



JENNIFER CLEMENT

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FOSTERING CHANGE: COMBATING NEGATIVE ATTITUDES

OBJECTIVES

1. Explore the roots of negativity
2. Analyze personal triggers and how to manage them
3. Enhance skills on how to stop negativity and promote a positive environment
4. Develop hints, insights, and tricks to addressing optimism

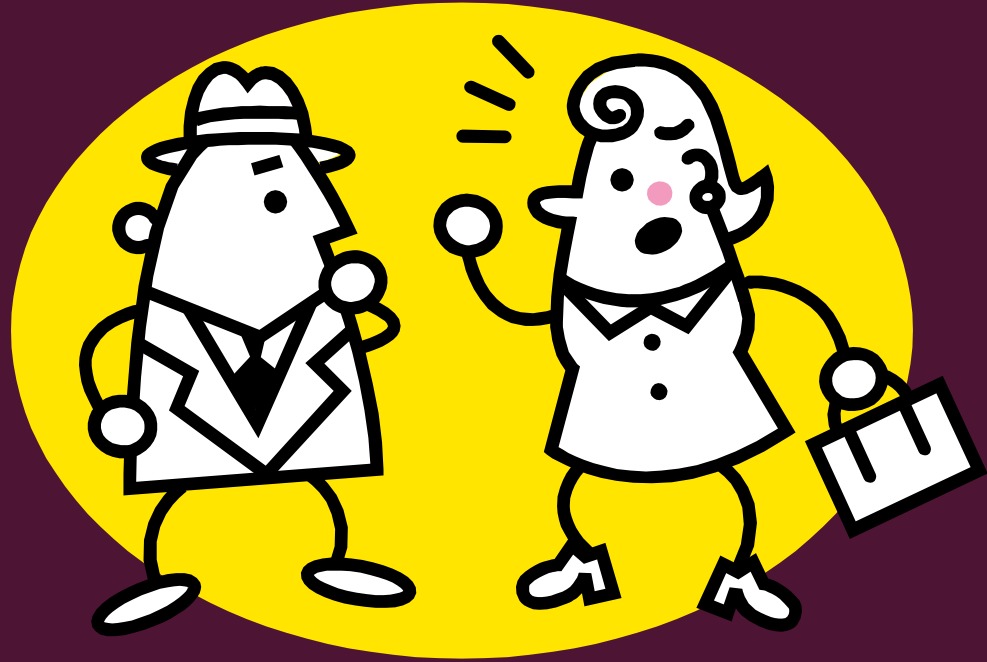
How are you???





EXPRESSING NEGATIVITY

- What does it look like?
- How does it feel?
- How do you escape it?



TWO TYPES OF NEGATIVITY

1. Situational Negativity
2. Habitual Negativity

NEGATIVITY

Lack of:

- Control
- Confidence
- Community



HOW DOES NEGATIVITY SHOW UP?

- Defensiveness
- Hostility or Resentment
- Chronic Complaining



Negativity is Contagious



7/1
TYW

HOW NEGATIVITY
TRAVELS...



TRIGGERS!!

NEGATIVE THINKING

Lack of:

- Control
- Confidence
- Community



CHECK AND CHALLENGE BEHAVIORS

Questions to ask:

- What are some other ways to look at this?
- Why is this important to you?
- What would you like to see done differently?
- What really bothers you about the situation?
- Can you tell me more about...?



