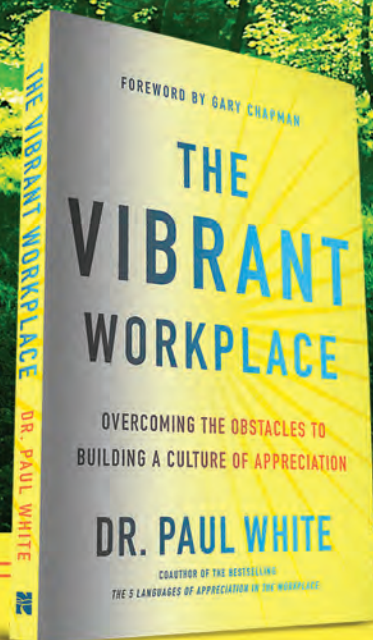


THE VIBRANT WORKPLACE™ FACILITATOR'S GUIDE

OVERCOMING THE OBSTACLES TO BUILDING A CULTURE OF APPRECIATION

DR. PAUL WHITE



The Vibrant Workplace Training Toolkit

Module 1: How Management Can Create Obstacles

Your Leaders Aren't Interested

Two Big Questions Supervisors Ask

Why Recognition Programs Don't Work

Module 2: When Workplace Culture Stymies Growth

Negativity

Busyness

Module 3: The Challenge of Differences

Unique Settings

People Are Different—But We Treat Them the Same

Can Appreciation Cross Cultures?

Module 4: Employee Characteristics that Can Create Problems

Colleagues Who Are Hard to Appreciate

Performance Issues: Underachievers, Overachievers, and Everything in Between

Bonus Videos:

Video 1: Why Leaders Aren't Involved

Video 2: How You are Offended

Video 3: Appreciation and Dealing with Change

Video 4: The DISC and the Languages of Appreciation

What Negativity Looks Like

Negativity can be manifested as:

- Frustration and anger
- Grumbling and complaining
- Sarcasm and cynicism
- Blaming and making excuses
- Discouragement and apathy
- Sabotage, violence, and bullying

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Chapter 3: Negativity

What Negativity Looks Like

Participant Guide: Module 2 Page 2

Preparation: See pages 79-82 in *The Vibrant Workplace* book for more information on the this topic.

Action: Review the slide content.

Discussion:

From this list, which behaviors would you say are worse? Why?

Have you ever found yourself doing some of these behaviors? How did it affect you personally and/or professionally?

Transition to Questions for Reflection activity.



Chapter 3: Negativity

Negativity in the Workplace

Participant Guide: Module 2 Page 3

Facilitator: *Let's take a look at some of these behaviors a little closer with an activity.*

Activity:

- *On page 3 in your Participant Guide you will find a list of the negative behaviors we just discussed.*
- Indicate where you've seen the behaviors either with you and/or others.
- Now use the third column to indicate the intensity of the negativity. One being mild and ten being intense.

Leader-Led Discussion:

Debrief the activity by asking participants to answer the two questions found at the bottom of Participant Guide page 3.

Transition to Where Negativity Comes From.