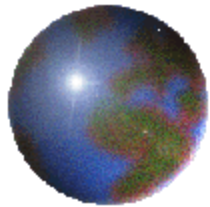




***LEADERSHIP IS AN  
ATTITUDE***



**WELCOME**

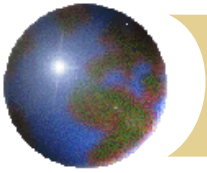
**RODNEY VANDEVEER**



# *Workshop Objective*

- ✦ This workshop will explore the positive relation between a leader and a positive attitude in the workplace.
- ✦ Six quick attitude adjustment techniques will be shared.
- ✦ Learn the four magic insights into positive attitudes.

**My/Our goal is to help leaders grow!**



- ❖ “To every man (person) there comes in his lifetime that special moment when he is figuratively tapped on the shoulder and offered the chance to do a very special thing, unique to him and fitted to his talent; what a tragedy if that moment finds him unprepared or unqualified for the work which would be his finest hour.”

Winston Churchill

Copyright 2015, Vandever

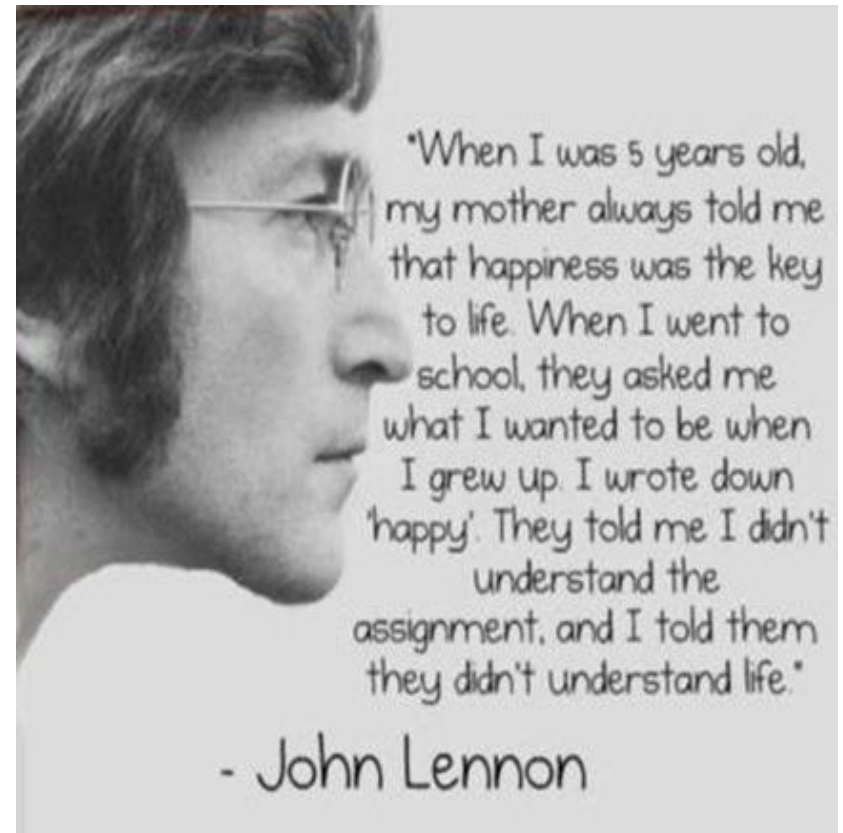


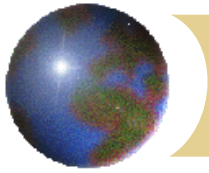
# *Why are we here?*

✦ To learn

✦ To have fun

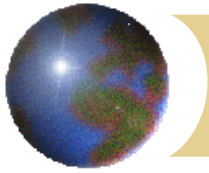
✦ To make a difference





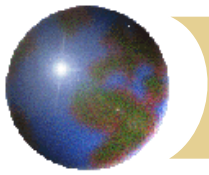
## *One additional point*

$$\begin{array}{r} \text{Information} \\ + \text{Application} \\ \hline = \text{Transformation} \end{array}$$



## *What will be your take-aways?*

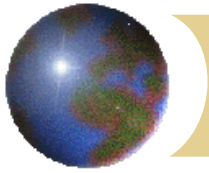
- ✚ Capture some “take-aways” from our session.



