

Impact of Work Attitude On Productivity and Solutions to Negative Attitude

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Case study

- Nancy enjoys going to work every day. She gets along with her coworkers and her manager appreciates her work ethic.
- This changes when Akintola joins the firm. Not only does he step on her toes, but also makes her do all his work. Nancy, who is an introvert, finds it hard to speak up and address this issue. Slowly, she begins to lose interest in work, becomes distant and is on the verge of quitting her job, until her manager intervenes.
- Nancy's manager, who has noticed the problem, speaks to both Akintola and Nancy. The manager asks Akintola to correct his negative attitude in the workplace or be prepared for the consequences.
- Nancy's situation isn't uncommon in a professional setting. You or someone you know may have experienced something similar at work.
- **On the flip side, you may be the one displaying a negative attitude at work. So, let's look at impact of work attitude on productivity and solutions to negative attitude.**

- Roman poet Ovid wrote, **“A horse never runs so fast as when he has other horses to catch up and outpace.”**
- What Ovid meant is that a little competition makes everyone want to perform better.
- While healthy competition can motivate and inspire people, unhealthy competition can lead to a self-defeating and negative attitude.

What is Attitude?

- **Attitude** is a way of thinking or feeling about something and is usually reflected in behavior.
- Attitude in the workplace refers to the feelings and beliefs concerning the workplace.
- A person's attitude about their workplace can affect how they feel about themselves inside and outside their workplace. For example, a person may not like a task they must complete at work.
- However, if that person can approach the task with a positive attitude, it will likely impact the individual's overall attitude and possibly even others around them.
- **The 3 types of attitude are cognitive, conative, and affective.**

Levels of Attitude

- Every workplace environment has different types of employees with different kinds of attitudes. The most common different types of attitudes are
 1. *Being positive*
 2. *Very diplomatic*
 3. *Negative mindset.*
- The very first two mindsets will not disturb the environment mostly. But employees with bad attitudes are very difficult to handle as they cause a disturbance to the environment and also pollute the workplace ethics.

POSITIVE ATTITUDE

DEFINITION

A positive attitude is the mindset of approaching challenges, circumstances, and interactions with optimism and constructive thinking. It involves focusing on the brighter side of situations, believing in one's capabilities, and expecting favorable outcomes. This perspective encourages resilience, adaptability, and a proactive approach to life's adversities.

EXAMPLES

- **Embracing Failure:** Viewing mistakes as learning opportunities rather than setbacks, fostering growth and development.
- **Gratitude Journaling:** Regularly noting down things one is thankful for, emphasizing life's blessings over its challenges.

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A positive attitude means that you are always looking for the good. You have a 'glass half full' attitude.

Positive Attitude Attributes

- Congratulating others and wishing others well
- Admiring others without envy
- Being adventurous
- Being approachable
- Acting with bravery and showing confidence
- Caring for others and being considerate
- Working collaboratively
- Behaving cooperatively
- Being determined
- Acting with dignity
- Acting with integrity
- Practicing gratefulness
- Being flexible
- Being helpful
- Forgiving others
- Being open to new ideas
- Acting ethically
- Being sensible
- Displaying sincerity
- Trusting others
- Always looking for solutions
- Seeing the best in a situation
- Seeing good in everyone
- Empathy for others
- Adapting to new situations
- Listening attentively (aka active listening)
- Working diligently

Employee Negative Attitudes At Work

- Each person can self-assess what behavior they may think equates to a bad attitude, but we are just going to list some examples of what we think a bad attitude looks like to hopefully give you an idea of what to look out for in your workplace.

Negative Attitude:

- People who possess bad conduct and get easily attracted to the bad in everything are said to be the one who has a negative attitude.
- They usually pinpoint negative in everything whether it may be people, situations or behaviour.

Examples of Bad Attitude At Work

- Someone who doesn't collaborate with others
- They may not like working in a team and are very selfish when completing tasks
- Arrogant about their performance
- Stubborn, will not take ideas or advice from anyone
- Laziness
- Self-Sabotaging Behavior
- Never on time
- Erratic or aggressive towards other people
- Gossiping
- Taking credit for other people's work
- Misusing privileges
- Constantly on their phone or laptop for personal use when in a meeting or working .
- Showing disrespect for other emotions
- Expressing the views in a very rude manner:
- Too many expectations on their presence in the team
- Never accepting the criticisms:
- Dominate the team or do not be in line with the higher officials:
- Backbiting about the managers or co-workers:
- Speak ill about other employees or spread rumours:
- Exaggerating co-workers mistakes in the team
- Misusing handicapped privileges.
- Behaving aggressively or bullying others
- Mocking race, gender, age, disabilities, sexual orientation or religion.

Effects of Negative Attitude in the Workplace

- Now keeping in mind the above points, let us discuss the effects of negative attitude
 - i. Decreased productivity
 - ii. *Vandalizes the team cohesion*
 - iii. Conflicts or hostility among staff members
 - iv. Confusion about assignments, missed signals, and unclear relationships
 - v. Decisions misunderstood or not carried through properly
 - vi. Apathy and lack of involvement
 - vii. Lack of initiation, imagination, innovation; routine actions taken for solving complex problems
 - viii. Complaints of discrimination or favoritism
 - ix. Ineffective staff meetings, low participation, minimally effective decisions
 - x. Negative reactions to the manager
 - xi. Complaints about quality of service
 - xii. *Apollo syndrome*
 - xiii. *Deadly embrace*
 - xiv. *Decrease in Performance*
 - xv. *Unhappy Customers/clients*



How To Manage A Negative Employee Attitude

No matter how great your workplace, you're going to face negative employee attitudes at some point. And since negative emotions are contagious, you'll want to deal with them quickly and effectively.

- ❖ Start by identifying the negative employee
- ❖ Talk to the employee.
- ❖ Support the employee to change their attitude.
- ❖ Make sure employees have a voice
- ❖ Make the workplace a positive place
- ❖ Praising employees for their successes
- ❖ Consider each employee's ideas as valuable.
- ❖ Be aware of employees' unspoken feelings.
- ❖ Act as a harmonizing influence.
- ❖ Be clear when communicating.
- ❖ Encourage trust and cooperation among employees on your team.
- ❖ Encourage team members to share information.
- ❖ Delegate problem-solving tasks to the team

Benefits Of Positive Attitude To Work

- No matter how much automatized systems have recently affected our working process, humans are still the most important aspect of the workplace.

