
Be a “Positive Genius” in Your Career

Isabel Graf, PhD, CPC
Insights2Talent

June 24, 2015



Three Things

- What are three things that went well today?
- Why did each of these things happen?
- Share one thing with a partner

Which Work Environment Do You Prefer?



*We catch feelings
from each other
like
they are some kind
of social virus.*



Emotional Contagion

Social connection happens in nanoseconds

The person who most forcefully expresses his/her emotion tends to “infect” others



Positive

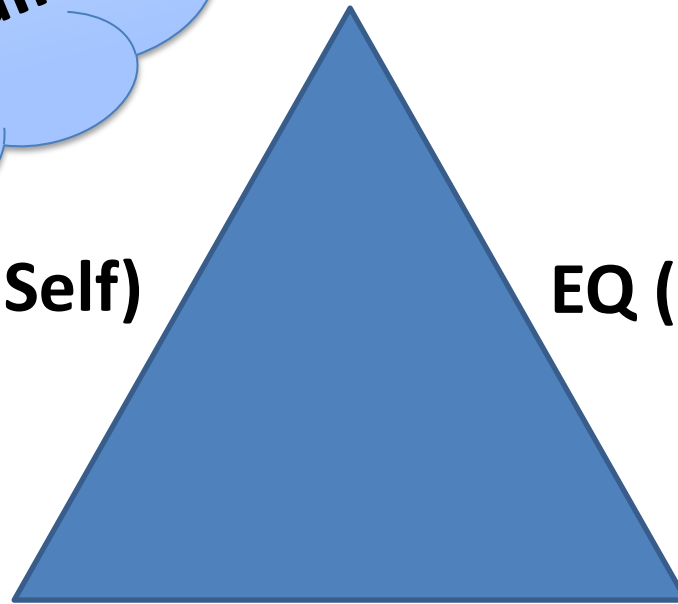
3:1

Negative



EQ (Self)

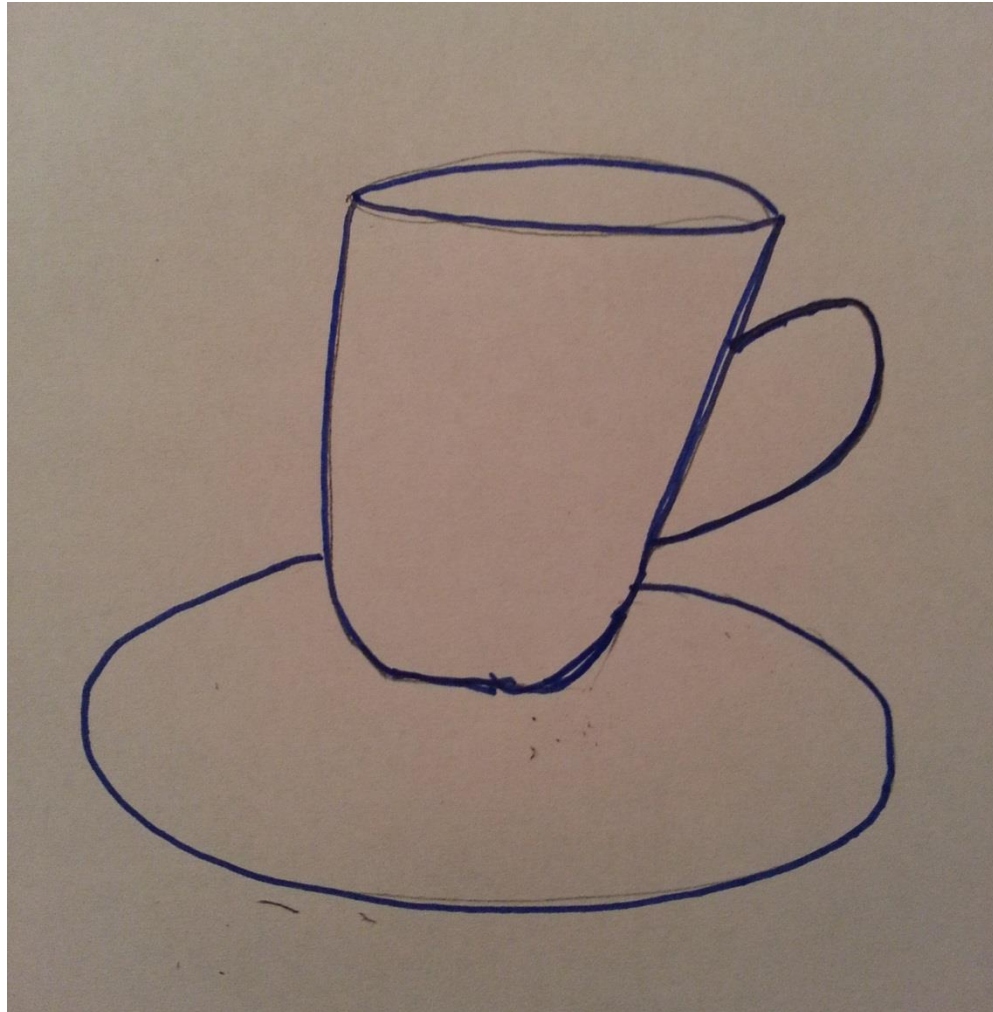
EQ (Other)