# *Leadership*

- How many consider themselves a leader?





# *Leadership Defined*

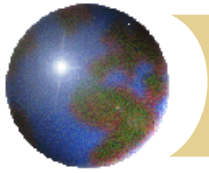
- ✦ We know it when we see it (leadership); so, if you would, define leadership for me!
  
- ✦ Leadership is . . . (Define it for me)





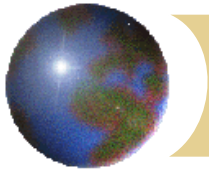
## *Leadership is. . .*

1. The **art** and **science** of getting the job **done** through the **willing efforts** of others.
2. The **catalyst** that **transforms** potential into a new reality **creating** positive results.



# *Leadership*

- How did you acquire your leadership skills?
- Are there people that just don't get it and cannot demonstrate leadership?

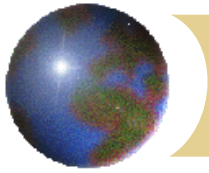


# *Leadership*

- Were you born with this “natural ability?”
- Or, did you learn this skill from someone?

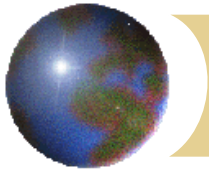


- ✦ Are there traits you feel leaders might have that non-leaders do not?
- ✦ From you personal experience, what might be some traits that contribute to effective leadership? (Discuss with neighbor and generate a list of traits)

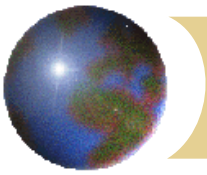


# *Leadership*

- ❖ The evidence suggests that traits do matter and influence one's leadership ability.
- ❖ Six traits have been identified that it seems all leaders have.



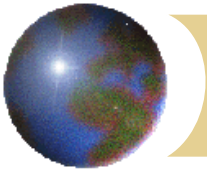
- ✦ Let's see what they are. . .
- ✦ As we go through these, ask yourself,  
***"How much of each one of these do I demonstrate?"*** and  
***"How might I enhance and go this trait?"***



# *Leadership*

- ☀ **Drive** – energy, enthusiasm, excitement, ambition, initiative, achievement, tenacity. . .



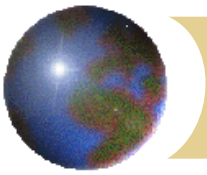


# *Leadership*

- ✚ Drive
- ✚ **Desire to Lead** – leadership motivation, personalized power, wants to be out in front, willing to take risks







# *Leadership*

- ⊕ Drive
- ⊕ Desire to Lead
- ⊕ **Honesty and Integrity**
  - ⊞ Would you follow someone you don't trust?
  - ⊞ Create an environment on trust and integrity





# *Leadership*

- ✦ Drive
- ✦ Desire to Lead
- ✦ Honesty and Integrity
- ✦ **Self Confidence** – they project self assurance, emotional stability and determination

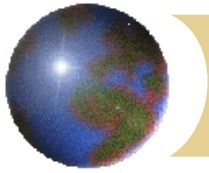




# *Leadership*

- ✦ Drive
- ✦ Desire to Lead
- ✦ Honesty and Integrity
- ✦ Self Confidence
- ✦ **Cognitive Ability/Intelligence** – above average in intelligence

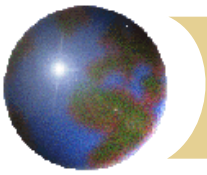




# *Leadership*

- ✦ Drive
- ✦ Desire to Lead
- ✦ Honesty and Integrity
- ✦ Self Confidence
- ✦ Cognitive Ability/Intelligence
- ✦ **Knowledge of the Job**





# *Leadership*

✦ I believe we need to add one more, and that is:

▣ **An attitude** – An attitude for Leadership.





# *Attitudes are all in our genes*

BY TANIS TAYLOR, LONDON, *METRO*

ATTITUDES to weighty ethical issues such as abortion and the death penalty are partly determined by genes, say researchers.

It used to be thought that beliefs were wholly learned from parents, friends, teachers and the cultural environment in which a person lives.