1. Research shows a strong link between the state of the workplace, the happiness of employees, and productivity.

- Therefore, we need to work on improving our attitude to boost our productivity at workplace.
- The positive feelings they inspire will help broaden the amount of possibilities our brains can process, making us more thoughtful, creative, and open to new ideas. They also help build our capabilities, making us more productive and successful.

2. Positive Attitude Reduces Stress

- In USA, according to the information provided by Health Advocate, stress negatively impacts employee productivity by as much as a \$300 billion loss in productivity. That's a lot! Life is full of challenges that potentially put us all under a lot of stress. Yet, with a positive attitude, we can overcome stress, or at least decrease its impact on our productivity levels. This refers to stress both at the workplace and personal life.
- In the end, if you feel healthy inside and out, you are more likely to overcome stress and be productive.

3. Positive Attitude Contributes to a Pleasant Work Environment

- A simple positive attitude at the workplace can have a profound effect on the overall mood of your colleagues. It sets a very pleasant atmosphere, where people love to go to work every single day, become inspired to do more work rather than procrastinate. Actually, it can start with you too.
- Say hello, engage in positive conversations, make friends, have a laugh. And simply, enjoy your working day with a positive attitude.

4. Positive Attitude Brings Creativity to the House

- With a positive attitude, your mind is more likely to be open to new ideas and be inspired to think creatively and innovatively. This can increase not only your productivity levels but also your efficiency levels.
- You can think faster and smarter, using your working time effectively to complete the tasks you are required to. And, you will be more likely to come up with lots of new and innovative ideas that can help your business or company grow.

5. Positive Attitude Awakens Your Proactiveness

- Positive thinking and a positive attitude in general result in you being proactive at your workplace. What does that mean? It means, rather than waiting for problems to occur and then addressing them, you will try to address those possible issues before they even arise.
- When you are proactive, you are more likely to turn down negative thoughts keeping you from working more effectively. You will also have a strong mental state to face any challenges relating to your job especially.

6. Positive Attitude Helps Manage Time

- It's no news that negative emotions make it harder to get work done. Plus too much work and strict deadlines can be very overwhelming.
- Yet, with a little bit of a positive attitude, you can find inspiration to do it all, while keeping your focus on the important things and giving your productivity at work a jump.



Relevant Quotes To Help Improve Your Attitude

it really works

Relevant Quotes To Help Improve Your Attitude

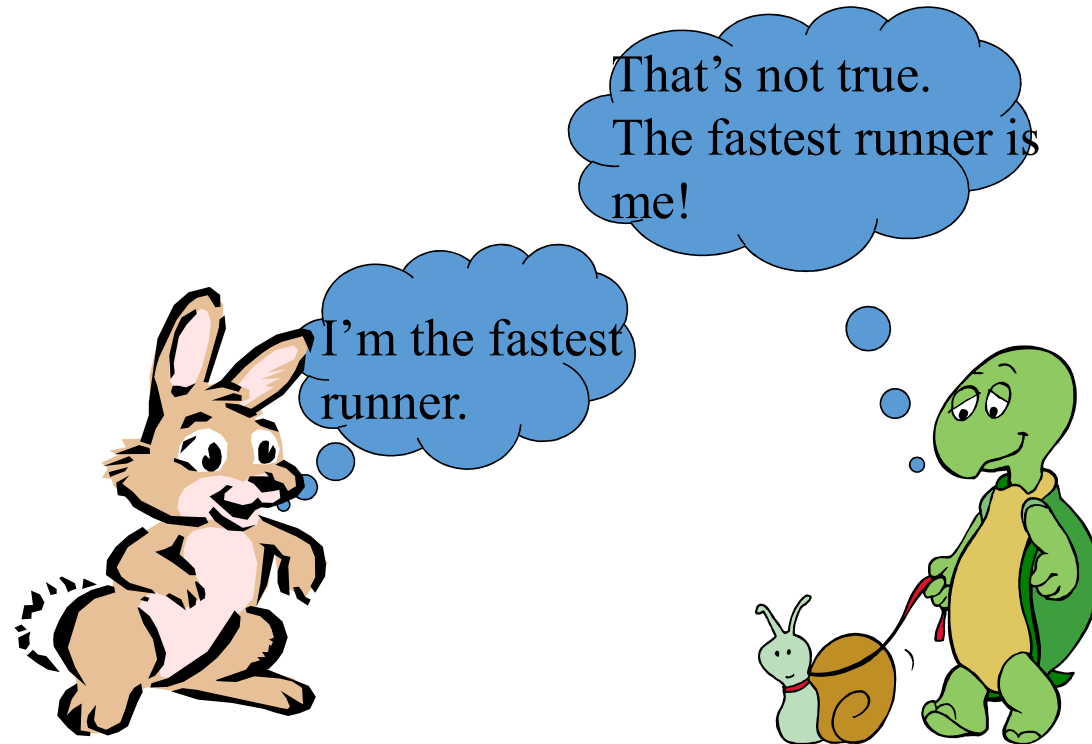
- **Winston Churchill**
- Attitude is a little thing that makes a big difference.
- **Albert Einstein**
- Weakness of attitude becomes weakness of character.
- **John C. Maxwell**
- People may hear your words, but they feel your attitude.
- **Brian Tracy**
- You cannot control what happens to you, but you can control your attitude toward what happens to you, and in that, you will be mastering change rather than allowing it to master you.
- **Wade Boggs**
- A positive attitude causes a chain reaction of positive thoughts, events and outcomes. It is a catalyst and it sparks extraordinary results.
- **Hans Selye**
- Adopting the right attitude can convert a negative stress into a positive one.
- **Charles R. Swindoll**
- We cannot change our past. We can not change the fact that people act in a certain way. We can not change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude.

