



The Good, the Bad, and the Ugly: Navigating the Waves of a Positive Workplace Culture

Welcome

In this session, you will learn how to deal with negative people, keep from becoming negative yourself, and increase your ability to positively approach your work day.

Lets start with ourselves!

Can you pick out the
“Negative Nancy”?

Uh! Oh!





Negative people are
tremendous energy drainers for
children, adults, and
themselves.

What are the characteristics of negative people?



As a person looks at the world
through their lenses, do they see
hope and possibilities...



... or just the opposite?

Let's start with a quick quiz to see how positive (optimistic) or negative (pessimistic) you are.





12 minutes to test
your optimism...



























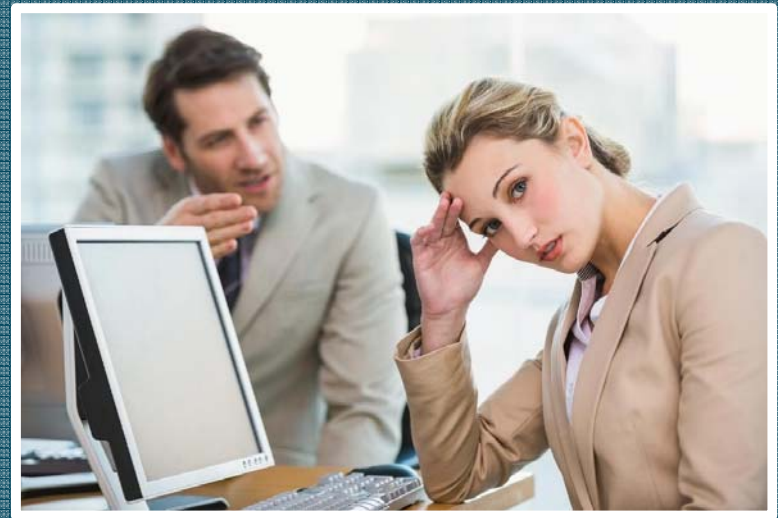




Negative People – The Four Realities

Reality #1

Difficult people exist everywhere. They cause problems for everyone.



Reality #2

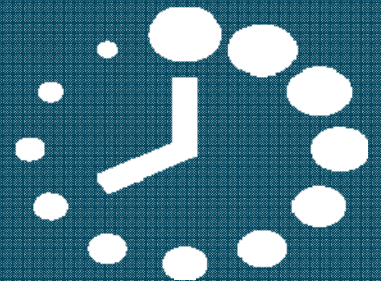
You cannot change negative people.
You CAN become a barrier to their negativity.



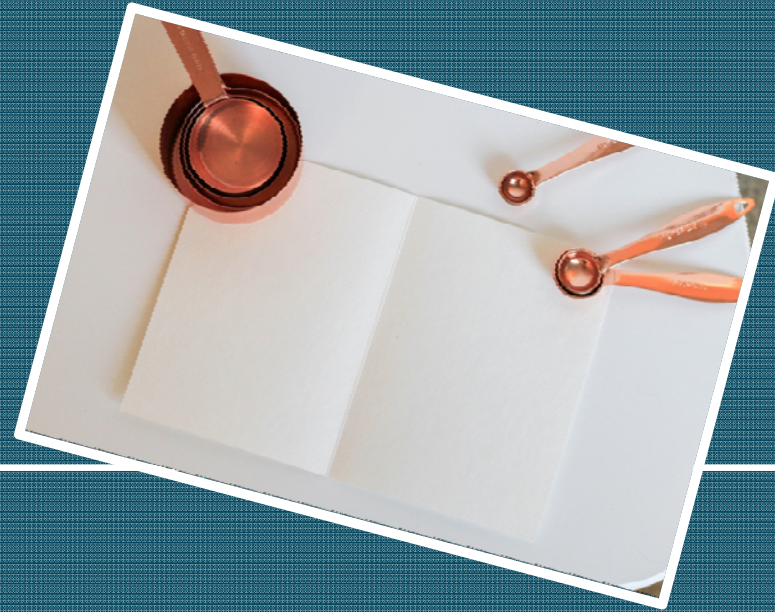
Reality #3

Understanding what makes them tick...

- ✓ Reduces your stress
- ✓ Improves your ability to stop negativity in its tracks
- ✓ Makes your life a lot easier



Reality #4



There is no specific recipe for how to deal with negativity. BUT most negativity IS presented in the same ways.