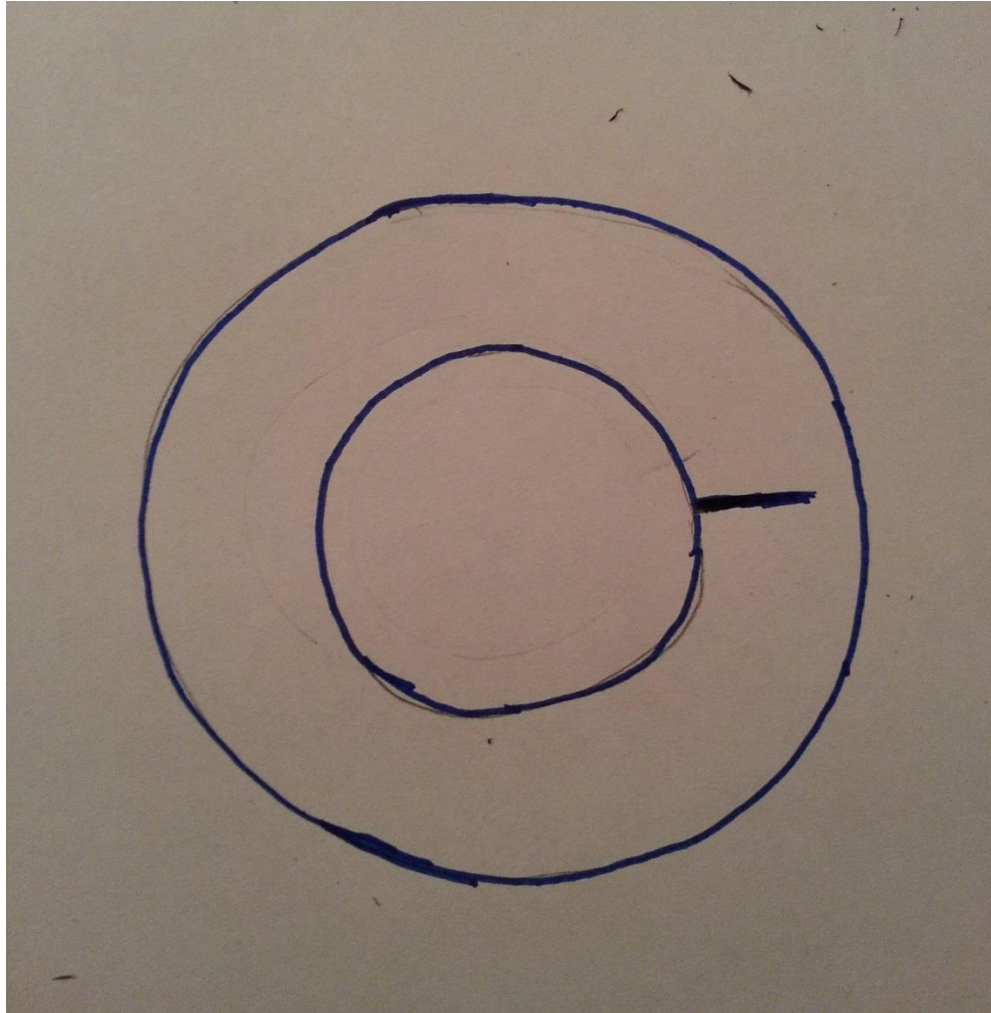
IQ



On a sheet of paper,
draw a rough picture of
a coffee cup and saucer.