Relevant Quotes To Help Improve Your Attitude

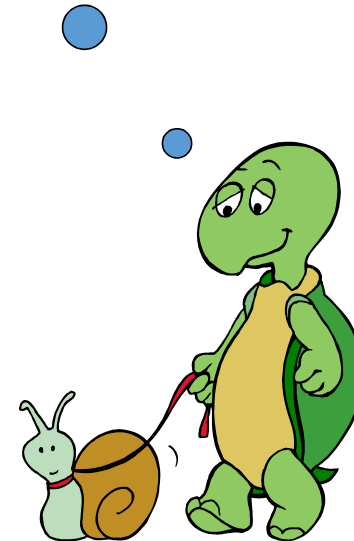
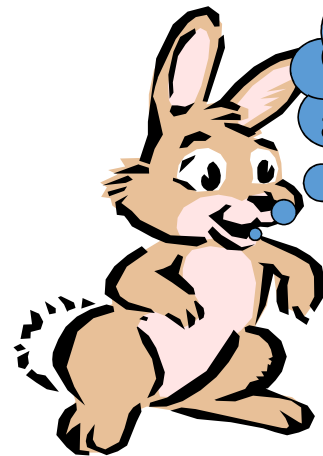
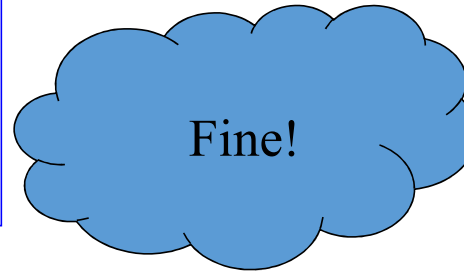
- **Michael Jordan**
- My attitude is that if you push me towards something that you think is a weakness, then I will turn that perceived weakness into a strength.
- **Oscar Wilde**
- Morality is simply the attitude we adopt towards people whom we personally dislike.
- **John N. Mitchell**
- Our attitude toward life determines life's attitude towards us.
- **George MacDonald**
- Attitudes are more important than facts.
- **Clement Stone**
- There is little difference in people, but that little difference makes a big difference. The little difference is attitude. The big difference is whether it is positive or negative. W.
- **Bo Bennett**
- Having a positive mental attitude is asking how something can be done rather than saying it can't be done.
- **Antoine de Saint-Exupery**
- The meaning of things lies not in the things themselves, but in our attitude towards them.
- **Theodore Roosevelt**
- The reactionary is always willing to take a progressive attitude on any issue that is dead.
- **Irving Berlin**
- Our attitudes control our lives. Attitudes are a secret power working twenty-four hours a day, for good or bad. It is of paramount importance that we know how to harness and control this great force.

Lessons From the Tortoise and the Rabbit

Once upon a time a tortoise and a rabbit had an argument about who was faster.



They decided to settle the argument with a race. They agreed on a route and started off the race.



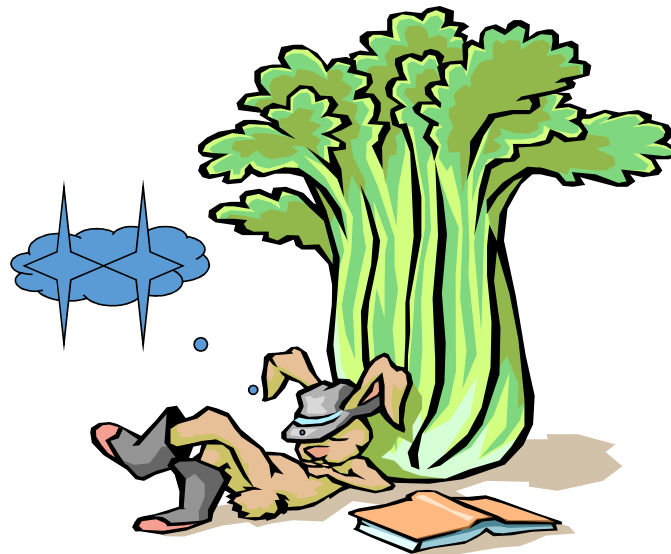
The rabbit shot ahead and ran briskly for some time. Then seeing that he was far ahead of the tortoise, he thought he'd sit under a tree for some time and relax before continuing the race.



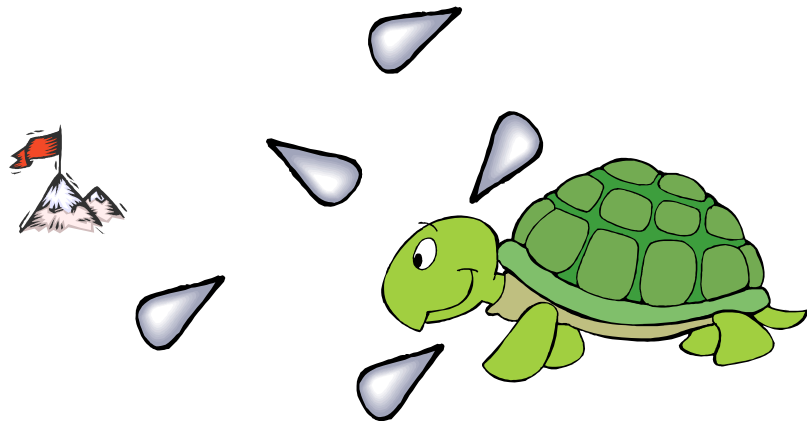
Poor guy! Even if I take a nap, he could not catch up with me.



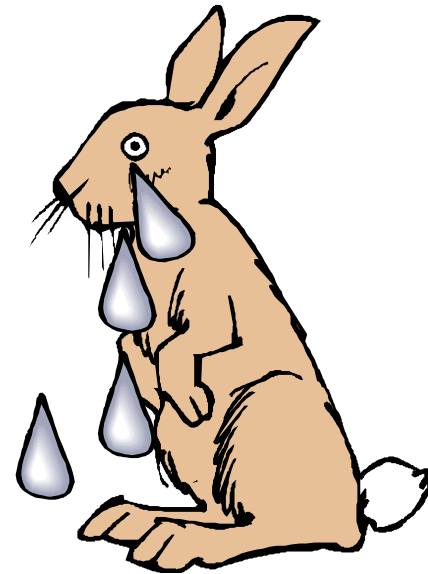
He sat under the tree and soon fell asleep.