So what can we do?



Positive Psychology and Learned Optimism



The science of
changing yourself
with a strength-
based approach.

What is Positive Psychology?

Positive Psychology is the scientific study of human flourishing. It has also been described as the study of the strengths and virtues that enable individuals, communities, and organizations to thrive.

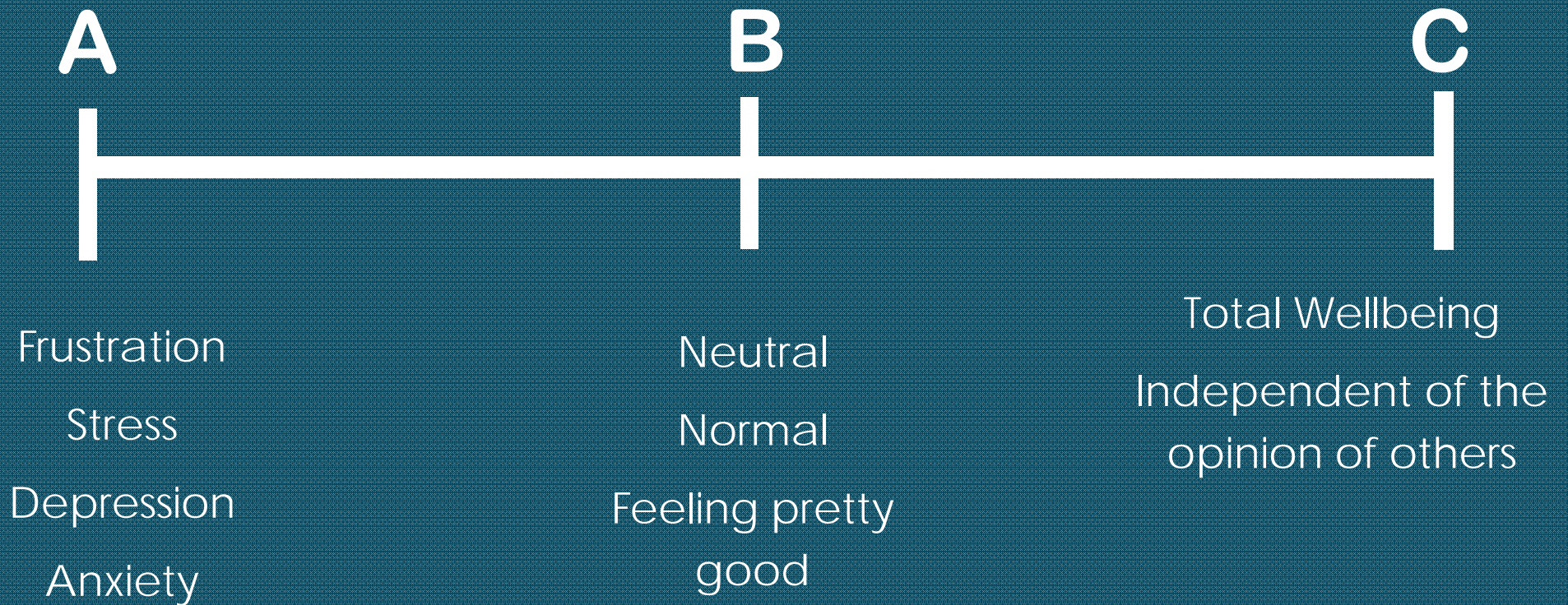


It is not just thinking
positive thoughts,
and pretending to
be happy.