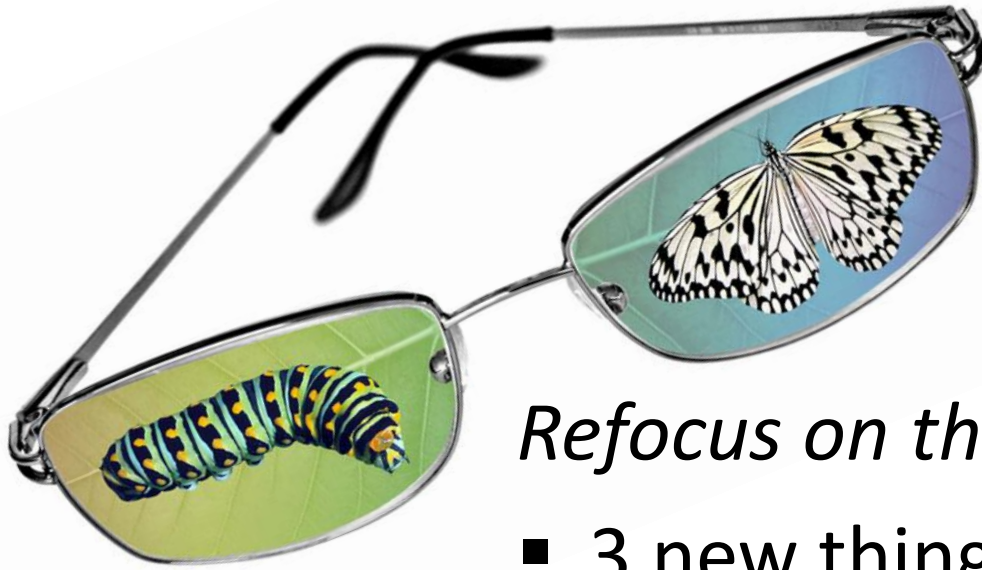


Create your positive reality



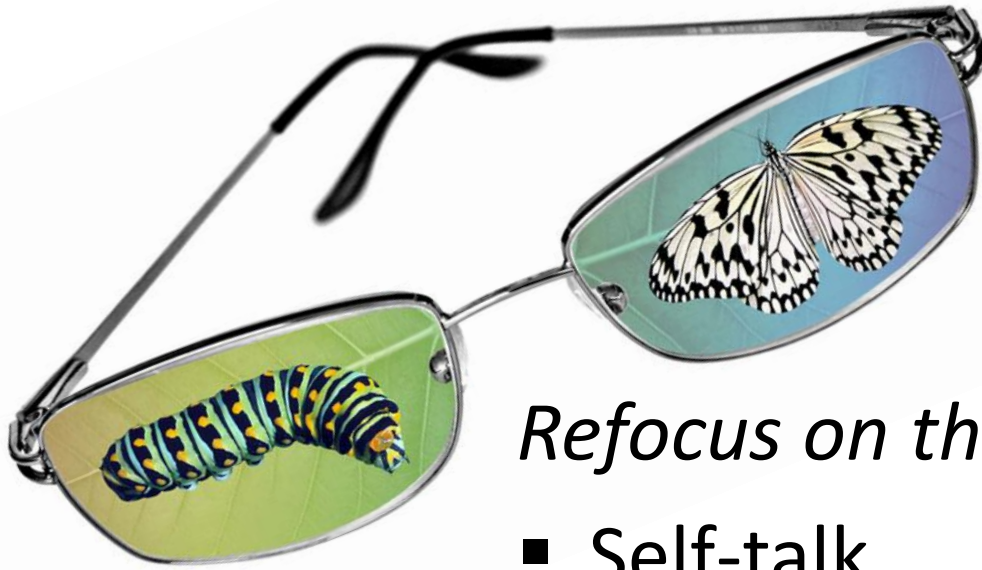
Igniting Positivity in Yourself





Refocus on the Positive

- 3 new things I can learn
- 1 positive thing about other person
- Be with positive people
- 5-minute break from work
- Seek out social support



Refocus on the Positive

- Self-talk
- Redirect “failures”
- Read positive books
- Infuse positivity into your surroundings
- Gratitude journal



What will **you do** to be
a “Positive Genius”?

What will you do?





Positivity

The experience of positive emotions – pleasure combined with deeper feelings of meaning and purpose



The Pursuit of **HAPPINESS**

BY KATE EVERSON

Some companies have appointed 'chief happiness officers' to boost engagement and productivity. Is the idea worthy of talent managers' attention?



Effects of Positivity

- Changes our “*reality*”