The tortoise plodding on overtook him and soon finished the race, emerging as the undisputed champ.



The rabbit woke up and realized that he'd lost the race.



The moral of the story is that *slow and steady wins the race.*

This is the version of the story that we've all grown up with.

The story continues ...

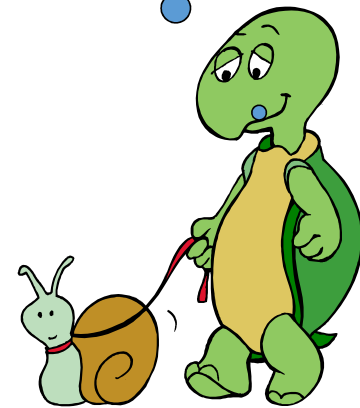
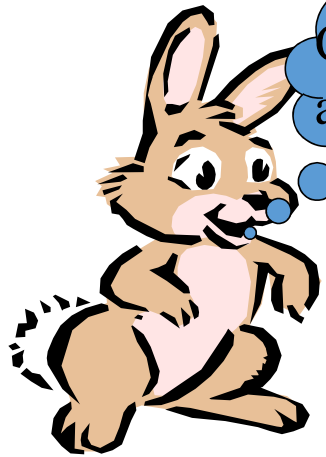
The rabbit was disappointed at losing the race and he did some soul-searching. He realized that he'd lost the race only because he had been overconfident, careless and lax. If he had not taken things for granted, there's no way the tortoise could have beaten him.



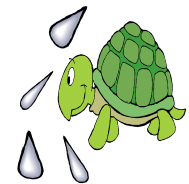
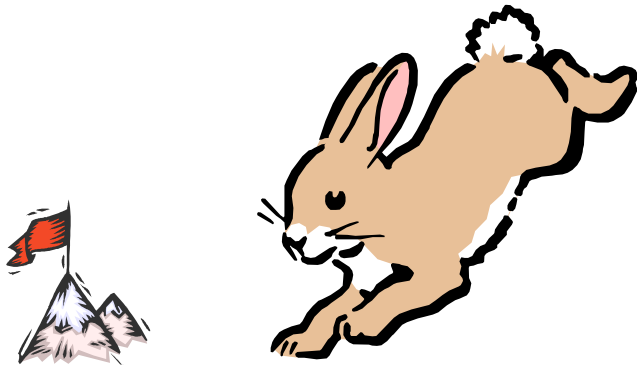
So he challenged the tortoise to another race. The tortoise agreed.

Ok.

Can we have another race?



This time, the rabbit went all out and ran without stopping from start to finish. He won by several miles.



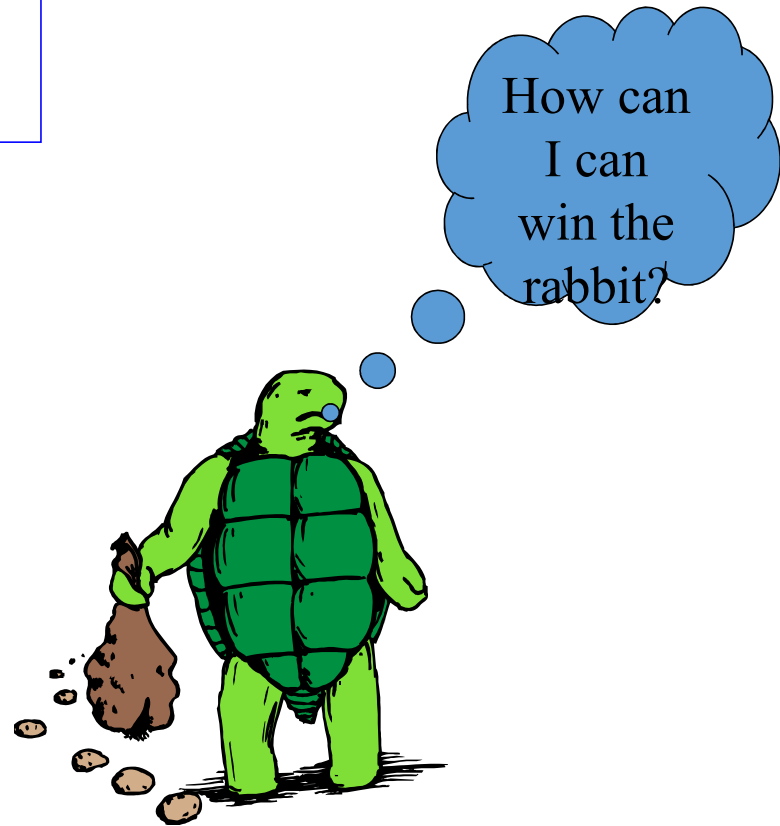
The moral of the story?

Fast and consistent will always beat the slow and steady. If you have two people in your organization, one slow, methodical and reliable, and the other fast and still reliable at what he does, the fast and reliable chap will consistently climb the organizational ladder faster than the slow, methodical chap.

It's good to be slow and steady; but it's better to be fast and reliable.

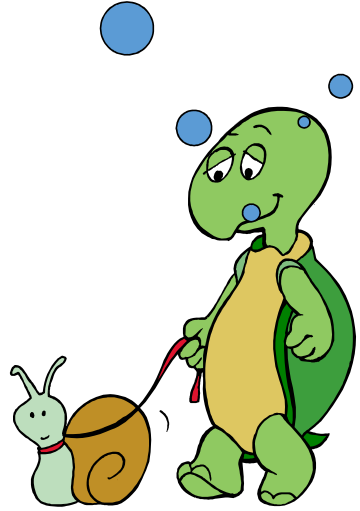
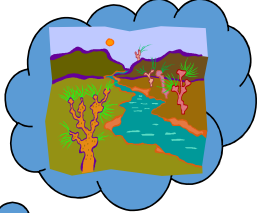
But the story doesn't end here ...