But scientists changed their minds after studying 360 pairs of identical and non-identical twins.

They were asked for their views on 30 issues – and 26 of them appeared to be under some inherited influence.

Genes appeared to have the most power in three broad areas. One included views on abortion, voluntary euthanasia, the death penalty and organized religion.

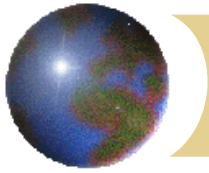
Another covered attitudes towards making racial discrimination illegal, open-door immigration policies and ‘getting on well’ with others.

The third area covered beliefs on different aspects of ‘athleticism’ such as organized sport and exercise.

Intellectual pursuits such as reading, doing crossword puzzles and playing chess involved the smallest influence, and four subjects – separate roles for men and women, playing bingo, easy access to birth control and being assertive – appeared to have no link.

The researchers, led by Dr. James Olson from the University of Western Ontario, wrote: ‘A person with inherited physical abilities, such as good co-ordination and strength, might be more successful at sports than less athletically inclined individuals, resulting in the more athletic person developing favorable attitudes towards sports.’

However, the scientists pointed out that the most powerful influences on twins came from the unique individual experiences.



# *What are attitudes?*

✚ What are attitudes?

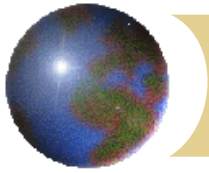
✚ How might you describe an attitude?



## *What are attitudes?*

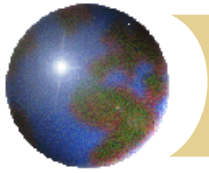
- ⊕ Attitudes are **feelings** and **beliefs** that largely determine how people will perceive their environment and it is one's attitude that will eventually lead to a **behavior** and **action**.



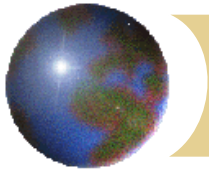


*How might ones attitude  
impact leadership and  
followership?*

*Describe a situation where you  
have seen this attitude /  
behavior relationship.*

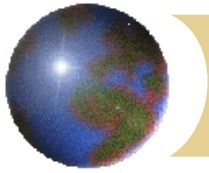


- ✚ Just as a note, “followers give you the right to lead them.”
- ✚ And if don't do a good job, what can they do?



# *Attitudes and Leadership*

- ✦ As leaders, it is our **actions, feelings** and **moods** that determine the actions, feelings and moods of others!
  
- ✦ Would you agree?



# *Attitude*

 **How many in here have an  
ATTITUDE?**

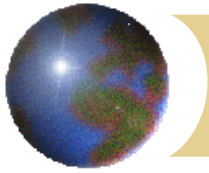


*Attitude*

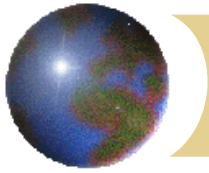
*possible video*

# **Who controls your attitude?**





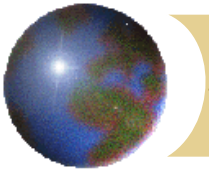
## I'm Sorry - See Like That



# *Attitude*

❖ **Who should** control your attitude?

❖ **As leaders,** who controls your attitude?



# *Attitude*

**✦ Let's find out. Let's do an  
Attitude Survey!!**





# *Attitude Adjustment Scale*

## *Instructions*

- ✚ Please rate your current attitude. Read the statement and circle the number where you feel you belong. If you circle a 10, you are saying your attitude could not be better in this area. If you circle a 1, you are saying it could not be worse. ***BE HONEST.***



## *Attitude Adjustment Scale*

- ❖ 1. If I were to guess, my feeling is that my boss would currently rate my attitude as a:
  - ❑ Low 1 2 3 4 5 6 7 8 9 10 High
  
- ❖ 2. Given the same chance, my co-workers would rate my attitude as a:
  - ❑ Low 1 2 3 4 5 6 7 8 9 10 High



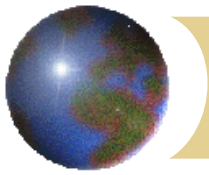
## *Attitude Adjustment Scale*

❖ 3. Realistically, I would rate my current attitude as a:

❖ Low 1 2 3 4 5 6 7 8 9 10 High

❖ 4. In dealing with others, I believe my effectiveness would rate a:

❖ Low 1 2 3 4 5 6 7 8 9 10 High



## *Attitude Adjustment Scale*

- ✚ 5. My current creativity level is a:
  - ▣ Low 1 2 3 4 5 6 7 8 9 10 High
  
- ✚ 6. If there were a meter that could gauge my sense of humor, I believe it would read close to a:
  - ▣ Low 1 2 3 4 5 6 7 8 9 10 High



## *Attitude Adjustment Scale*

✚ 7. My recent disposition – the patience and sensitivity I show to others – deserves a rating of:

▣ Low 1 2 3 4 5 6 7 8 9 10 High

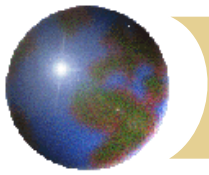
✚ 8. When it comes to not allowing little things to bother me, I deserve a:

▣ Low 1 2 3 4 5 6 7 8 9 10 High



## *Attitude Adjustment Scale*

- ❖ 9. Based upon the number of compliments I have received lately, I deserve a:
  - ❖ Low 1 2 3 4 5 6 7 8 9 10 High
  
- ❖ 10. I would rate my enthusiasm towards my job and life during the past few weeks as a:
  - ❖ Low 1 2 3 4 5 6 7 8 9 10 High



## *Attitude Adjustment Scale*

- ✚ A score of 90 or over is a signal that your **attitude is 'IN TUNE' and no adjustment seems necessary.**





## *Attitude Adjustment Scale*

- ✚ A score between 70 and 90 indicates that **MINOR adjustments** may help.



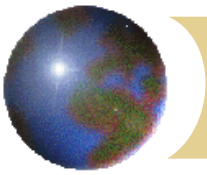




## *Attitude Adjustment Scale*

- ✚ A rating between 50 and 70 suggests a **MAJOR adjustment** is needed.



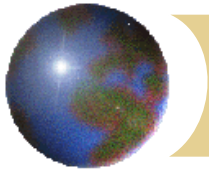


# *Attitude Adjustment Scale*



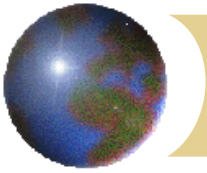
If you  
rated  
yourself  
below 50,  
a  
**COMPLETE  
OVERHAUL**  
is required.





## *Leadership and Attitude*

- ✚ Can we agree that **it is our attitude, as the leader,** that often determines the success and effectiveness of our groups and successful completion of tasks?



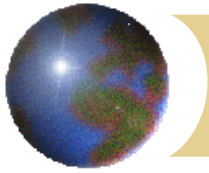
## *Leadership and Attitude*

- ✚ If so, then we need to explore attitude as a point of leadership.



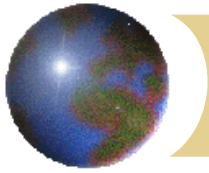
# *Leadership and Attitude*

- ✚ Attitude is a **mental set** that affects how a person will view something – a belief.
- ✚ Attitude is the way we often choose to **communicate** our moods to others.



## *Attitude Adjustments*

- ✦ Share **six** attitude adjustments you may want to consider that can impact your career and your personal life.

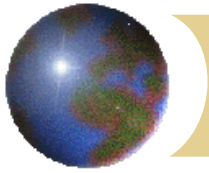


# *Attitude Adjustment - #1*

## ❖ **Employ the Flipside Techniques – Use Humor**

- ❖ The more you learn to develop your sense of humor, the more positive you will become.



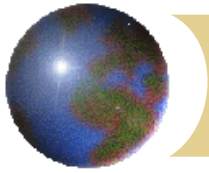


## *Attitude Adjustment - #2*

- ❖ **Play your WINNERS**
  - Don't go broke trying to promote the losers. Think and talk about your winners. Reward yourself by enjoying winners.



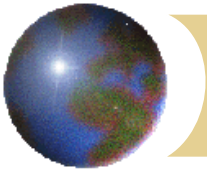




## *Attitude Adjustment - #3*

✚ **SIMPLIFY! SIMPLIFY!!**

- ▣ Unused and unappreciated possessions – get rid of them.



