


Why You Want to Work in a Vibrant Workplace (and practical steps to make it happen)



Mike Byam

Terryberry

 @TerryberryCo

PRESENTERS

HOSTED BY



Dr. Paul White

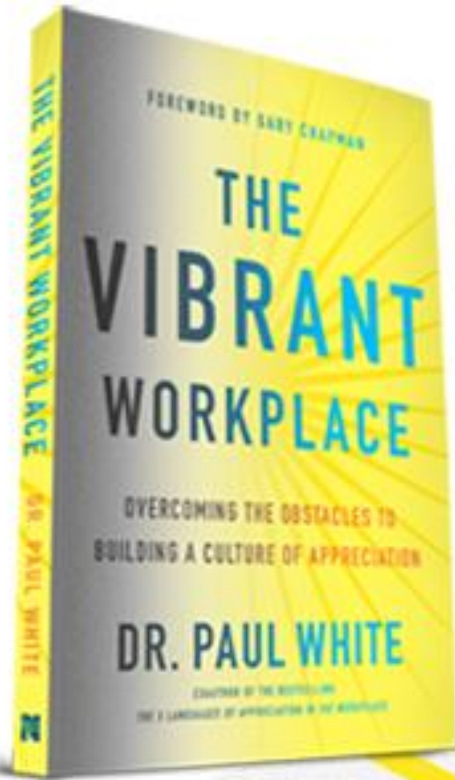
Appreciation at Work™

 @drpaulwhite

CHAT IN

Have a question?
Chat it in!

ASK QUESTIONS...WIN!



If we address your question during today's live broadcast, you'll receive a complimentary copy of *The Vibrant Workplace* by Dr. Paul White.

THE VIBRANT WORKPLACE™

Logistics

- Chat room
- Q & A
- For a copy of the slide handouts, email yesdrpaul@gmail.com



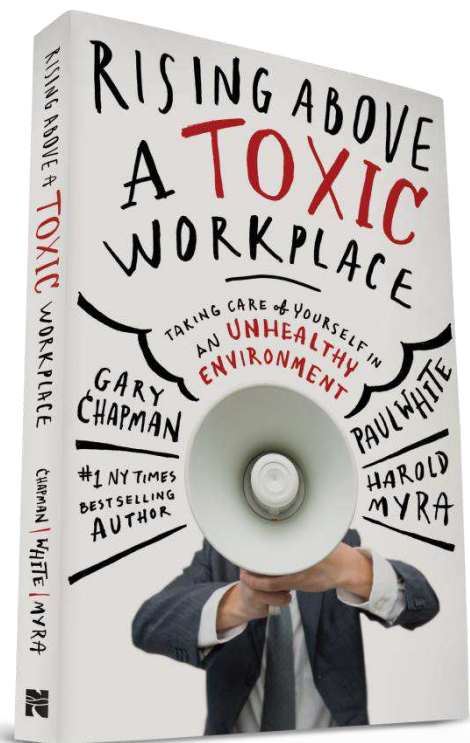
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**“Aside from the people, the hours, the work,
the pay, the stress and the migraines,
this is the best job I ever had.”**