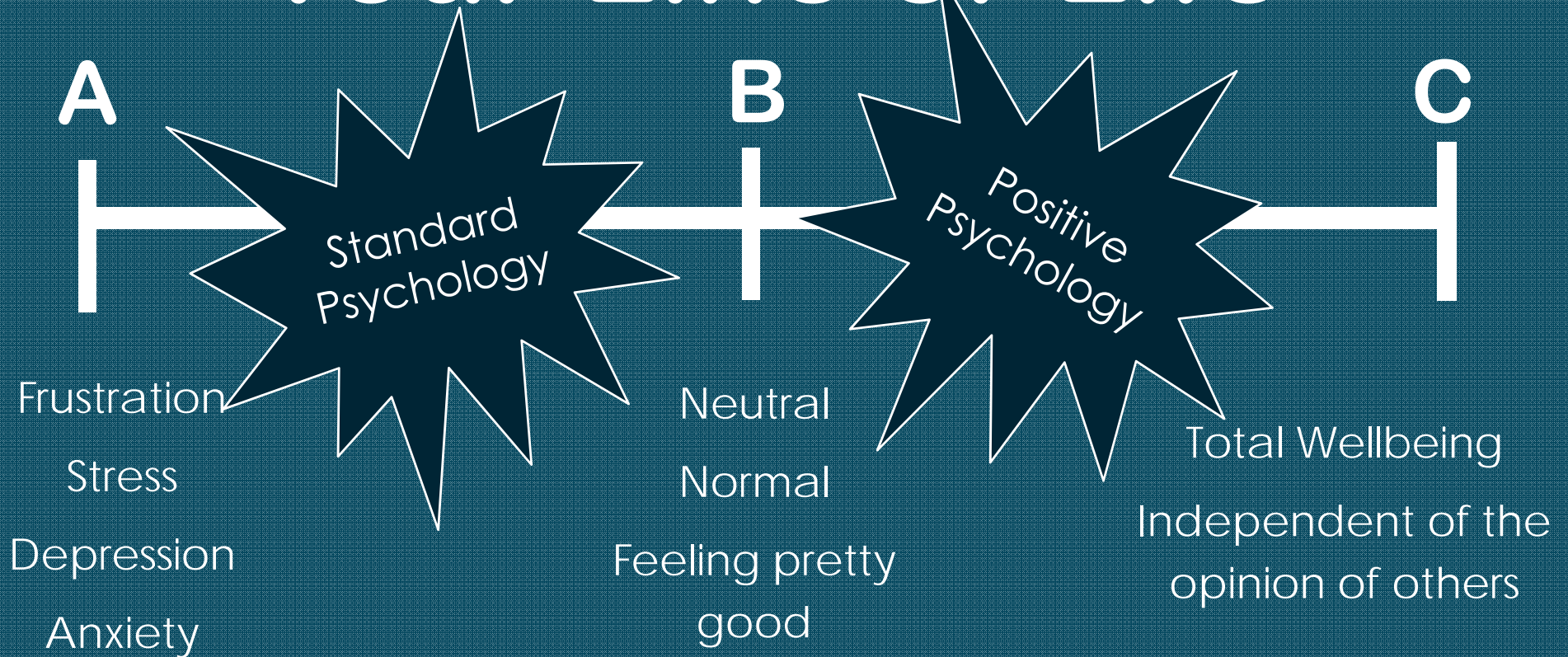
Its training your
brain to be
independent of
other's opinion.



Your Line of Life



Your Line of Life



A large, powerful ocean wave is crashing, creating a massive wall of water and a spray of white foam. The sky above is a vibrant blue, dotted with fluffy white clouds. The overall scene conveys a sense of raw natural power and movement.

**Positive psychology helps calm the
waves of negativity around you.**

Learned Optimism

1. Serenity
2. Humor
3. Positivity



Serenity is remaining collected and untroubled.



It comes from within.

Humor is a feeling of joy and lightheartedness.



It comes from within.

Positivity is drawing power from hope.



It comes from within.

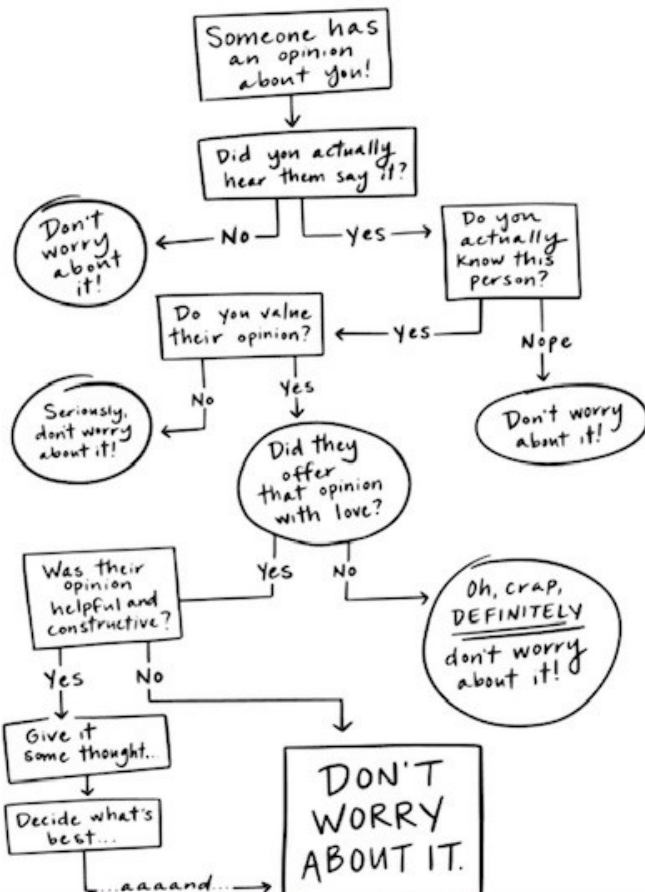
Learned Optimism is results oriented.