The tortoise did some thinking this time, and realized that there's no way he can beat the rabbit in a race the way it was currently formatted.

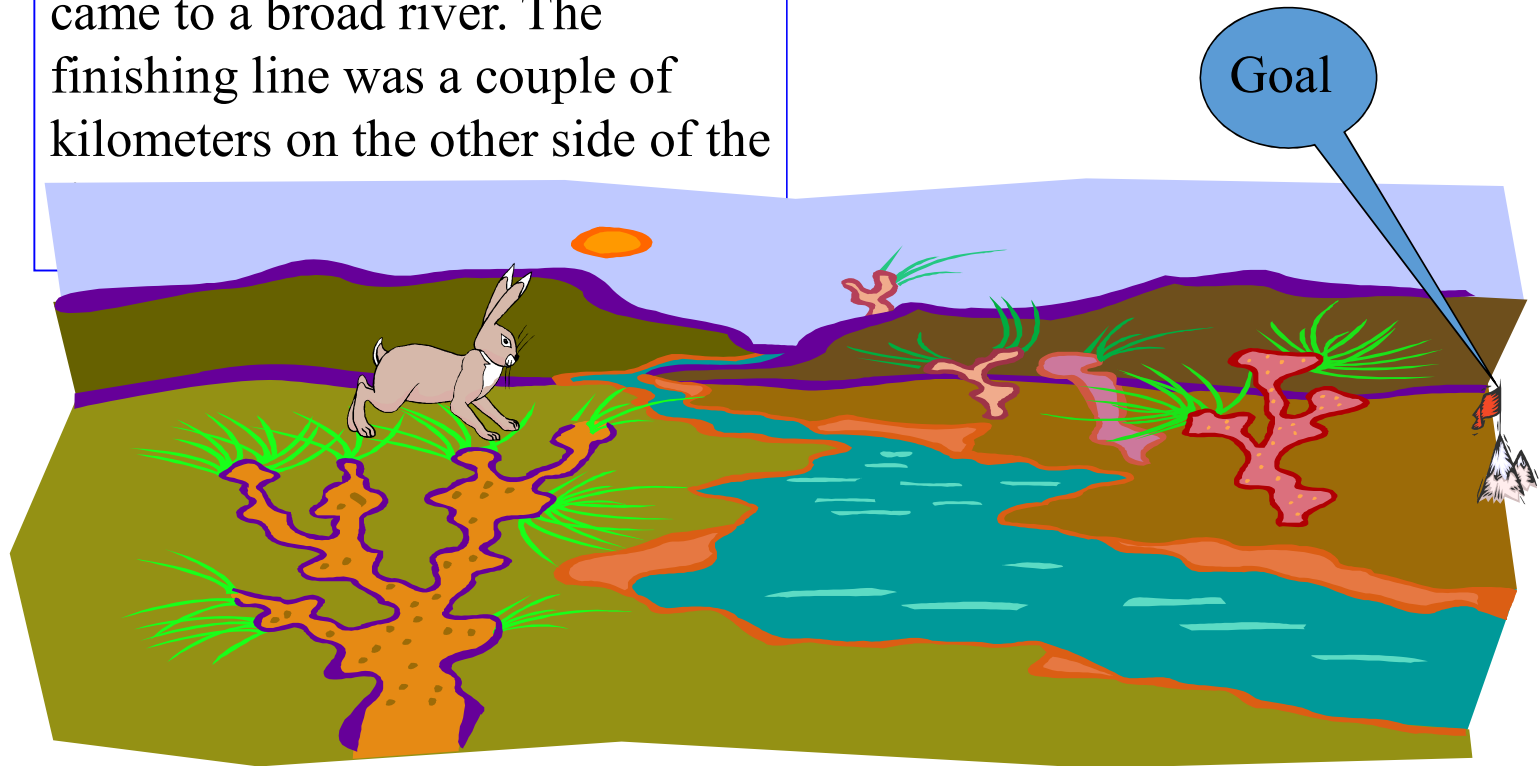


He thought for a while,
and then challenged
the rabbit to another
race, but on a slightly
different route.
The rabbit agreed.

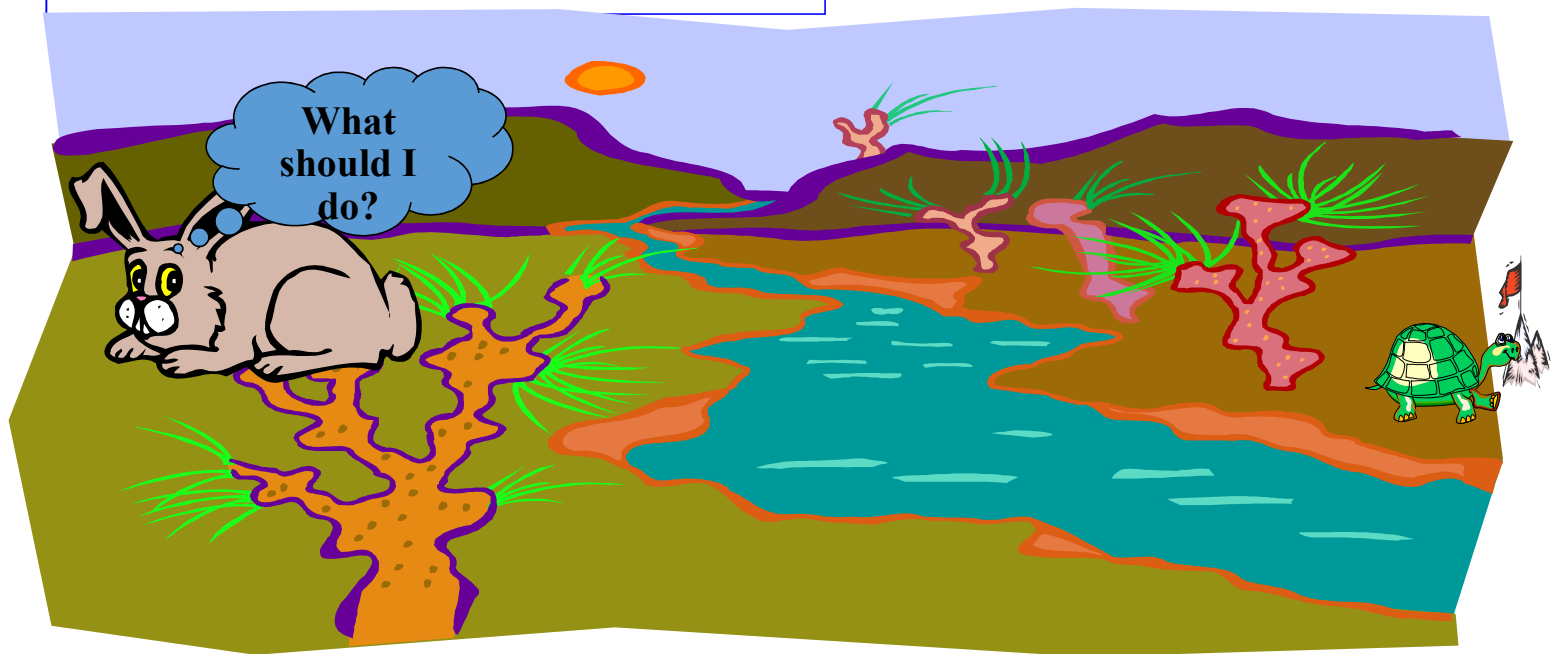
Can we have another race?
This time we'll go
through a different route.



