





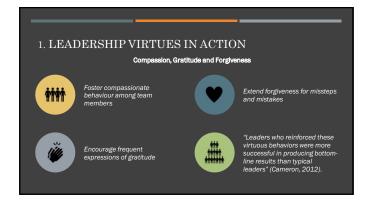
POSITIVE LEADERSHIP

- Is informed by research from positive psychology.
- Intentionally engages, influences and promotes <u>positive</u> <u>emotions</u> among team members.
- Is committed to the <u>wellbeing</u> of team members and their <u>engagement.</u>
- Recognizes the strength inherit in <u>shared organizational</u> goals and values.
- Demonstrates <u>high self-awareness</u>, optimism, and <u>humility</u>.



POSITIVE LEADERSHIP STRATEGIES

Leadership Virtues in Action		Energizing Skills	
	Operation	nal Tasks	
Positive Communication		Motivational Knowledge and Skills	





COMPASSION IN ACTION



- Collective Feeling: Team members are encouraged to express concern and care for one another
- Collective Responding: Team members are encouraged to undertake caring actions

FORGIVENESS IN ACTION

- ****
- Acknowledge areas of challenge, mistakes, and even injustices
- Encourage mutual opportunities for restoration at all levels
- Frame difficult events as potential starting points for more positive goals in the future

Kanov et al, 2004

GRATITUDE IN ACTION

- Carry out gratitude contacts to express thankfulness or appreciation
 Record in a gratitude journal (three things)
- daily for which you are grateful)
- Send daily gratitude or appreciation notes/cards

2. ENERGIZING SKILLS

- Leaders may be identified as "positive energizers" or "negative energizers"
- Positive energizers uplift, boost and create vitality in people.
- Interacting with positive energizers leaves others feeling energized and motivated.



POSITIVE ENERGIZERS...



- Connect with others, smile and like people Make time to listen and give full attention to others
- Are fully engaged in conversations
- See beyond roadblocks and suspend immediate judgment
- Immediate judgment
 Problem-solve challenges and are flexible
- Create opportunities for others to grow and develop
- Follow through on commitments and keep their word

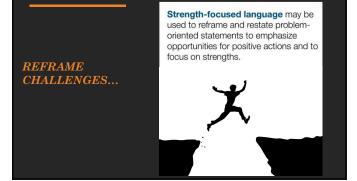
Cameron, 2012



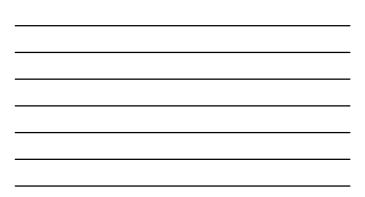


- Energize teams by reinforcing individual and organizational strengths.
- Identifying and building on people's strengths produces greater benefits than finding and correcting weaknesses.
- Value and promote team members' accomplishments.



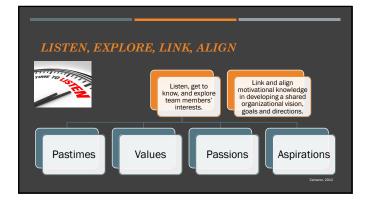


		Words Matter!			
EXPAND USE OF	Deficit Based		Strength Based		
POSITIVE	Fix		Empower		
ACTIONS	Limitation		Possibility		
	Weakness		Strength		
	Problem	•	Solution		
	Insist		Invite		
JCHS, 20	13				



4. MOTIVATIONAL KNOWLEDGE AND SKILLS







ORGANIZATIONAL FLOW

 Applying motivational knowledge and skills can lead to a sense of "flow" among employees, even when challenges are encountered.



 Leaders who apply motivational knowledge and skills promote a shared vision and value the investment of team members in corporate success.