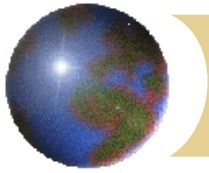
## *Attitude Adjustment - #3.2*

- ❖ **Too many involvements** – you are generous with your time but sometimes one over commits and your efforts become counter-productive.



## *Attitude Adjustment - #3.3 & 3.4*

- ❑ Some misguided individuals devote too much time and energy to their careers; they leave their home life in shambles. **Gain balance.**
- ❑ **“Throw out” the negatives** that enter your lives. Don't procrastinate and keep these distractions around.



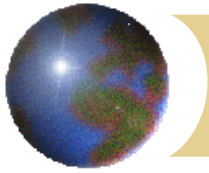
## *Attitude Adjustment - # 3 (continued)*

- ❏ Friends who are negative need to be eliminated from our daily lives as a means to protect our attitude.



## *Attitude Adjustment - #4*

- ✚ **Give your Positive Attitude to Others.** Be positive around others. More often than not, when working with others they will give to you your level of expectation; therefore, you must think, act, talk and conduct your business as the person you want to become.



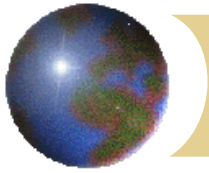
## *Attitude Giveaway*

- ✦ Select three (3) from your list and complete within the next 48 hours.



## *Attitude Challenge – Commit to 3*

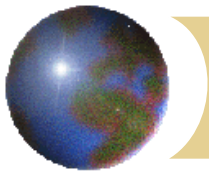
- ✚ Going out of my way to visit friends who may be having trouble with their attitude.
- ✚ Being positive around those whom I have daily contact.
- ✚ Transmitting my positive attitude to others whenever I use the telephone.



## *Attitude Challenge – Commit to 3*

- ✚ Sharing my positive attitude by sending or taking items such as cards or flowers to those I care about.
- ✚ Sharing my sense of humor through more teasing, telling jokes or using the flipside technique.
- ✚ Being sensitive as a listener so others can regain their positive focus.





## *Attitude Challenge – Commit to 3*

- ❖ Laughing more so my attitude will be infectious and others will pick it up.
- ❖ Communicating my attitude through upbeat conversations, paying compliments to others, etc.
- ❖ Giving my attitude to others by setting a better example as a positive leader.



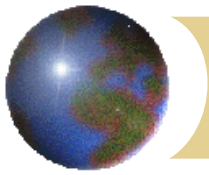
## *Attitude Adjustment - #5*

- ✚ **Look Better to Yourself:**  
Self-improvement of any kind should be applauded. The connection between a good self-image and a positive attitude cannot be ignored.



## *Attitude Adjustment - #6*

- ✚ **Clarify your Mission:** An individual with a purpose is more apt to have a positive attitude than someone without direction. A mission in life provides direction.
- ✚ *Take charge of your own destiny. If you don't; someone else will.*



# *Leadership is an Attitude*

“The longer I live, the more I realize the impact of attitude on life. Attitude, to me, is more important than facts. It is more important than the past, than education, than money, than circumstances, than failures, than successes, than what other people think or say or do. It is more important than appearance, giftedness, or skill. It will make or break a company...a church...a home. The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day. We cannot change the inevitable. We cannot change our past. We cannot change the fact that people will act in a certain way. The only thing we can do is play on the one string we have and that is our attitude. I am convinced that life is 10 percent what happens to me and 90 percent how I react to it. And so it is with you, we are in charge of our ATTITUDES.”

Charles Swindoll



# *Leadership and Attitude*

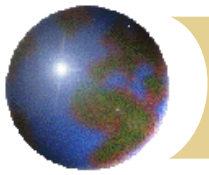
- ✚ Don't underestimate the benefits of your positive attitude:
  - Positive People Live Longer – In a study of nuns, those that regularly expressed positive emotions lived on average 10 years longer. (*The Nun Study*)
  - Positive work environments outperform negative work environments. (*Daniel Goleman*)
  - Positive, optimistic sales people sell more than pessimistic sales people. (*Martin Seligman*)



- ✦ Positive leaders are able to make better decisions under pressure. (*Heartmath.org*)
- ✦ Marriages are much more likely to succeed when the couple experiences a 5 to 1 ratio of positive to negative interactions whereas when the ratio approaches 1 to 1, marriages are more likely to end in divorce. (*John Gottman*)
- ✦ Positive people who regularly express positive emotions are more resilient when facing stress, challenges and adversity. (*Several Studies*) .



