**Positivity in the Workplace**

Today’s companies recognize the value positive employees bring to their organization. Increased motivation, innovation, productivity, and sales are just a few of the benefits that ultimately impact the bottom line. In fact, Gallup estimates that *negativity* costs U.S. companies $500 Billion every year. The question becomes, what can be done to increase positivity in your workplace?

At the 2017 WMBA Real Estate Finance Conference, Tina Hallis, Ph.D. founder of The Positive Edge, presented a session entitled, “Positivity in the Workplace – The Benefits and How to Get More.” During her program, Tina highlighted two main factors that influence a person’s positivity at work; 1) the work situation and 2) the individual’s perspective.

Tina shared that the work situation can affect how easy it is for an employee to maintain a positive attitude. She noted that various studies have identified a number of items that have an impact with the 5 major categories being, 1) autonomy, 2) purpose, 3) belonging, 4) mastery, and 5) the environment (physical and psychological).

When it comes to the individual taking responsibility for their positive perspective, Tina highlighted that this is learnable. She discussed recent findings from the field of Positive Psychology demonstrating the ability of people to improve their overall positivity. A key take-away was that we *can* shift our thinking and certain practices can make it easier.

For more information on creating a positive work situation, see the article, “[Kick-start Your Positive Performance Culture.”](http://www.thepositiveedge.org/wp-content/uploads/2017/04/Positive-Peformance-Culture-April-2017.pdf)  For more on the individual’s perspective, check out “[7 Tips for Shifting Your Thoughts for More Positivity & Why It Matters.](http://www.thepositiveedge.org/wp-content/uploads/2014/12/7-Tips-for-Shifting-Your-Thoughts-for-More-Positivity.pdf)”

 *Tina Hallis, Ph.D., is the founder and owner of The Positive Edge, a company dedicated to helping individuals and organizations increase their positivity to improve the quality of people’s work lives and the quality of company cultures.*