Its focusing on strengths WITHIN you.

Not focusing on what is AROUND you.

OTHER PEOPLE'S OPINIONS

a flow chart



Learned Optimism is retraining your brain to function with the constant awareness of what's good about ...

...your job...
...your family...
... where you live...
... your commute...
... your significant other / friends...

...to propel you towards your goals.



**Draw energy from positive emotions to
keep yourself grounded.**

- | | | |
|--------------|---------------|------------|
| ❖ Hope | ❖ Joy | ❖ Pride |
| ❖ Compassion | ❖ Inspiration | ❖ Awe |
| ❖ Love | ❖ Humor | ❖ Interest |
| ❖ Gratitude | ❖ Serenity | |

**Let's continue and
learn how to deal with
negative people...**



Activity Time!!!!

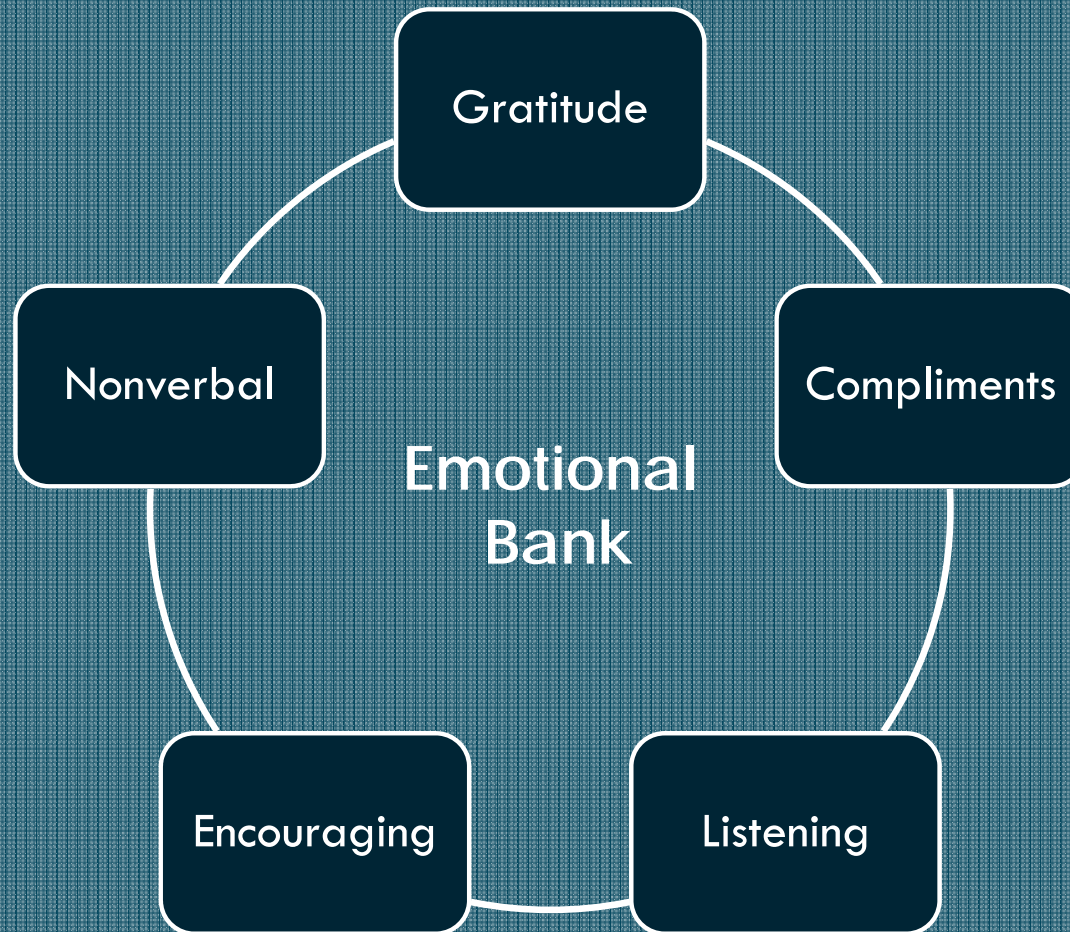


What did
we learn?