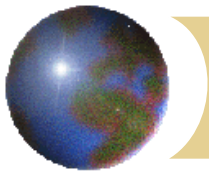
- ✦ Positive people are able to maintain a broader perspective and see the big picture which helps them identify solutions where as negative people maintain a narrower perspective and tend to focus on problems. (*Barbara Fredrickson*)
- ✦ Positive thoughts and emotions counter the negative effects of stress. For example, you can't be thankful and stressed at the same time. (*Several Studies*)
- ✦ Positive emotions such as gratitude and appreciation help athletes perform at a higher level. (*Heartmath.org*)



## *Don't underestimate the benefits of your positive attitude:*

- ⊕ Positive people have more friends, which is a key factor of happiness and longevity. (*Robert D. Putnam*)
- ⊕ Positive and popular leaders are more likely to garner the support of others and receive pay raises and promotions and achieve greater success in the workplace. (*Several Studies*)





## *Don't underestimate the benefits of your positive attitude:*

- ⊕ People reach their personality potential when they have a positive attitude.
- ⊕ Individuals are more creative when they are positive.
- ⊕ A positive attitude releases the enthusiasm stored up inside individuals; as a result, they have more confidence as leaders.

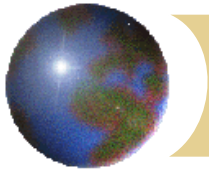


# *Leadership is an Attitude*

## ✦ **ATTITUDE:**

✦ “The greatest discovery of my generation is that a human being can alter his life by changing his attitude.”

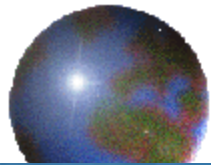
William James



## *Scott Hamilton – Cancer Crusader*

☉ “The only true disability in life is a bad attitude.”

Reference: AARP Magazine, Feb 2010, p. 35



# *Attitudes are Magic*





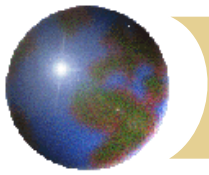
## *Attitudes are Magic*

- ✚ **FIRST:** It is **your attitude** at the beginning of a difficult task that, more than anything else, will bring about its successful outcome.



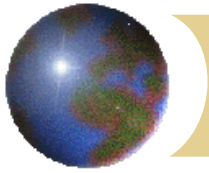
# *Attitudes are Magic*

- ❖ **SECOND: Your attitude toward others** determines their attitude toward you. Simple cause and effect. We are all interdependent. So it is with life. We simply get back what we put out. The success we achieve in life will depend largely on how we relate to others; thus, it could be said that *it is our attitude toward life that determines life's attitude toward us.*



## *Attitudes are Magic*

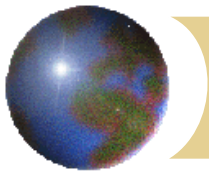
- ✚ THIRD: Worth repeating – Before you can achieve the kind of life you want, you must **think, act, talk, and conduct yourself in all your affairs as would the person you will become.** Keep a mental picture of that person before you as often as you can during the day.



## *Attitudes are Magic*

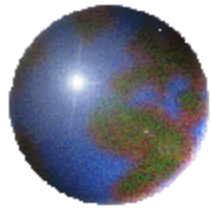
- ❖ **FOURTH:** Remember that the higher you go in any organization of value, the better the attitudes you will find. And that a great attitude is not the result of success; rather **success is the result of a great attitude.**



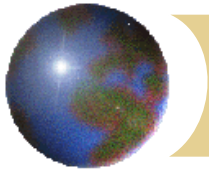


## *Leadership is an Attitude*

- ✚ As you implement your choices, remind yourself that the more you give your positive away; the more positive it will remain.