Stop negativity & preserve
your own optimism



**Positivity
is
a
superpower**

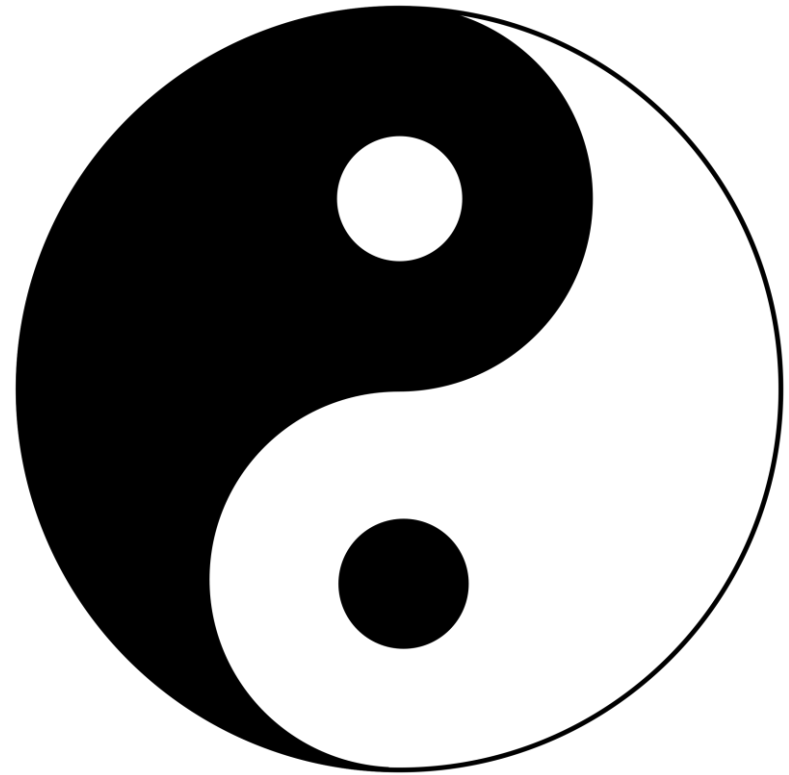
WHAT OPTIMISTS DO DIFFERENTLY

- Better able to identify problems and therefore effect change
- **Problems are a challenge not a threat**
- Approach oriented – go towards a problem
- Willing to seek information and take-action
- **More likely to ask for help**
- Express more positive emotions
- **Don't sweat the small stuff**
- Apply more proactive behaviors

DON'T SWEAT THE SMALL STUFF

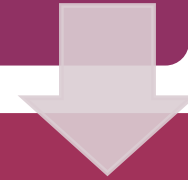
KAIZEN

- Ask small questions
- Think small thoughts
- Take small actions
- Solve the small problems
- Give small rewards
- Identify small moments



Control

What can you control?



What can't be controlled, and you need to accept?



What can you do to make the situation better?

PROMOTING POSITIVITY

- Show / practice gratitude
- Use positive messaging
- Appreciate little wins
- Smile / laugh

3, 2, 1

1, 2, 3

THE NEGATIVITY OF CHANGE

Loss of control

Excess
uncertainty

Surprise

Things are
different

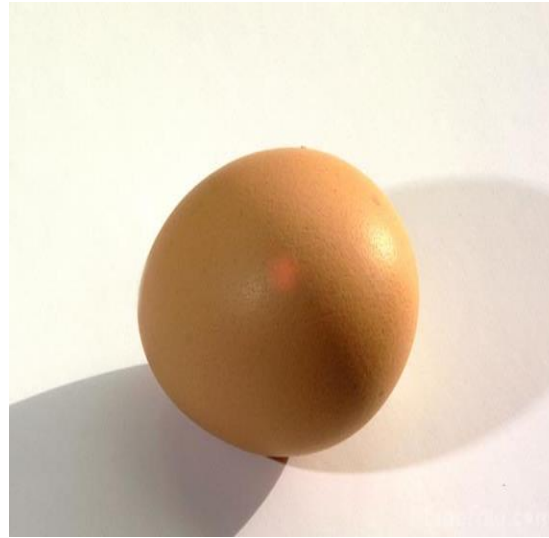
Loss of face
(defensiveness)

Concerns about
competence
(confidence)

Ripple effects

Possible threats

CHANGE WAS BOILING WATER...
WHAT WOULD YOU WANT TO BE?



APPROACHING CHANGE

You cannot counter emotion with logic...give yourself time to process



Identify what is in it for you



Identify the barriers and proactively manage them



Surround yourself with the right people



Keep the big picture in mind

STEPS TO MAKE CHANGE HAPPEN

- Acknowledge the change
- Face your fears
- Confront your feelings and seek support
- Think positive
- Be flexible
- Communicate
- Be a part of the change
- Reduce stress and anxiety
- Have a sense of meaning
- Keep moving forward



Remember, if you WANT to see, be, do, differently,
you must think differently.

We can retrain our brains and form new habits. It
just takes courage and the willingness to step outside
our comfort zones.

Change can be scary, but by taking some time to
proactively manage the process, you can set yourself
up for success.



THANK YOU!!