3 Components of a *Toxic* Workplace

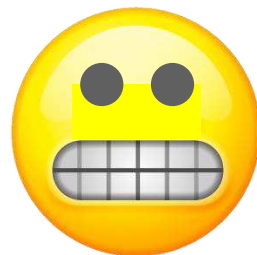


1. Sick System
2. Dysfunctional Colleagues
3. Toxic Leaders



Differences in Workplace Health

Normally stressful



Bad



Toxic



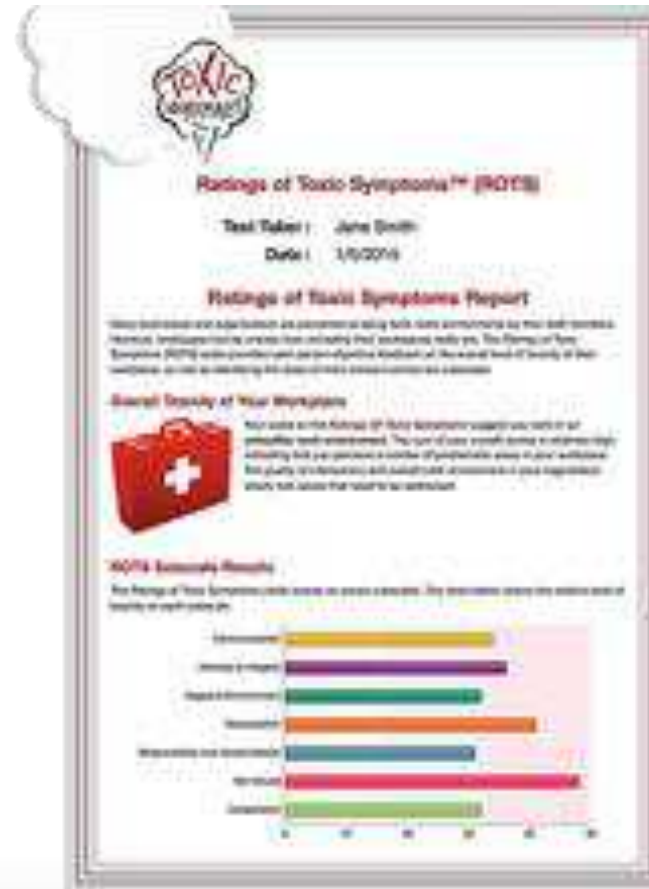
Deadly



How *Bad* Is It?



Ratings Of Toxic Symptoms scale

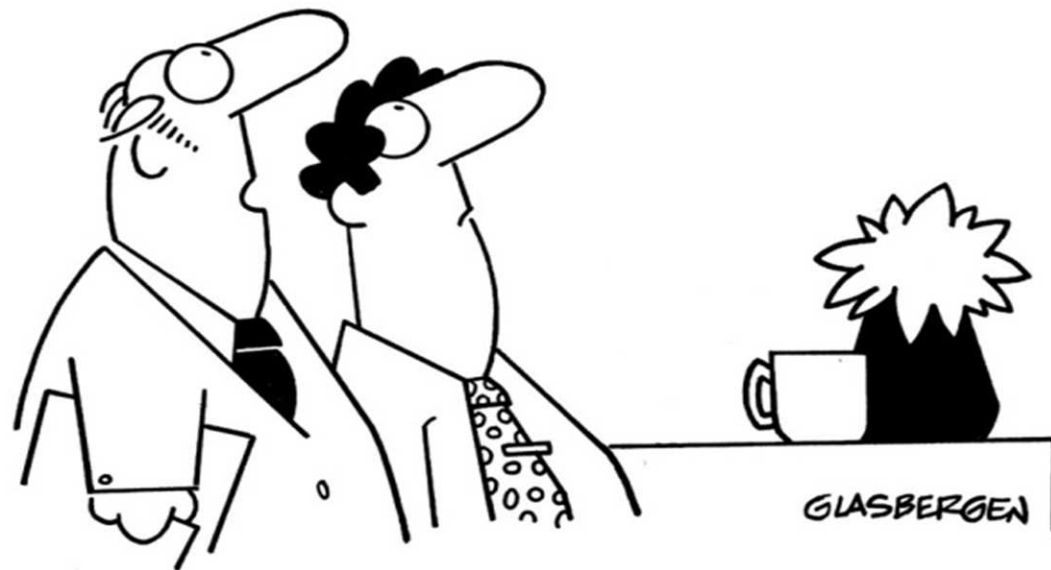


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CHEER UP.
AT LEAST YOU
HAVE A JOB!

