Dealing with negative people *but not* becoming negative yourself!

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Why are we here?

Negative people are *tremendous* energy drainers!

Can we learn how to *deal effectively* with negativism?

Can we increase our *own positive approach* to people and everyday life challenges?

What happens when we increase the *positive energy* and *atmosphere* of an organization and its employees.
Characteristics of negative people

**Basic Information and Realities**

- What does a person see? Hope and possibilities … or just the opposite?
- You cannot make negative people happy!
- Five realities about negativism:
Five realities about negativism:

Reality #1
Difficult people exist in all areas of life. They cause problems for anyone who comes in contact with them.

Reality #2
You cannot change negative people, they can only change themselves. Set the stage and the environment for them to change and support/reinforce them.
Five realities about negativism:

Reality #3
Understanding *what makes negative people tick* helps to reduces your stress and increases your ability to change.

“A bit of insight produces calmness and relaxation.”

Reality #4
There is *no single way to deal with negative people*. People look at life differently and react to situations differently.
Five realities about negativism:

Reality #5
We oftentimes believe we will only be happy if the other person changes. You will be happy (and positive) when you get control of yourself not others.

Stop giving control of yourself to someone else!
What about positivity?

1. UNDERSTAND THE CONCEPT OF *POSITIVITY*

- **Humor** is a feeling of joy, light-heartedness.

- **Laughter** is a physical act as a result of something we perceive as funny.

- **Positivity runs deeper**. It consists of a whole range of positive emotions embedded deep inside us such as joy, hope, gratitude, appreciation, love, inspiration, compassion, interest, pride, etc.
What about positivity?

1. FIRST, YOU NEED TO UNDERSTAND THE CONCEPT OF POSITIVITY

- **Scientific research** in Barbara Fredrickson’s book, *Positivity*.

- **Positivity** matters, and it especially matters in **trying times**.

- **Positivity broadens your mind**, builds your best future, and fuels your ability to bounce back from adversity.
What about positivity?

Can you think of some positive questions to ask yourself?

Positive thoughts?

Take a moment to discuss with someone nearby.
What about positivity?

Positive Questions

• What’s good about my job?
• What’s good about my family? What’s good about where I live?
• What’s good about my commute to work? What’s good about my spouse or good friend? What’s good about today?
• What can I celebrate?
• What’s going right for me right now?
• What’s right here?
What about positivity?

• 30 scientific studies that show that positivity increases the life span of terminally ill patients by 5 to 10 years.

• Positivity alters your brain

• Positivity = Broadened mind

• Changes the way you interact

• Managers with greater positivity are more accurate and effective which increases employee productivity.

• Managers with greater positivity infect their work groups with more teamwork and self-satisfaction.
What about positivity?

Can you list some positive emotions? Ask your partner.

Positive Emotions:
Hope
Compassion
Love
Gratitude
Joy
Inspiration
Humor
Serenity
Pride
Awe
Interest
What about positivity?

2. DEVELOP A POSITIVE VISION:

Do you see hope and possibilities, or just the opposite?

What you see in your mind’s eye is what you get.

Oh my God... I'm Flying!!!
What about positivity?

3. CREATE AN **EMOTIONAL BANK**

![Diagram showing emotional bank with arrows to compliments, putting the other person first, gratitude, and listening.](image-url)
What about positivity?

3. Create an *emotional bank*

List the people you know that are a positive person and have a positive influence on your life:

________________________________________

________________________________________

________________________________________

________________________________________

________________________________________

________________________________________
What drives negativity?

4. **THE PSYCHOLOGY OF NEGATIVISM:**

- **Negativism:**
  - … gets more attention than the positive
  - … is reinforced by attention
  - … is all about how the person sees the world

- **Garbage in, Garbage out!!**
  - … whatever you put is all that can come out
  - … angry, greedy, poor me thoughts cannot produce a positive mindset and enjoyable life
  - … in order to change, change your thoughts
What drives negativity?

4. THE PSYCHOLOGY OF NEGATIVISM:

What do negative people depend upon to get what they want?

- Attention
- Fear
- Guilt
- Intimidation
- Sense of Power
- Drama
- Response
- Momentary high
- Cynicism
What can we do?

5. HANDLING & TOLERATING NEGATIVE PEOPLE

TAKE A COUPLE MINUTES AND DISCUSS SOME WAYS YOU THINK A PERSON CAN HANDLE NEGATIVE PEOPLE.
What can we do?

5. HANDLING & TOLERATING NEGATIVE PEOPLE

• Don’t get sucked in!
• Set boundaries, walk your own path
• Reframe a “–” to a “+”
• Beware of too much attention
• Develop compassion & empathy
• Practice forgiveness and letting go
• Don’t try to solve their problems
• They have a right to be miserable but I choose not to!
What can we do?

6. LEADERSHIP
SURROUND NEGATIVE PEOPLE WITH POSITIVE PEOPLE

BE A POSITIVE ROLE MODEL

DO WHAT YOU SAY YOU ARE GOING TO DO

BE PERSISTENT AND SLOWLY CHANGE THE CULTURE

BE COMPASSIONATE AND REWARD POSITIVENESS

CHANGE YOURSELF FIRST THEN THE ORGANIZATION

BE INFECTIONOUS WITH POSITIVITY
What can we do?

7. CHANGE COMPLAINERS – CRITICIZE EFFECTIVELY

- Greet them positively
- Deep breaths and stay relaxed
- Allow the complainer to let off steam
- Listen actively and take notes.
- Try to empathize not sympathize with the criticizer.
- Reframe – look for agreement and redirect into a positive
- Tell people what you will do. Do not tell them what you won’t do.
- Don’t make excuses.
- Maintain a positive/supportive demeanor. Thank complainers for sharing their concerns.
A COUPLE THOUGHTS TO PONDER…

When we see others as the enemy, we risk becoming what we hate. When we oppress others, we end up oppressing ourselves. *(Desmond Tutu)*

Most negative people do not realize they are negative.

Negative authority does not work on positive, informed people who enjoy their life.

The goal is not to avoid the negative; the goal is to look for and seek out the positive.
REFERENCES AND THANKS!

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Additional references available with the accompanying PDF.

Thanks, don’t worry and be happy!!