They started off. In keeping with his self-made commitment to be consistently fast, the rabbit took off and ran at top speed until he came to a broad river. The finishing line was a couple of kilometers on the other side of the



The rabbit sat there wondering what to do. In the meantime the tortoise trundled along, got into the river, swam to the opposite bank, continued walking and finished the race.



The moral of the story?

First identify your core competency and then change the playing field to suit your core competency.

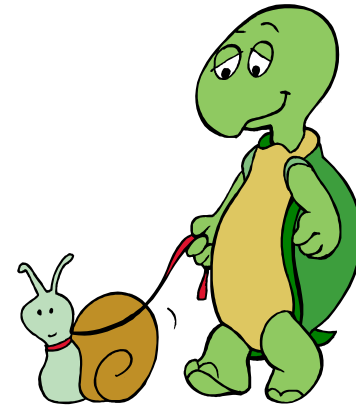
In an organization, if you are a good speaker, make sure you create opportunities to give presentations that enable the senior management to notice you.

If your strength is analysis, make sure you do some sort of research, make a report and send it upstairs.

Working to your strengths will not only get you noticed, but will also create opportunities for growth and advancement.

The story still hasn't ended ...

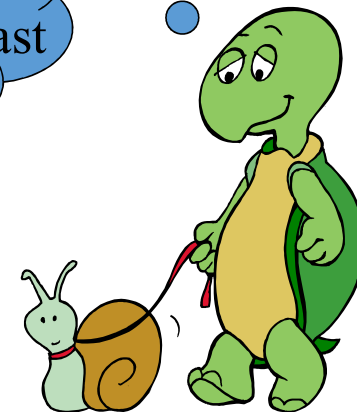
The rabbit and the tortoise, by this time, had become pretty good friends and they did some thinking together. Both realized that the last race could have been run much better.



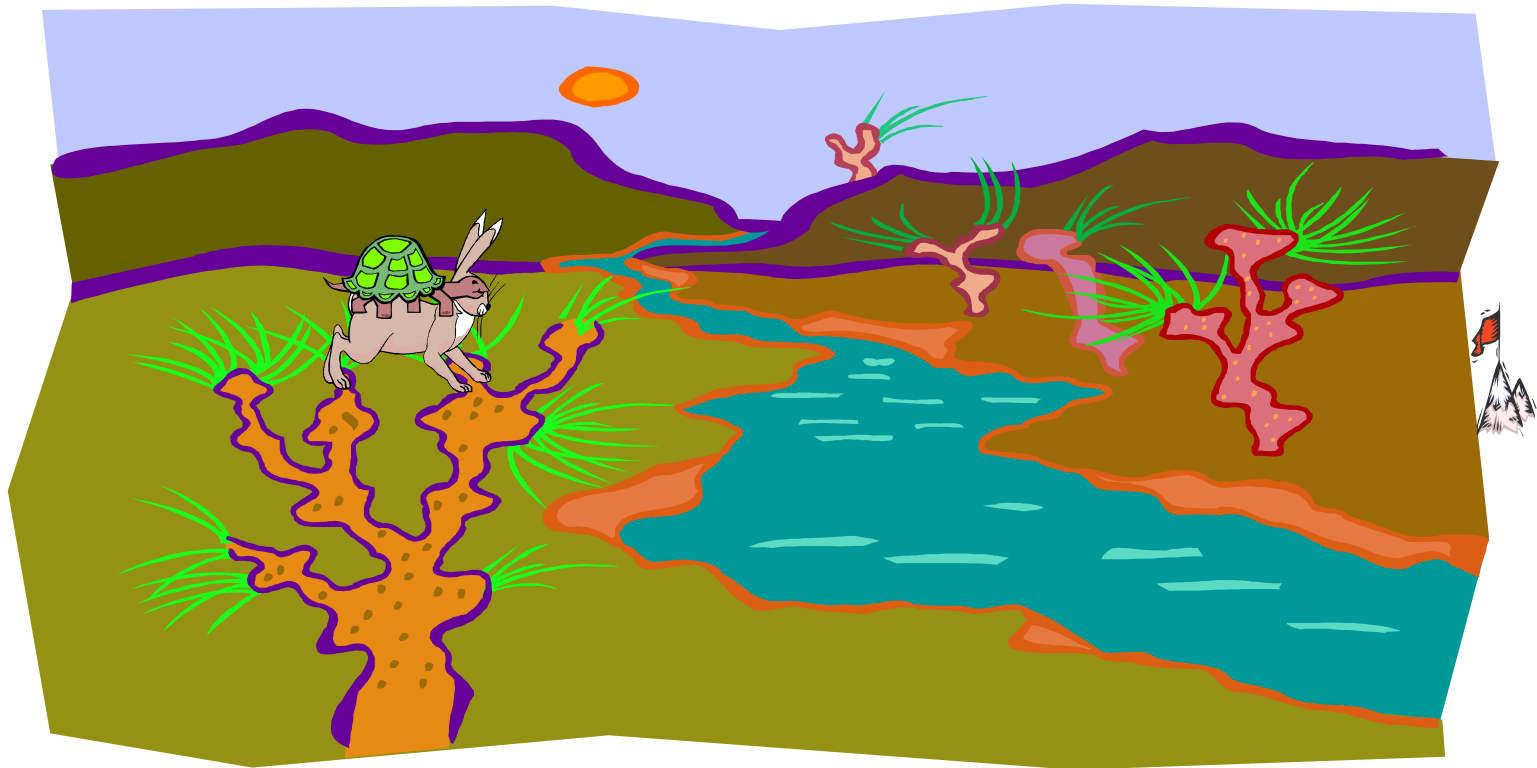
So they decided to do the last race again, but to run as a team this time.

