team who has fun together will work harder together. Even if you're remote working, you can arrange chances to socialise, like coffee breaks. If you use a messaging service like Slack or Teams, you might also encourage your team to set up a channel for light-hearted things like pet photos and recipe swaps. Getting to know each other better, and having some fun will breathe some much-needed life and positive energy into your work.

Highlight the good. When faced with a big challenge at work, it can be even harder to be a positive leader—particularly if you don't fully agree with the change or event. If you're feeling low, make a list of the things you're thankful for. This can be a big project you delivered, your team culture, or even things you're proud of in your personal life. This will help you gain perspective and can be a handy list to pull out when you are in need of a pick-me-up.

Don't complain. Try to stop yourself for one whole day, then two, then three. If there's something bothering you, see what you can do to fix it. Maybe there's an aspect of your working day that's causing a roadblock to your productivity. How can you make a proactive change rather than continuing to be frustrated? You can also encourage this kind of creative thinking among your team to help facilitate problem-solving.

Stay healthy. It can be hard to maintain a positive attitude when you're exhausted. Make sure you get enough sleep, eat healthy, drink lots of water and stay active. This will do wonders not only for your physical health, but also your mental well-being and inner optimism.

Remember, you can encourage an upbeat attitude among your team, but it will take time

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and effort. A positive leader keeps morale high, increases productivity, and encourages growth with their energy, interest and, most importantly, their actions. Make it a priority to be the positive force that leads the way and watch your teams' enthusiasm blossom.

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