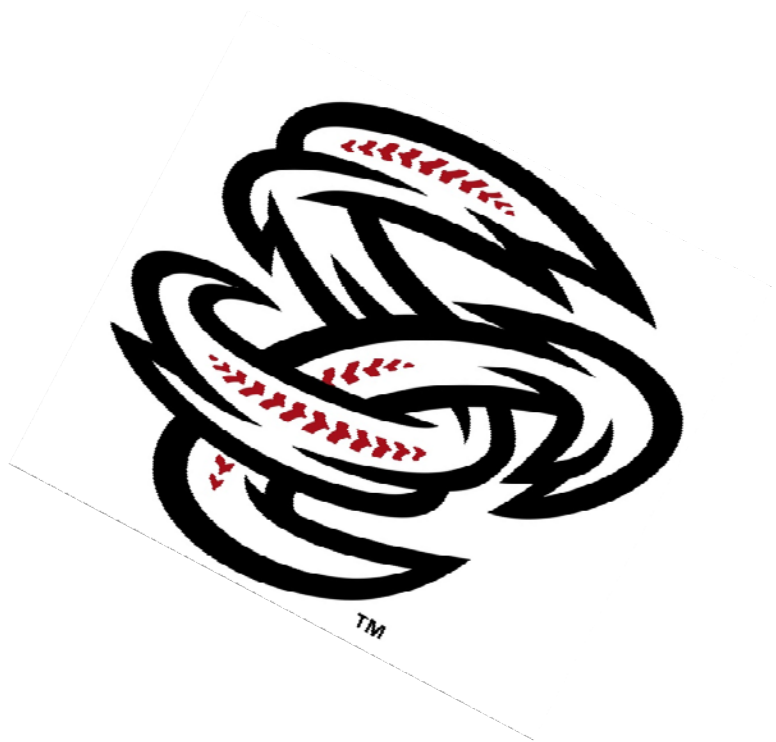
HOW CAN WE USE MIRRORING TO PROPEL OTHERS TOWARDS POSITIVE THINKING/ACTIONS?

1. Create emotional banks with others.
2. Do not get sucked into their negative spiral.
3. Reframe negatives into positives.
4. Shift the focus to solutions.
5. Adhere to boundaries and be a role model.