Great! I think we could do it much better, if we two help each other.

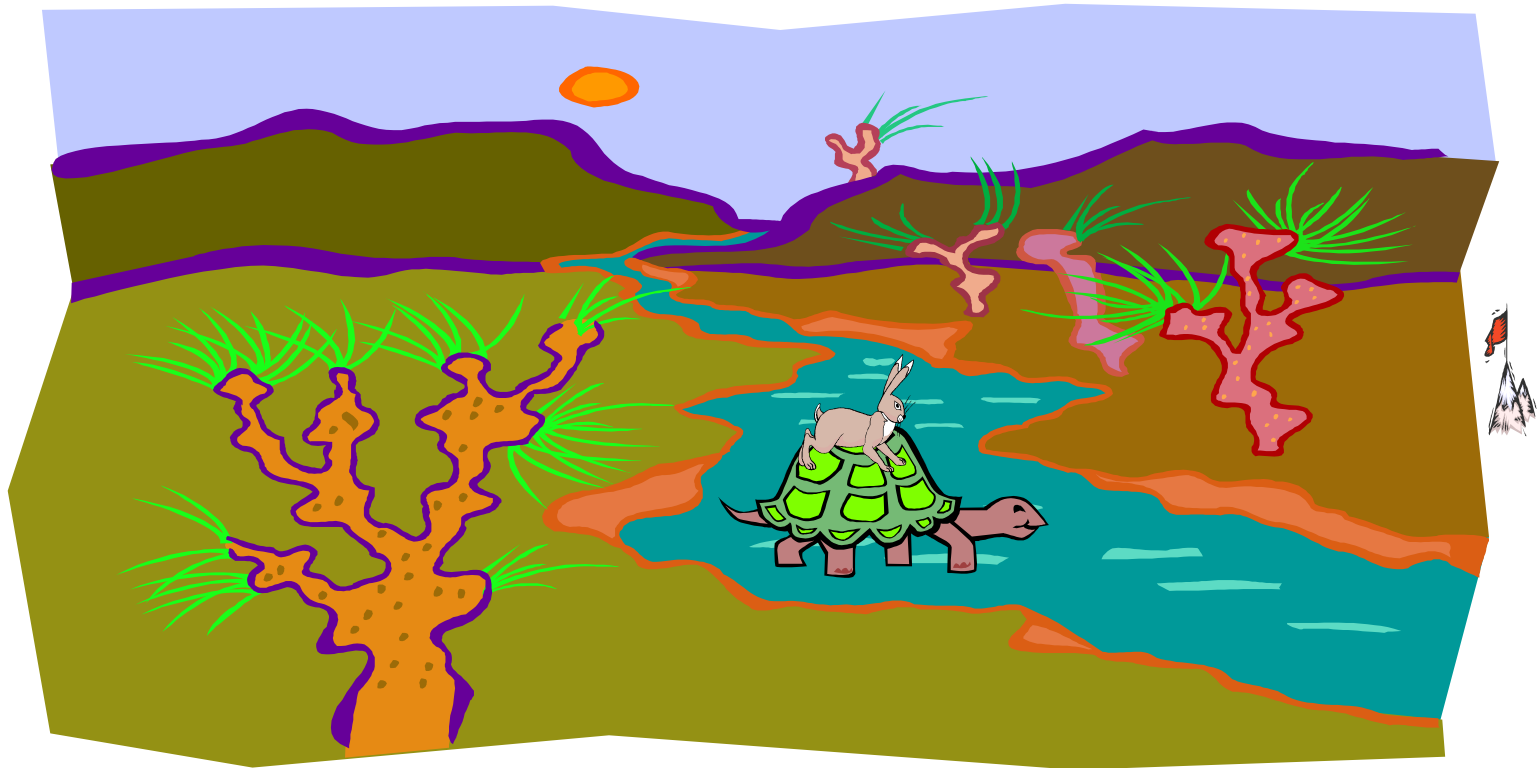
Hi, buddy. How about doing our last race again?



