

Handling Negative People

Tips for Fostering a Positive Workplace

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In This Issue

Negativity and Stress

Persistent Negativity

Negativity and Problem Solving

What if YOU are the Negative One?

Dear Sarah:

This month's "Think Zink" is focused on creating a positive work place. And I want to be clear: I'm not talking about turning everyone into "suzy sunshine" or bobby bright".

The goal is to eliminate those negative attitudes and behaviors that drag the company down and put a kink in the mechanics of running a successful business. This newsletter has tips, tools and helpful ideas to make that possible.

Warm Regards,



Sarah Zink

P.S. Are you writing a newsletter and need some "snippets" of information? You are welcome to quote anything in this e-zine, provided you provide appropriate credit.



Nothing affects employee morale more than persistent negativity. Negativity saps the energy of your employees and your organization as a whole, and diverts critical attention from work and performance. Negativity can be present in the attitude, outlook, and talk of one department member, or through a group or department responding to a workplace decision or event.

At the holidays, and particularly in these critical times, workplace negativity can come from a sense of loss of control or confidence in ourselves and our environment. It can express itself in many ways, including increased absenteeism, workplace conflicts, decreased productivity and employee turnover.

I'm not saying that all should be "roses and rainbows", but I am saying that our focus should always be on what's going right, what's working, and how can we improve what's not working.

This is the time of year when negative attitudes combine with the stress of the holidays to create some impossible scenarios. This newsletter has some tips and hints to work with negative employees and co-workers and how to create a positive working environment. Enjoy!

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Negativity and Stress

You have more control than you think!

I want you to test a theory I learned in Tai 'Chi. You will need a friend to help you. Stand and hold out your arm; close your eyes and think of something positive - something that makes you happy and lifts your spirits. Have your friend try to push your arm down. NOW - keeping your eyes closed, think of something negative - something that makes you sad, or angry. Have your friend try to push your arm down again. The results are surprising, aren't they?

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Negativity and Problem Solving

You are in control of how you view problems.

Negative people let any size problem adversely affect how they handle the more important aspects of their lives, but positive thinkers cope well with small AND large problems.

When it comes to handling problems, it's a temptation to give in to negative emotions such as anger and frustration. Everyone experiences feelings of anger and fear, and everyone experiences problems. BUT - it's how we handle and overcome our problems that defines who we are.

As a leader (whether you are in charge or not), you don't have the luxury of attacking your co-workers or employees in a moment of anger or frustration. Furthermore, you DO NOT have the luxury of wearing your negative emotions on your sleeve. As a leader, when you come through the front door of your office, you are on stage. Show people what you're made of with how you handle problems.

Click [HERE](#) to schedule Sarah as a speaker for your next event.

What if YOU are the Negative One?

Although these steps may be simple, they aren't easy - but check yourself out to see if YOU are the problem.

Negative Habit - Do you find that you have more negative things to say than positive ones?

Positive Replacement - If it's not positive, evaluate why you are saying it - are you trying to solve a problem with the information, or are you just being negative? Frame your comment in a positive way.

Negative Habit - attacking co-workers when you are feeling stressed.

Positive Replacement - take a breath, take a walk, take a break.

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