

## Practice a Positive Attitude for Work Success

Success Coach Karen Sheerin (Southwest Michigan ERN) recently helped an employee in brainstorming ways to be more positive during meetings. "A common thread among employees on every level is conflict," said Karen. "If we make our company a place of positivity, we can better collaborate and feel appreciated. When this happens - we all experience success."

**Identify when it began.** Did you always have a poor attitude? Has your attitude change been more recent. Why?

**Explore your feelings.** How do you feel when your attitude is negative? Are you tired, bored or frustrated? Identify your emotions so you can take action.

**Take responsibility.** You alone determine how you respond to your personal situation. Recognize that change begins with you.

**Communicate special circumstances.** If you are going through a



rough time, speak with your supervisor or coworker to let them know that you might need support.

**Apologize to others.** If your negative attitude has impacted team members, consider apologizing. Share that you've been having a rough time but are striving to do better.

**Brainstorm alternatives.** Once you discover what is causing your counter-productive attitude, determine what you can do to remedy those causes. If your attitude suffers because you are tired, make an effort to get more sleep.

**Reduce interactions with negative people.** If it's a particular colleague who brings you down, reduce interactions with them.

**Combat negativity.** If it's impossible to avoid

negative co-workers, steer conversations toward positive topics. Consider positive actions that you can take in response.

**Approach a problem colleague.** If a colleague continues to bring you down, try approaching them politely. It's possible they're making others uncomfortable too, but nobody wants to explain the problem.

**Listen to others.** You don't know what is going on with coworkers. Ask about their life and listen as they explain. Understanding where negativity is coming from can help you work together to reduce it.

**When attempts fail.** Even if the conversation doesn't go well, you have tried to address

### West Michigan Employer Resource Network

#### Our goal...

Creating access and resources for employee success at work and in life. We partner with employees who work for:

#### Member Companies

- ◆ Aspen Surgical
- ◆ Corium International
- ◆ Holland Home
- ◆ Ranir, LLC
- ◆ Sunset Retirement Community & Services

#### Strategic Partners

- ◆ AAC Credit Union
- ◆ Kent County DHHS
- ◆ Michigan ERN

the problem. If you need to take the matter to HR or your boss, you'll be able to say you have worked to try to resolve the situation.

**Ask your Success Coach for guidance.** If you aren't sure how to approach your supervisor or co-worker, your Success Coach can confidentially meet with you to help formulate a plan. Source: <http://www.wikihow.com/Change-Your-Attitude-at-Work>

**Christie Swick, Success Coach**  
Christie@ERNSuccessCoach.com  
616-250-7965 (cell)

### Aspen Surgical

6945 Southbelt Dr SE, Caledonia

- ◆ Friday: 8:30AM-5:00PM  
(1<sup>st</sup>, 2<sup>nd</sup> & 4<sup>th</sup> week)
- ◆ Friday: 7:00AM-3:30PM  
(3<sup>rd</sup> week)

### Corium International, Inc.

4558 50th St SE, Grand Rapids

- ◆ Thursday: 8:30AM-5:00PM  
(1<sup>st</sup>, 2<sup>nd</sup> & 4<sup>th</sup> week)
- ◆ Thursday: 7:00AM-3:30PM  
(3<sup>rd</sup> week)

### Holland Home

2100 Raybrook SE, Grand Rapids

- ◆ Wednesday: 8:30AM-5:00PM

### Ranir, LLC

4701 East Paris Ave SE, Grand Rapids

- ◆ Tuesday: 8:30AM-5:00PM  
(1<sup>st</sup>, 2<sup>nd</sup> & 4<sup>th</sup> week)
- ◆ Tuesday: 7:00AM-3:30PM  
(3<sup>rd</sup> week)

### Sunset Retirement Community & Services

725 Baldwin St Jenison

- ◆ Monday: 8:30AM-5:00PM  
(1<sup>st</sup>, 2<sup>nd</sup> & 4<sup>th</sup> week)
- ◆ Monday: 7:00AM-3:00PM  
(3<sup>rd</sup> week)

### Walk-in Welcome

Call, email or text for appointments.  
Off-site meeting locations available.  
Request additional times if needed.

[www.ern-mi.com](http://www.ern-mi.com)

### Philosopher's Square

"The greatest discovery of all time is that a person can change his future by merely changing his attitude."

~ Oprah Winfrey

## Success Coaches Offer Housing Options

Success Coaches Karen Sheerin and Kelli Adams (Southwest Michigan ERNs) recently assisted employees with finding housing based on their personal needs. "We often see that employees are too busy or don't know where to look for housing that will work for them," said Kelli. "We are happy to help relieve the stress that this causes."

### Your community, state and federal resource specialists.

Your Success Coach is the expert at finding funding assistance and program opportunities so you can achieve success at work and home.

**Looking for a rental?** Your Success Coach can save you time in searching for affordable rentals in your area. Would you like to live closer to work for a shorter commute?



**Is domestic violence causing you to fear for your safety?** Your Success Coach can confidentially arrange a shelter for you and your children while you formulate a plan.

**Have you dreamed of buying a home?** Your Success Coach knows of savings programs, home buying classes and opportunities in which you may qualify. They can even help you repair your credit. Schedule an appointment today to start making your dreams a reality.

Source: Michigan ERN

## Mental Tips in Achieving Positivity

Your work attitude plays an important role in your productivity and job performance. A negative attitude has the opposite effect. Try these practice tips for not only workplace success, but a happier life for you and your family.

### Focus on having a positive mindset.

If you want to control your attitude, be aware of your thoughts. Focus on the positive things. Eliminate your negative thoughts by consciously attempting to think with a positive, internal voice.



**Speak kindly.** It can be tempting to use negativity when talking about issues, especially if they are serious problems. However, negativity breeds more negativity. Workplace gossip can be a huge problem that contributes to negative attitudes - don't participate.

**Be a positive presence.** Greet people happily and, even if you are having a bad day, try not to spread gloom at work. Let your voice be a positive one of encouragement in the workplace.

Offer smiles, compliments, and support to others. You will feel better too!

**Express gratitude.** Write down all the personality traits of co-workers for which you are grateful. Focus on being thankful and tell others out loud.

Reflect on what well at the end of day.

**Visualize your better attitude.** How do you look? Are you smiling or being friendly? By picturing your good attitude, you might start to believe you have one! Source: [www.wikihow.com](http://www.wikihow.com)