

# How to Stay Positive as a Quality Leader

And Why It is Important





# Why is it easy to “get negative”?

- ▶ It’s human nature!! Our brains are wired to be constantly scanning for threats, this is a survival tool.
- ▶ Our brains are also wired to **remember** the threats (negative events and information) while **quickly dismissing** the positive.

Negative information= Brain like Velcro- it sticks!!

Positive information = Brain like Teflon- it slides off!

- ▶ In our jobs, we spend a lot of time looking for and studying problems: process problems, workflow problems, communication problems: the list goes on...

A close-up photograph of a human eye, looking slightly to the right. The eye is brown with a clear reflection on the iris. The image is framed by a white triangular shape on the left and green geometric shapes on the right and bottom. The text is overlaid on the white and green areas.

**BEGIN WITH  
THE END IN  
SIGHT!**

**What is YOUR vision as a Quality Leader??**

What does positive leadership look like? Take it from Frank P. Saladis, an expert in project management and leadership:

*“Positive leadership is about establishing relationships, understanding other points of view, not always having the answer (or pretending to have the right answer), and creating an environment of creativity and innovation. The truly effective and positive leader is an observer, a mentor, a change agent, and someone who enables others to succeed” (2015).*



Debbie Downer?

OR



Susie Sunshine?

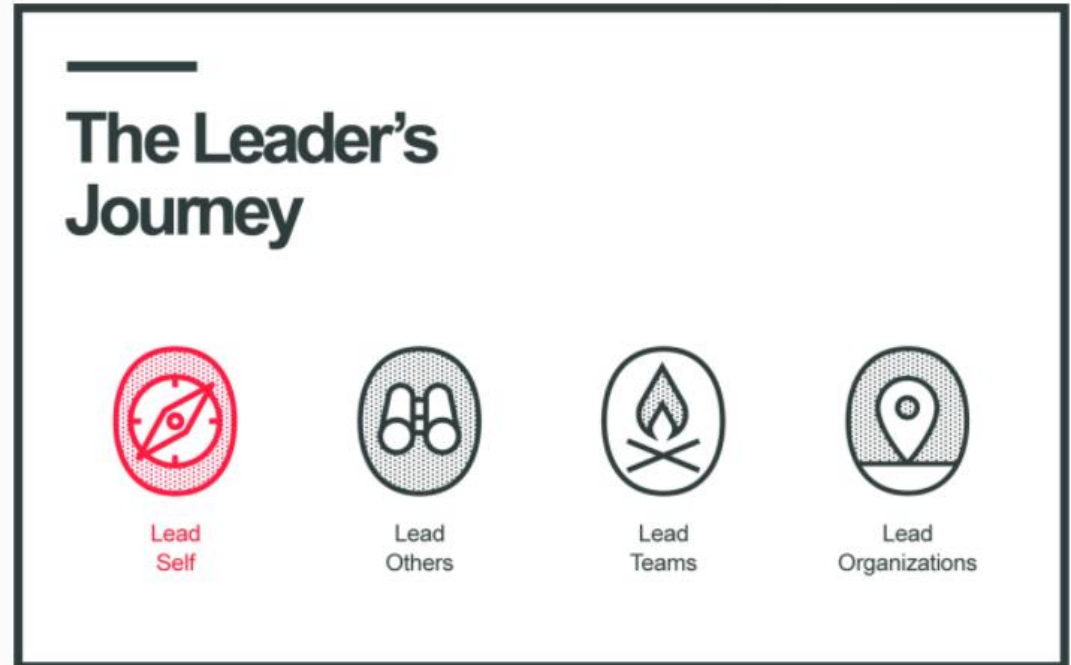
Who would you rather work with??

If you think you are leading, but no one is following- you are just going for a walk

- Kevin Eikenberry

# So- Why Is It Important to Stay Positive?

- ▶ As a Quality Professional, you will be called on to lead groups of your staff through the process of improving: finding problems (opportunities!) and solutions.
- ▶ Key Point: Before you can lead others, you must first lead yourself.
- ▶ If you want your team to be positive, YOU need to be positive!