1. Create emotional banks with others.



2. Do not get sucked into their negative spiral.

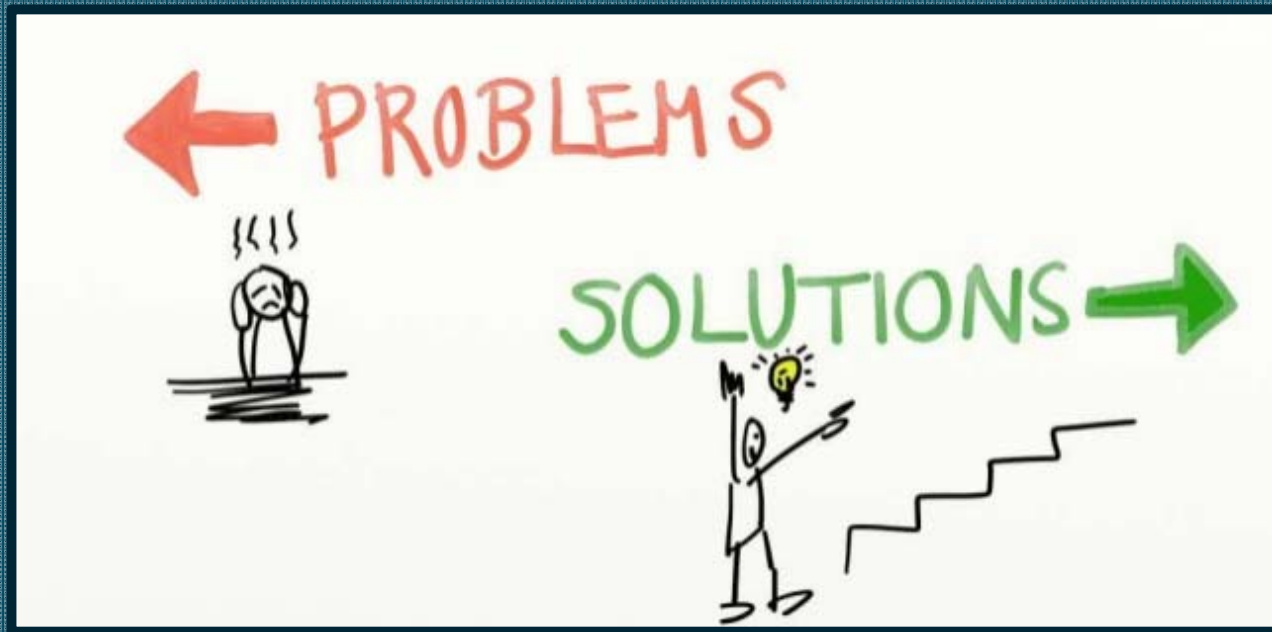


Remember to control your own attitude and emotions – focusing on your positives and strengths.

3. Reframe negatives into positives.



4. Shift the focus to solutions.



5. Adhere to boundaries and be a role model.



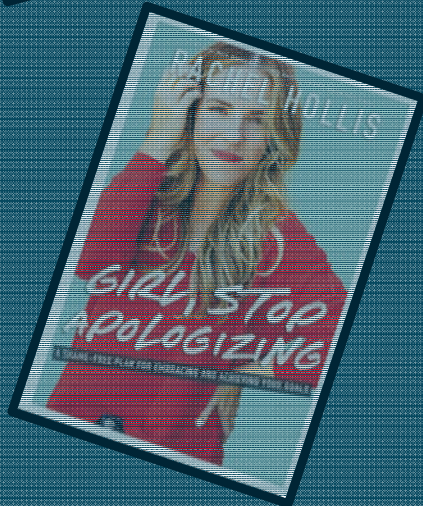
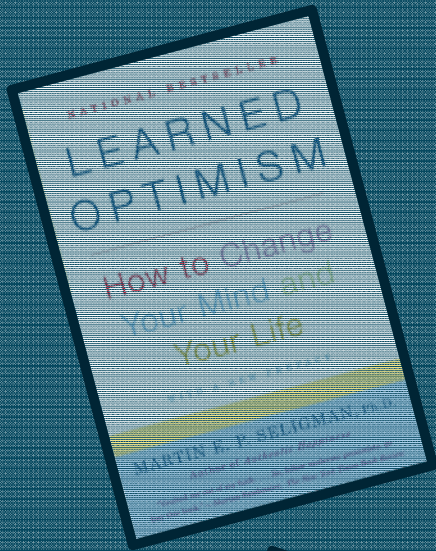
So everything is sunshine and rainbows now right?



Of course not!! That is not real life! But, we HAVE learned:

1. How to spot the characteristics of negative people,
2. The four realities of negative people,
3. How positive psychology and learned optimism help us stay positive, and
4. Tools to help us combat those Negative Nancys.

So what now?



Practice!!

Research!!

Practice!!

Scoring your Optimism Test


Instructions:

Go through each set of questions and add up scores on items. Write down the number in the corresponding space beside each qualifier.



Permanent Bad (PmB)

- Add up score on items, write on line.
- 5, 13, 20, 21, 29, 33, 42, 46
- Total of 0 or 1 very optimistic
- 2 or 3 mod. optimistic
- 4 average
- 5 or 6 mod. pessimistic
- 7 or 8 very pessimistic



Test Your Optimism Scoring Key


PmB _____	PmG _____
PvB _____	PvG _____
HoB _____	
PsB _____	PsG _____
Total B _____	Total G _____
G - B = _____	

Copyright © 1990, 1998, 2006 by Martin E.P. Seligman, Ph.D.
Learned Optimism: How to Change Your Mind and Your Life

Permanent Good (PmG)

- Add up score on items, write on line
- 2, 10, 14, 15, 24, 26, 28, 40
- Total of 7 or 8 very optimistic
- 6 mod. optimistic
- 4 or 5 average
- 3 mod. pessimistic
- 0, 1 or 2 very pessimistic

Test Your Optimism Scoring Key



PmB _____	PmG _____
PvB _____	PvG _____
HoB _____	
PsB _____	PsG _____
Total B _____	Total G _____
G - B = _____	