- Makes us more motivated, resilient, creative and productive
- Increases our performance
- Improves our decision-making
- Increases employee engagement
- Increases retention



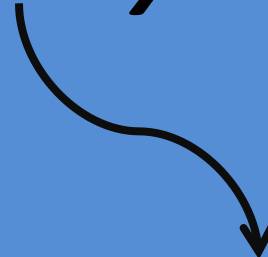
Ignite



Positivity



Inspire



Influence

didn't you get the
memo? this is a
smiles-only workplace...
save your frown-
ing for your
family



Positive

3:1

Negative

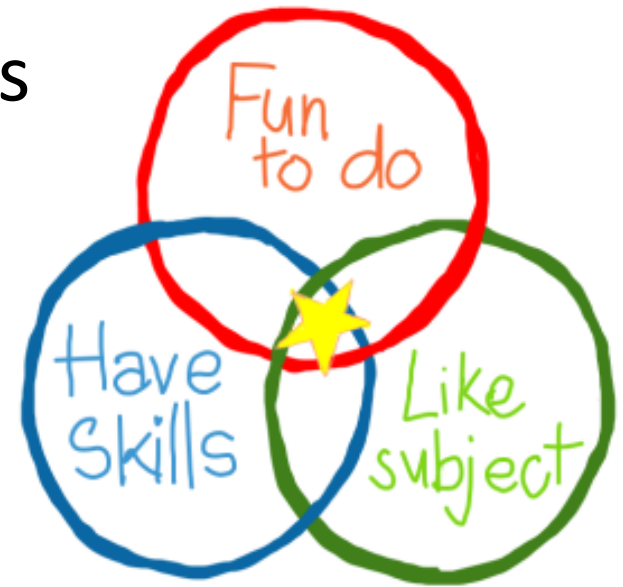
Igniting Positivity in Others

- Start meetings with “one-minute recognition”
- “The Order of the Elephant”
- Smile and greet others
- 5-minute break from work (with group)
- Commit conscious acts of kindness



Igniting Positivity in Others

- Use “calling” descriptions
- Focus on “meaning”
- Grow competence
- Offer volunteer opportunities
- Provide exercise activities



Igniting Positivity in Others

- Let the sun shine
- Offer appropriate work spaces
- Provide workplace amenities
- Personalize company intranet