# Your Attitude Is Contagious!



Positive teams are productive teams



Confident and supportive cultures are more **COLLABORATIVE** and **CREATIVE** and ultimately attract hard-working, talented people.



This kind of culture doesn't just happen- it must be modeled and demonstrated.



**COMMIT** to a consistent positive attitude! It's better for **YOU** and will have a marked influence on your team!



# Enthusiasm Is Motivational



It's true- you CAN drive people through fear and intimidation.



But why would you choose this route? People will only work hard enough to “stay off your radar”!



When you lead with a positive attitude in a supportive climate, people will go above and beyond what you ask. People who feel appreciated become more confident and productive.



**POSITIVE ENTHUSIASM IS MOTIVATIONAL-** there is no downside!



# Attitude Directs Our Relationships

- ▶ Leaders lead people! So by definition, no leader is successful on their own. Achievements depend on relationships.
- ▶ You can have all the leadership skills in the world, but if you are demanding and abrasive, you will have to work twice as hard to get half as far. You will have to use so much more of your energy just convincing people to follow you.
- ▶ Positive people are like magnets. Good natured, confident leaders are not struggling to attract others to their vision. Others are happy to be on their team because they inspire trust and confidence. When you are positive, it is easier to build a network of **advocates and champions**.



# Positivity Creates Resilience

- ▶ The road to success in any endeavor is full of difficulties, obstacles, and challenges.
- ▶ When you have an optimistic perspective, you are more likely to view these things as minor setbacks and not overwhelming morale killers.
- ▶ The better your attitude, the quicker you rebound after a setback.
- ▶ When your teams see your resilience, they feel braver and hardier themselves!

# Optimism Improves Problem Solving



When you run into an obstacle, how do you respond? The answer to that question has a lot to do with your outlook!



Negative people tend to brood and ruminate more, and this draws out the process of dealing with the hurdles.

