Build a More Productive Team with Positivity

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The Need for Positivity:

“Workplace negativity can hurt productivity.”

~ Russell Johnson

Negative workers are more likely to become mentally fatigued and defensive and experience reduced productivity, according to a study by Michigan State University researchers.

$250 to $300 million per year is reported in lost employee productivity (in the United States alone) according to numerous studies.

Productivity Losses Include:

• Sick Days
• Mental Health Days
• Doctor Visits
• Time Spent Complaining
• Lower Performance
• Little Energy for New Projects

The Research:

Positive People Are More:

+ Resilient
+ Adaptive
+ Innovative
+ Healthy
+ Engaged in Their Work

Positive People Have:

+ Fewer Colds
+ Longer Lives
+ More Successful Marriages
+ Broader Perspectives
+ More Friends

Positive people perform better in athletics, sales, and decision making.

Rules and Tools for Positivity:

To Personally Be More Positive:

+ Use Affirming Self-Talk
+ Surround Yourself With Encouraging People
+ Follow a Healthy Lifestyle

To Build a More Productive Team:

+ Focus on the Strengths
+ Show Gratitude for a Job Well Done
+ Set an Example for Others

Tools You Can Use:

Begin using the “No Complaining Rule”. Try for a No Complaining Day and work towards a No Complaining Week.

Find a way to turn complaints into positive statements – try using “I get to…” instead of “I have to…”

When family members or co-workers come with a complaint, enforce that they must also come with at least one solution!

Use the “tell me something good” technique.

Let go of things you can’t control!!!

Resources:

• Achor, Shawn. The Orange Frog: A Parable based on Positive Psychology. 2013.
• Fredrickson, B. L. “The broaden-and-build theory of positive emotions.” Department of Psychology, University of Michigan. Published online 17 August 2004.
• Mayo Clinic. “Positive thinking: Stop negative self-talk to reduce stress.” Published online 4 March 2014
• Johnson, R. “Workplace Negativity can Hurt Productivity.” Michigan State University. Published online 25 February 2015.
• Recorded version of this presentation: www.go.osu.edu/positive_productiveteam