Copyright © 1990, 1994, 2006 by Martin E.P. Seligman, Ph.D.
Learned Optimism: How to Change Your Mind and Your Life

Pervasiveness Bad (PvB)

- Add up score on items, write on line
- 8, 16, 17, 18, 22, 32, 44, 48
- Total of 0 or 1 very optimistic
- 2 or 3 mod. optimistic
- 4 average
- 5 or 6 mod. pessimistic
- 7 or 8 very pessimistic

Test Your Optimism Scoring Key

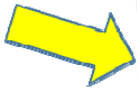
PmB _____	PmG _____
PvB _____	PvG _____
HoB _____	
PsB _____	PsG _____
Total B _____	Total G _____
G - B = _____	

Copyright © 1990, 1998, 2006 by Martin E.P. Seligman, Ph.D.
Learned Optimism: How to Change Your Mind and Your Life

Pervasiveness Good (PvG)

- Add up score on items, write on line
- 6, 7, 28, 31, 34, 35, 37, 43
- Total of 7 or 8 very optimistic
- 6 mod. optimistic
- 4 or 5 average
- 3 mod. pessimistic
- 0, 1 or 2 very pessimistic

Test Your Optimism Scoring Key

PmB _____		PmG _____
PvB _____		PvG _____
HoB _____		
PsB _____		PsG _____
Total B _____		Total G _____
G - B = _____		

Copyright © 1990, 1998, 2006 by Martin E.P. Seligman, Ph.D.
Learned Optimism: How to Change Your Mind and Your Life

Personalization Bad (PsB)

- Add up score on items, write on line
- 3, 9, 19, 25, 30, 39, 41, 47
- Total of 0 or 1 very high self esteem
- 2 or 3 mod. high self esteem
- 4 average
- 5 or 6 mod. low self esteem
- 7 or 8 very low self esteem

Test Your Optimism Scoring Key

PmB _____	PmG _____
PvB _____	PvG _____
	HoB _____
PsB _____	PsG _____
Total B _____	Total G _____
G - B = _____	

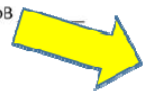
Copyright © 1990, 1998, 2006 by Martin E.P. Seligman, Ph.D.
Learned Optimism: How to Change Your Mind and Your Life

Personalization Good (PsG)

- Add up score on items, write on line
- 1, 4, 11, 12, 23, 27, 36, 45
- Total of 7 or 8 very optimistic
- 6 mod. optimistic
- 4 or 5 average
- 3 mod. pessimistic
- 0, 1 or 2 very pessimistic

Test Your Optimism Scoring Key

PmB _____	PmG _____
PvB _____	PvG _____
PsB _____	PsG _____
Total B _____	Total G _____

HoB 

G - B = _____

Copyright © 1990, 1996, 2006 by Martin E.P. Seligman, Ph.D.
Learned Optimism: How to Change Your Mind and Your Life

Overall scores

- Add three B's
- PmB
- PvB
- PsB
- Total B
- Add three G's
- PmG
- PvG
- PsG
- Total G

Total G minus Total B = Total optimism score

Test Your Optimism Scoring Key

PmB _____	PmG _____
PvB _____	PvG _____
PsB _____	PsG _____
Total B _____	Total G _____
G - B = _____	

Copyright © 1990, 1998, 2006 by Martin E.P. Seligman, Ph.D.
Learned Optimism: How to Change Your Mind and Your Life

Total B score

- | | |
|--------------|------------------------|
| • 3 to 6 | marvelously optimistic |
| • 6 to 9 | moderately optimistic |
| • 10 or 11 | average |
| • 12-14 | moderately pessimistic |
| • 15 or over | very pessimistic |

Total G score

- | | |
|----------------|------------------------|
| • 19 or higher | marvelously optimistic |
| • 17 to 19 | moderately optimistic |
| • 14 to 16 | average |
| • 11 to 13 | moderately pessimistic |
| • 10 or less | very pessimistic |

Total optimism score (G-B)

- 9 or above optimistic across the board
- 6 to 8 moderately optimistic
- 3 to 5 average
- 1 or 2 moderately pessimistic
- 0 very pessimistic

Hope score (HoB)

- Add PvB and PmB
- Total of 0, 1 or 2 very hopeful
- 3 to 6 mod. hopeful
- 7 or 8 average
- 9 to 11 mod. hopeless
- 12 to 16 very hopeless