

DO respect™

RESPECT IS A CHOICE

5 WAYS TO REMOVE NEGATIVITY FROM YOUR WORKPLACE



Negativity in the workplace.

At one time or another, we've all experienced it and know that it can get in the way of productivity and results. Once there, the cause of it becomes less important than simply dealing with it and moving on. So, what can you do to remove negativity from the workplace? Plenty! Whether you're a leader or a team member, your actions will have a ripple effect that can shift the energy on your team in no time.

Action 1: Say please and thank you. It may sound simple, and... it is! And, it makes a BIG difference. When you make requests of others, no matter how small, preface them with a genuine "please." And, when someone on your team does something you appreciate, offer your heartfelt "thanks". When possible, extend your thanks in person. No one we've met has ever said they don't like a personal thank you.

Action 2: Honor Someone Else's Point of View. Have you

ever had something to say that you thought was really important, but you couldn't get a word in edge-wise because someone else was taking all the airtime? How did that feel? Probably lousy. Now, imagine that one of your co-workers is feeling just the same way. Invite him or her to join the conversation and share a new perspective. Decide to wait until everyone else has spoken before you offer your idea. Let someone else have a chance. Allowing others their dignity is always more important than your own at any moment.

Action 3: Acknowledge a Job Well Done. When everyone is running around to get results, it's easy to overlook individual accomplishments. If you take the time to call out the performance of one person, you'll help everyone notice when there is a job well done. So, when you see someone getting results, say something about it. It can bring loads of positive energy to your workplace and make everyone want to work harder!

Action 4: Rather Than Complain, Request What You Need. Okay, we don't live in a perfect world and sometimes things go wrong that slow you down. You might naturally want to let

someone have it and complain about the results of their actions, which might make you feel better for a moment because you can let off a little steam. But, complaining is not likely to make the difference you really want or need. Instead stop, take a breath, and ask for what you need to move forward. Make a request instead of lodging a complaint. You'll avoid ramping up the negative energy and probably end up solving a problem that others have been facing as well.

Action 5: Forgive. Ever held a grudge? How well did that serve you, or your workplace, or the person who you begrudged? When there's negativity in the workplace, the best possible thing you can do to help it go away is to forgive someone their mistake. Isn't that what you would want from someone else? Let it go. Let it pass. Or, talk about it and see if you can come to some solution that puts it all into perspective. Forgiveness creates the space for all kinds of new possibilities! ▲

"Let every man be respected as an individual and no man idolized."

~ Albert Einstein,
German-Born,
American Physicist

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