


DEPARTMENT OF LABOR
& INDUSTRIAL RELATIONS

Cornell Dillard
EQUAL OPPORTUNITY
DIRECTOR


Defeating Negativity


In The Workplace




- **Identifying *Negativity***
- **Consequences of *Negativity***
- **Neutralizing *Negativity***

OUR FOCUS



- **Negativity** requires nourishment to develop and grow. Failure to stand against negativity causes it to continue and to flourish!
- **What are you doing – or not doing – when negativity is exposed?**



• Identifying personalities is the best tool in recognizing negativity in the workplace – This allows greater understanding of the different emotional display of individuals.



• Negativity is a Habit!

It becomes a part of the culture.
"This is normal" "Same ol', same ol'"

- Negativity will affect you as a worker, both mentally and physically.
- *Remember:* Workers in a negative environment are likely to take their attitude home with them.



• Performance Problems –

- A work climate of distrust or mistrust reduces productivity and morale.
- Distracted or disenchanted employees make preventable mistakes.

- Employees spend too much time complaining and griping, and not enough time working.



• Performance Problems –

- Time is spent tracking down rumors and gossip instead of doing our jobs.
- Employees are talking badly about other departments, customer or clients.
- Employees question the motives or "hidden agendas" behind simple changes or requests.



• Performance Problems –

- The negative environment is causing employees to be absent from work, request a transfer or simply quit.
- Back-stabbing and rumor mongering is creating an adverse relationship between supervisors and employees.



• Negativity can waste valuable time and resources

- Your co-workers discuss a change recently introduced by management. You get drawn into the debate. You find yourself in an endless discussion and waste your valuable time.
- *Remember:* Gossiping or arguing your case not only wastes time but also reduces productivity.



• **A Negative** mindset affects your health, negatively!

– It makes you more prone to the harmful effects of stress and other physical and psychological ailments.

– *Remember:* Individuals with a habitually negative disposition could have a higher risk of memory and mental health problems, including depression.



Focusing on the **Negative** only contributes to its power

– It can influence your thoughts. You soon might become quite negative and cynical.

– You fail to communicate effectively and tend to trivialize things more often.

– *Remember:* You may soon become part of the problem rather than part of the solution.



• **Negativity** is neutralized by becoming aware of its source!

– It is not what they are doing that bothers you, it is your opinion about what they are doing that is bothering.

– *According to polls by Gallup:* more than two thirds of the workplace is considered to be “disengaged”.



- The habit of **Avoiding** hard discussions and decisions must be overcome to make progress towards a positive culture.



- **Refrain from negative thinking**

- You must step up and confront gossip. Each individual needs to take initiative instead of passively waiting for things to change.

- How to confront gossip?



- **Confronting gossip:**

- You may want to provide productive & non-confrontational options such as:

- This information has nothing to do with me and my work
- I don't like to engage in gossip



• **Confronting gossip:**

➤ I don't like to speculate on matters that I don't have first hand knowledge about

Remember: When you leave, you may be the Gossiper's next subject!

➤ **Confront the whiners and complainers.**



• **Understanding negative attitude**

➤ **Don't play the victim.**

➤ The helpless approach only promotes a powerless culture.

➤ **Take responsibility for our decisions and actions.**

➤ **Stop blaming others.**



• **Recognize negative habits**

➤ **Improve your communication.**

➤ How we frame our sentences and the words we use have a big role in either feeding or defusing negativity.

➤ Words like *always, never, everything, everybody*, etc. can easily distort reality.



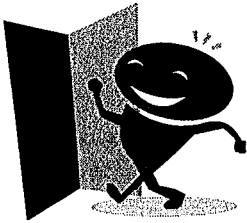
Negativity



may be contagious

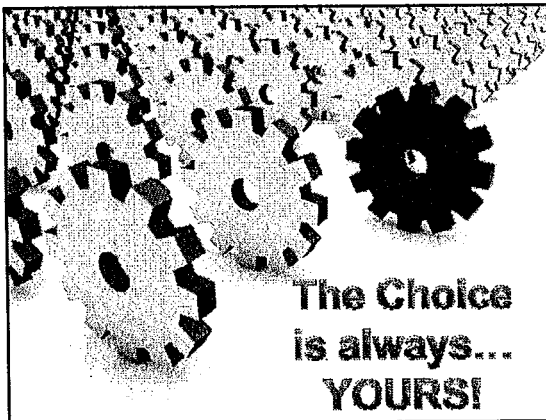


Positivity



can be the cure





**The Choice
is always...
YOURS!**

Any Question?

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