

Build a More Productive Team with Positivity

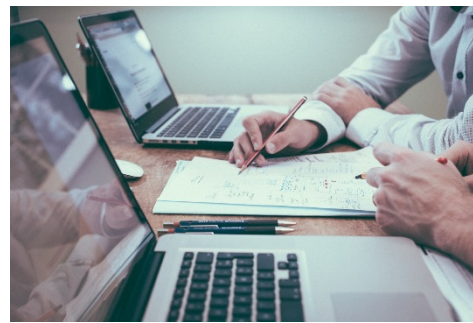
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The Need for Positivity:

“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.

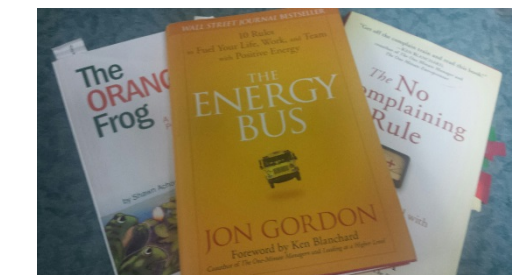
Find a way to turn complaints into positive statements – try using “I get to...” instead of “I have to...”.

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.
- Gordon, J. www.JonGordon.com
- Gottschalk, M. “6 Ways to Build a More Positive Workplace.” April 29, 2013.
- 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