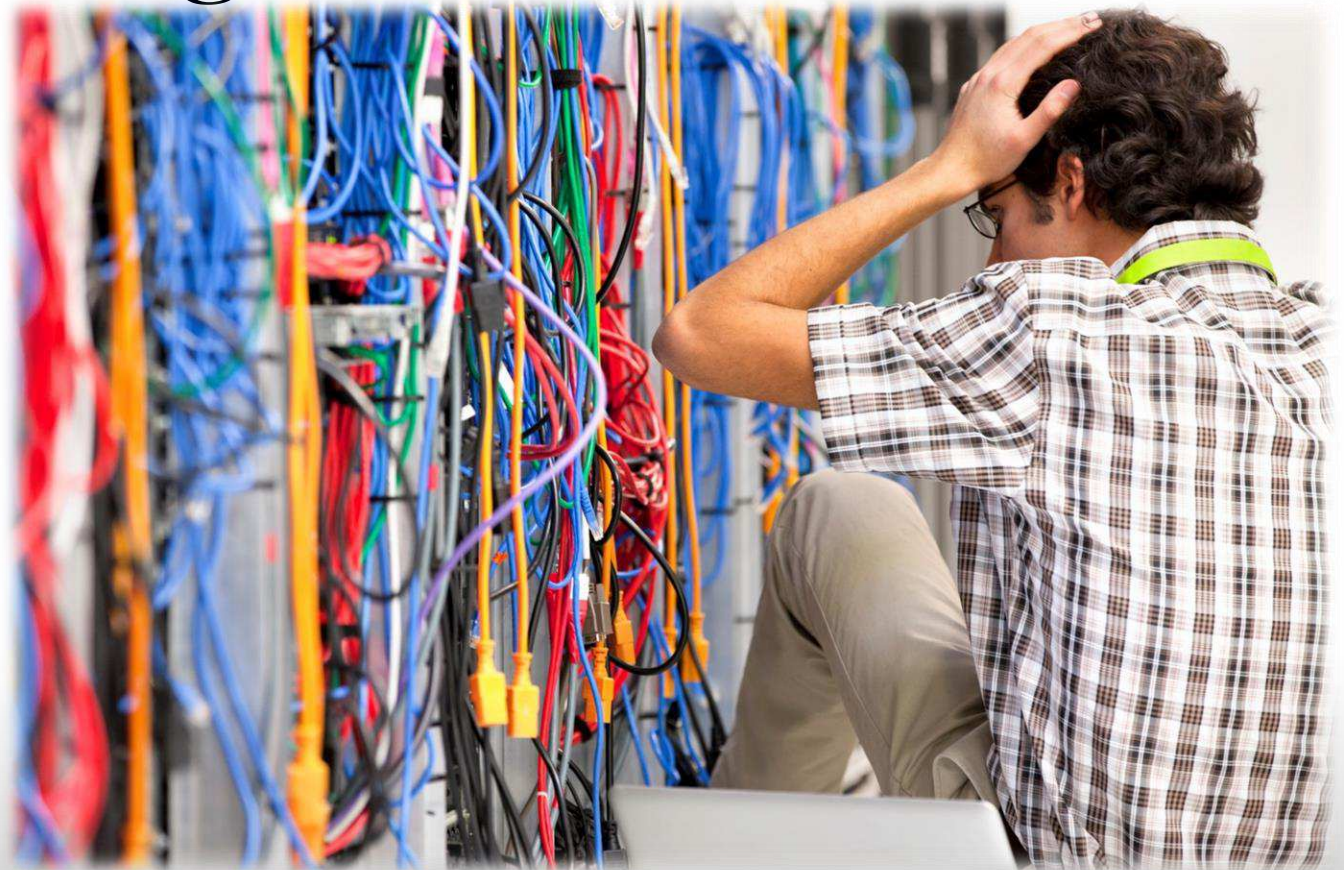


"It's not exactly the sort of morale booster I had in mind."