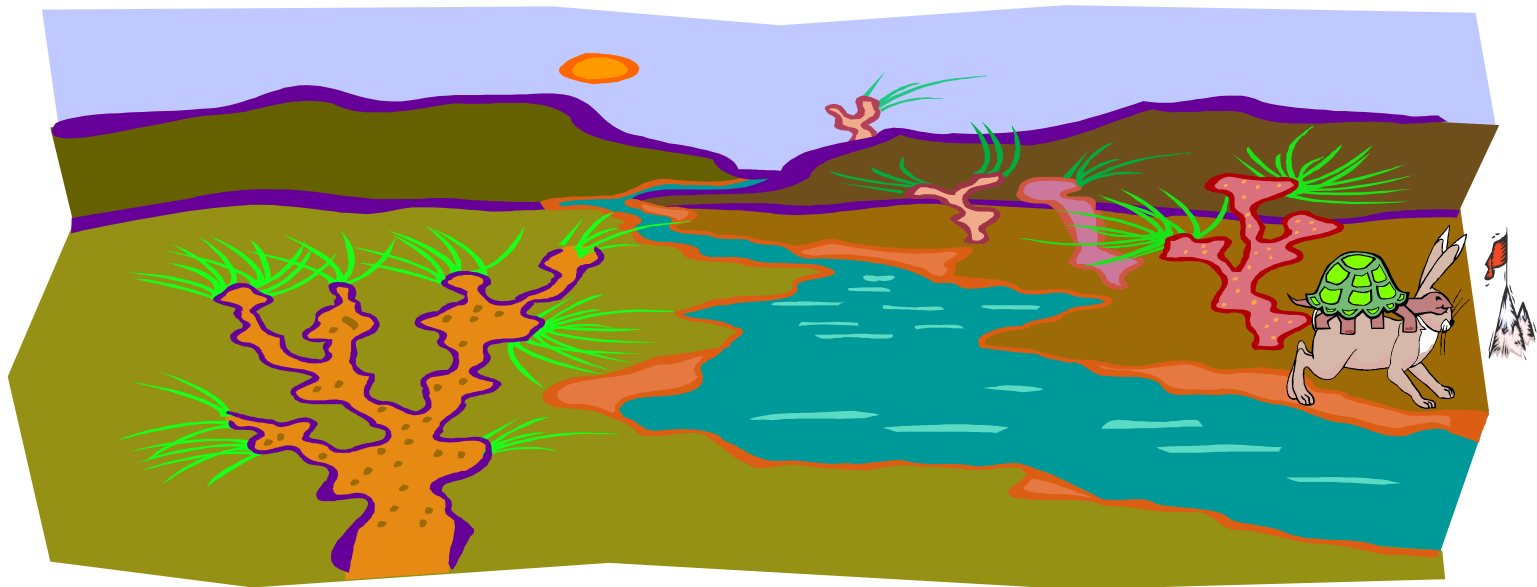
They started off, and this time the rabbit carried the tortoise till the riverbank.



There, the tortoise took over and swam across with the rabbit on his back.



On the opposite bank, the rabbit again carried the tortoise and they reached the finishing line together. They both felt a greater sense of satisfaction than they'd felt earlier.



The moral of the story?

It's good to be individually brilliant and to have strong core competencies; but unless you're able to work in a team and harness each other's core competencies, you'll always perform below par because there will always be situations at which you'll do poorly and someone else does well.

Teamwork is mainly about situational leadership, letting the person with the relevant core competency for a situation take leadership.

There are more lessons to be learnt from this story.

Note that neither the rabbit nor the tortoise gave up after failures. The rabbit decided to work harder and put in more effort after his failure. The tortoise changed his strategy because he was already working as hard as he could.

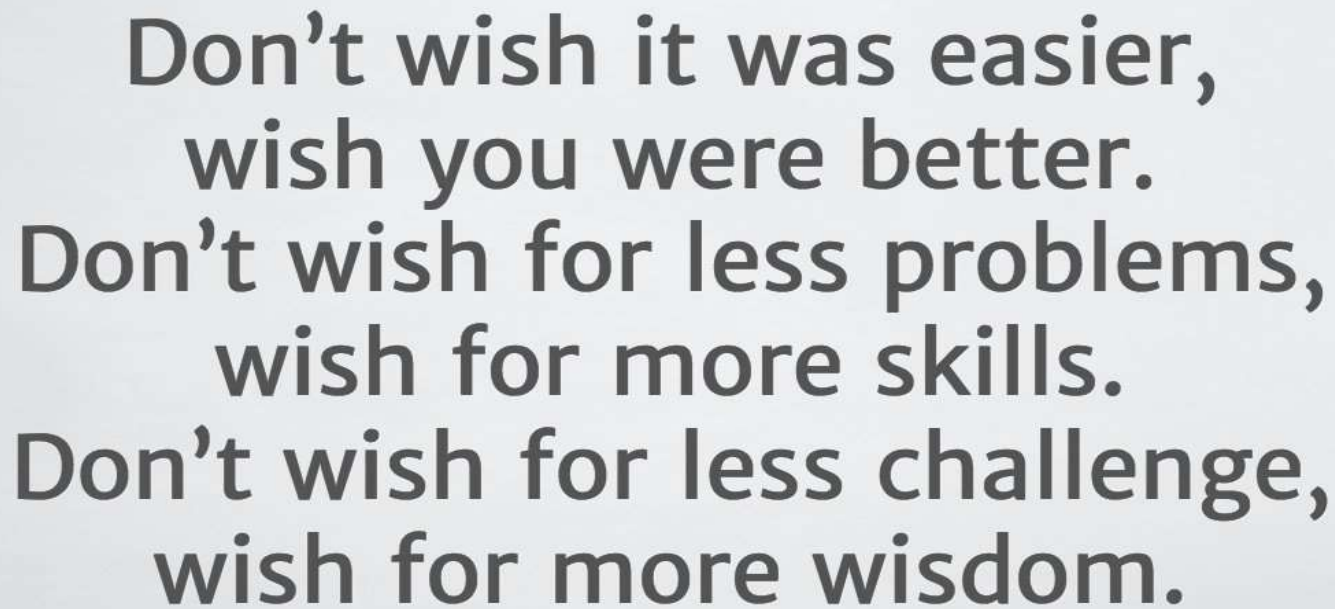
In life, when faced with failure, sometimes it is appropriate to work harder and put in more effort. Sometimes it is appropriate to change strategy and try something different. And sometimes it is appropriate to do both.

The rabbit and the tortoise also learnt another vital lesson. *When we stop competing against a rival and instead start competing against the situation, we perform far better.*

To sum up, the story of the rabbit and tortoise teaches us many things:

- ✚ *Never give up when faced with failure*
- ✚ *Fast and consistent will always beat slow and steady*
- ✚ *Work to your competencies*
- ✚ *Compete against the situation, not against a rival.*
- ✚ *Pooling resources and working as a team will always beat individual performers*

Let's go and build stronger teams!



Don't wish it was easier,
wish you were better.
Don't wish for less problems,
wish for more skills.
Don't wish for less challenge,
wish for more wisdom.

- JIM ROHN

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THANK YOU

DAO

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