

Positive Workplace Culture

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I. Negativity is Contagious, Easy and Harmful

- a. **Uncertainty** makes us afraid – we resent and fear those who “cause” us to feel uncertain
- b. **Change**, while necessary, is hard – it makes us feel incompetent, so we resent and fear it
 - We cling to what was in order to avoid negative struggle and feelings
 - We displace negative feelings onto others, creating a negative workplace culture of complaining, blaming, resenting and waiting for others to “fix” it and make it easy

II. Positivity Takes Intention, Practice and Skill

- a. Pause: Replace Fight-Flight-Fold (“Enemy Energy”) with Stay and Play
- b. Flex – Open the flow of ideas to face new challenges
- c. Welcome and tolerate productive stress
- d. Put the spotlight on new strategies for coping vs. what could go wrong
- e. Exchange Blame for Seeing each other’s Strengths
- f. Interrupt Gossip – seek greater mutual understanding
- g. Praise and Raise each other
- h. Assign Good Intentions
- i. Get Good at Rapid Repair (apologize, empathize, explain, and commit to better)
- j. Adult Like Acceptance of Reality – It won’t be great every day: What can I do to make it 10% better today?

The 3 Musts (Albert Ellis)

TODDLER ENTITLEMENT

ADULT ACCEPTANCE