Practical Expressions of a **Sick System:** Disorganization

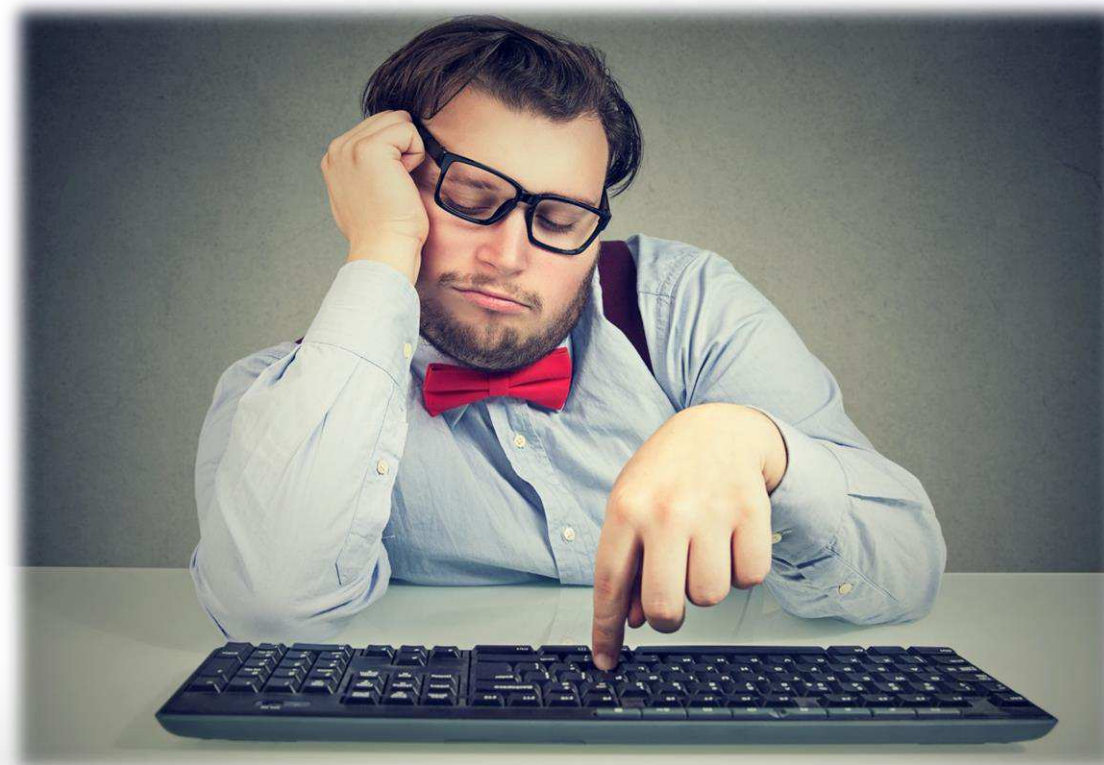
A general sense of
disorganization
(chaotic
communication)





Practical Expressions of a **Sick System:** Lack of Accountability

Team members are not held accountable for getting tasks done





Practical Expressions of a **Sick System:** Negative Environment





Dysfunctional Colleagues



Dysfunctional —



People who struggle to function in every day life.

- Managing their finances
- Keeping a job (for more than a few months)
- Difficulties in managing their emotions (e.g. anger)
- Drug and alcohol abuse
- Not being able to sustain long-term relationships



Key Differences Between **Dysfunctional** and Functional

**Deceit and withholding
information...**
vs. honesty and integrity





Key Differences Between **Dysfunctional** and Functional



Indirect communication...
vs. direct communication



Key Differences Between **Dysfunctional** and Functional

Sense of entitlement...
vs. Responsibilities lead to
privileges





Key Differences Between **Dysfunctional** and Functional



Blames others, makes excuses...
vs. **Accepts responsibility for choices**



Key Differences Between **Dysfunctional** and Functional

Focus on image,
appearance...
vs. Being “real”, genuine





Poll:

Which of the following creates the most problems for you in workplace relationships?

Deceit and withholding information

Indirect communication

Sense of entitlement

Blaming & making excuses

Focus on image & appearance

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**“I could be a more effective member of the team
if the others would just shut up and go away.”**