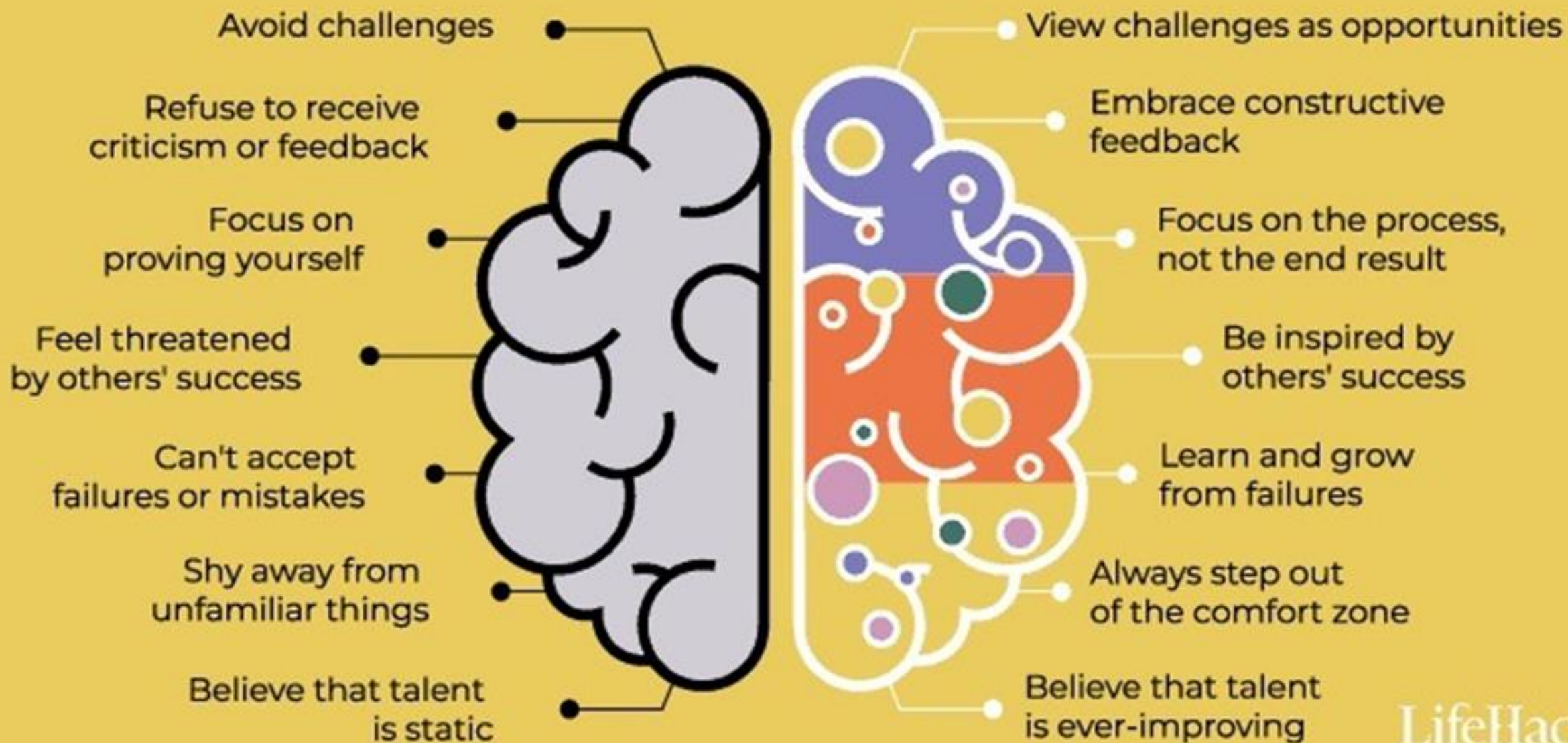


Positive people tend to roll up their sleeves and start solving the problem!



**OPTIMISM ALLOWS YOU TO SEE BEYOND THE PROBLEM AND RECOGNIZE POTENTIAL SOLUTIONS.** Hopeful people are less likely to wallow in frustration and discouragement. They want to tackle challenges head-on, regain lost momentum, and move forward!

# Fixed Mindset vs Growth Mindset





# Does being positive mean ignoring problems?

- ▶ Absolutely not!!
- ▶ So, what DOES it mean?
  - Being Positive about yourself and your team
  - Being Positive about the finding potential solutions
  - Being Positive about finding the lesson in every problem

# YOUR ATTITUDE IS YOUR SUPERPOWER!!



Some people might have a natural disposition toward positivity, but even if you do not, you can still **CHOOSE** to become more positive.



SO- make a conscious choice to be a positive leader and reinforce your decision with inspiration to keep you motivated. You will be amazed how this can impact the progress you make in any project your team decides to take on!



## Strategies for Keeping a Positive Outlook:

1. Be Aware- of your self-talk and of your thoughts. Are they serving you?
2. Make a Choice- decide in advance that you **will** keep your outlook positive.
3. Take Care of Yourself- so basic and yet so often neglected! Stay hydrated, get enough rest, eat a nutritious diet, move your body. It's hard to have a positive outlook when you don't feel great!
4. Focus on the things you CAN control: this includes your thoughts and how you respond to stress.
5. Develop a practice of gratitude.
6. Learn to ask GREAT questions and realize that you don't have all the answers!
7. Assume positive intent.
8. Start every day- and every meeting- on a positive note. **CELEBRATE EVERY WIN- EVEN THE SMALL ONES!**
9. Avoid the “energy vampires”! If you must interact with them, don't “absorb” their vibes!

10. Talk it out with a positive buddy.
11. Limit your diet of negativity from social media, TV shows, the news, etc.
12. Train yourself to find the lesson in every failure- and remember that failure is an essential part of learning and change. If you are not failing, you are not trying!!
13. **ALWAYS** remember your “Big Why”- why you are doing this work and who is depending on you to do it.

**KEY POINT:** It is one thing to KNOW the strategies, it is quite another to IMPLEMENT and USE them CONSISTENTLY!!

## Do You Want to Learn How to Develop More Positivity??

Good Books to Read!!

1. Mindset- Carol Dweck
2. Learned Optimism- Martin Seligman
3. The Power of Positive Thinking- Dr. Norman Vincent Peale
4. Don't Sweat the Small Stuff- Richard Carlson
5. The Happiness Advantage- Shawn Achor
6. Positivity- Barbara Erickson
7. Flourish- Martin Seligman
8. Emotional Agility- Susan David





**Thank You!**

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