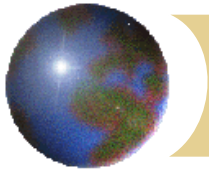
*Let's put this to work!!!*



## *Attitude Problem – Case #1*

**“I don’t think I have a problem. You are just overreacting!”**

- ❏ You are counseling these employees/managers about their attitude problems. How would you respond to their emotional reactions?



## *Attitude Problem – Case #2*

**“I’ve been having a tough time at home. I’d think you’d at least be able to show a little understanding.”**

- ❏ You are counseling these employees/managers about their attitude problems. How would you respond to their emotional reactions?



## *Attitude Problem – Case #3*

**“If you didn’t treat me so unfairly, I wouldn’t have so many problems.”**

- ❏ You are counseling these employees/managers about their attitude problems. How would you respond to their emotional reactions?



## *Attitude Problem – Case #4*

**“If you knew how to do your job better none of us would have problems – you’re the real cause.”**

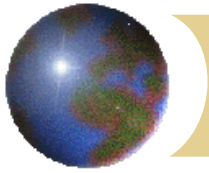
- ❏ You are counseling these employees/managers about their attitude problems. How would you respond to their emotional reactions?



## *Attitude Problem – Case #5*

**“I would think you and the rest of the managers should do everything you can to make us happy? You just aren’t listening to us!”**

- ❏ You are counseling these employees/managers about their attitude problems. How would you respond to their emotional reactions?

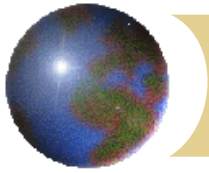


## *Attitude Problem – Case #6*

**“You know, boss, you’ve told me to stay positive but all you do is complain and tell me how bad things are. You know you should give us a little slack!”**

- ❑ You are counseling these employees/managers about their attitude problems. How would you respond to their emotional reactions?

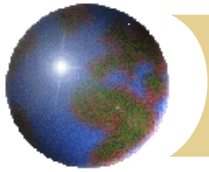




## *Attitude Problem – Case #7*

**“The last attitude survey produced no changes. Why should I support your ideas now?”**

- ❏ You are counseling these employees/managers about their attitude problems. How would you respond to their emotional reactions?



## *Attitude Problem – Case #8*

**“Yes, Boss, I admit I have made a mistake to two, but I’m human. You need to admit you’ve screwed up as much or more than I have. Why are you picking on me?”**

- ❏ You are counseling these employees/managers about their attitude problems. How would you respond to their emotional reactions?



## *Attitude Problem – Case #9*

**“The last program lasted a month, the one before that lasted a month and now you’re asking me to support you in the latest `fad of the month.’  
Why?”**

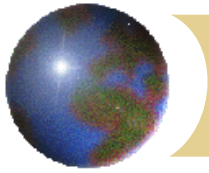
- ❖ You are counseling these employees/managers about their attitude problems. How would you respond to their emotional reactions?



## *Attitude Problem – Case #10*

**“Come on Boss, your complaining at us won’t help solve anything thing. You just need to go tell the top-dogs to get their crap straight!”**

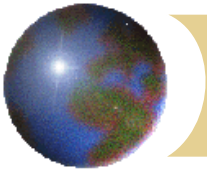
- ❖ You are counseling these employees/managers about their attitude problems. How would you respond to their emotional reactions?



# *Our goals today*

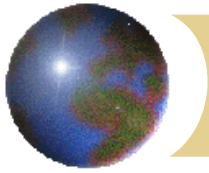
- ✚ To Learn
- ✚ To have fun
- ✚ To make a Difference (a positive difference)

✚ W. Edwards Deming



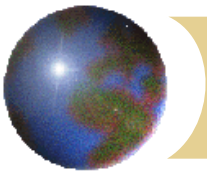
# Remember Jerry!





**LEADERSHIP IS  
AN ATTITUDE!**

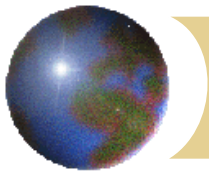
**AND IT IS YOUR CHOICE  
HOW YOU WILL LEAD!**



*Thank you*







# *Let's take a Break!!!*