Helping Your Workplace Grow from a Toxic



to a Healthy, Vibrant Work Environment

Key Component: Your Response



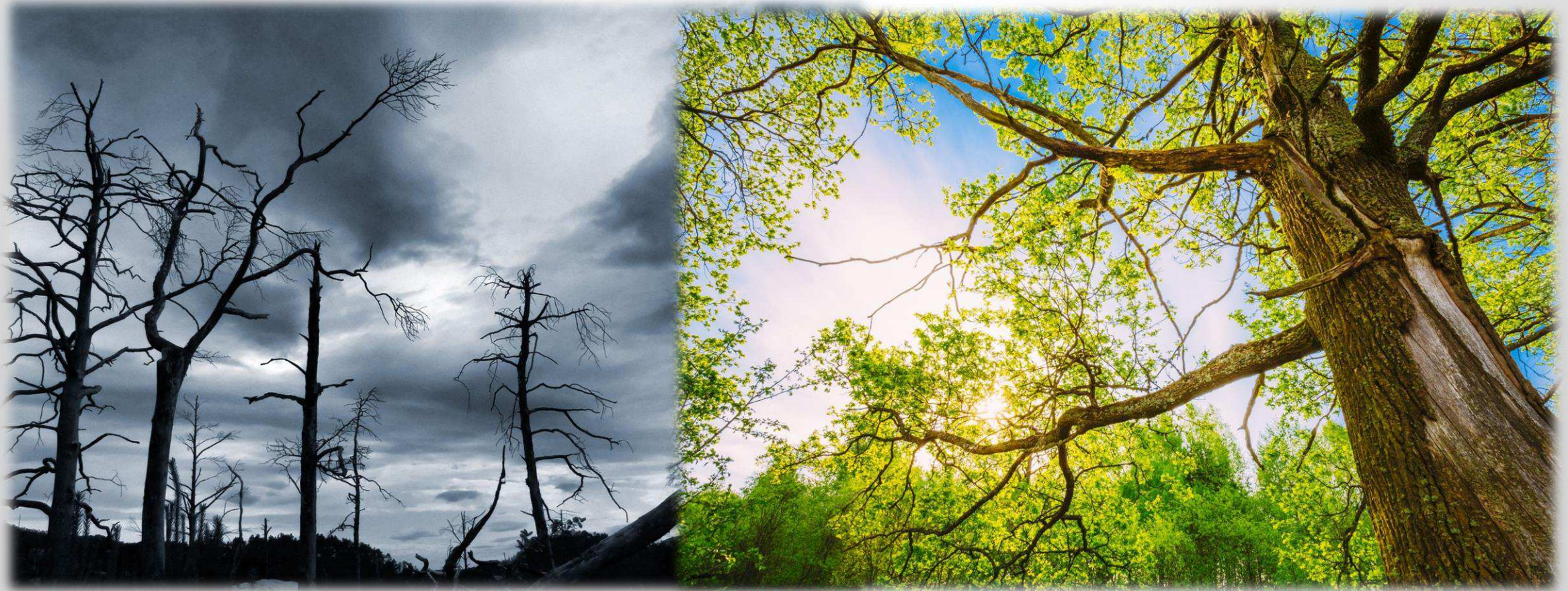
“Life is 10 percent what happens to me and 90 percent how I react to it.”

John Maxwell
Leadership Guru



THE VIBRANT WORKPLACE™

Doesn't happen all at once



How to Deal with Dysfunctional People:

Accept that you cannot change the other person (their thoughts, viewpoint, way of behaving or their choices.)



Positive Actions to Take: Communication

The **single most impactful action** you can take is to **communicate directly** versus indirectly.

- Deliver the message to its recipient yourself
- Say what you mean, and mean what you say
- Use grace to deliver “bad news” or a critique
- If applicable, apologize for your role in a mistake





How to Deal with Dysfunctional People:

Set boundaries:

What you **are** and **are not** willing to do.



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Neutralizing Negativity

Combatting negativity in the workplace:

- Don't participate in negative interactions.
- Turn conversations to *something* positive.
- Be proactive about solving problems.
- Communicate appreciation & gratitude appropriately.

Appreciation Comes from Valuing Others

- You work with PEOPLE
- Get to know them as a PERSON and you will find something of value
- Everyone you work with is a PERSON -
 - They have a personal history
 - They have a life outside of work
 - They have skills, talents and interests that have nothing to do with work.

Appreciation Comes from Valuing Others

Explore what you may value about someone

- Do you know what they actually do?
- Find out about their skills and strengths, what others appreciate about them
- Don't forget: you can appreciate them for things they don't do
- You can value a characteristic that isn't related to performance

Resources to Help:

- Contact the Terryberry team for assistance in creating a more positive work environment.
- Email Dr. White at: yesdrpaul@gmail.com for the handout version of today's PowerPoint slides + information about resources to deal with toxic workplaces and tools to help become a vibrant workplace.

QUESTIONS



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