


*Developing EI –  
Positive  
Leadership*



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Overview



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Positive leaders...

- Build cohesive, high-performing teams
- Emphasise what elevates people
- Focus on what they do well
- Cultivate a positive climate
- Building positive relationships
- Facilitate positive communication
- Connect people to shared meaning and goals.




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Positive leadership



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Positive climate

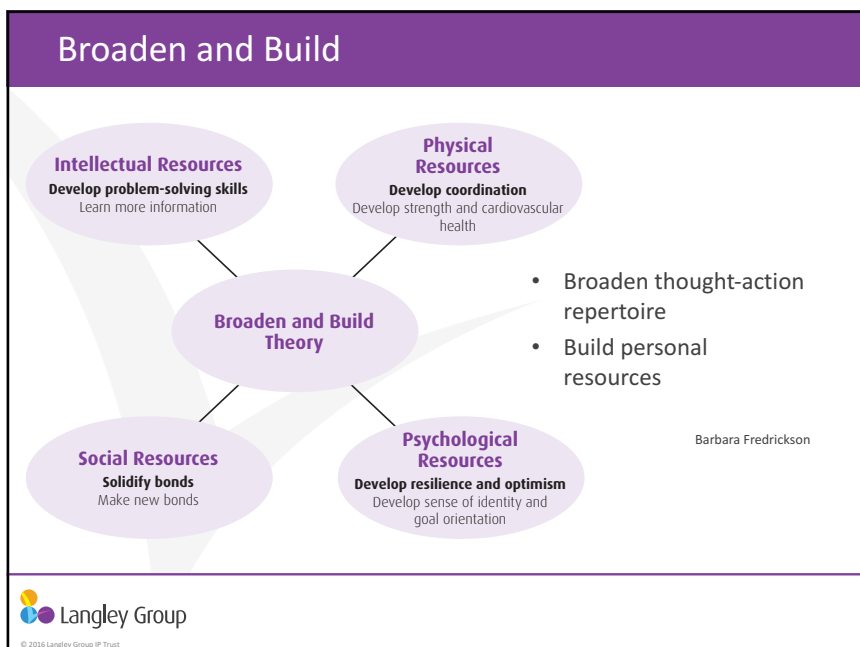


Fostering a positive climate where positive emotions predominate over negative emotions in the work environment.

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*People do their best work when they are in a positive frame of mind.*



### Leadership

Up to 70% of how employees perceive their climate is traced to the actions of one person!

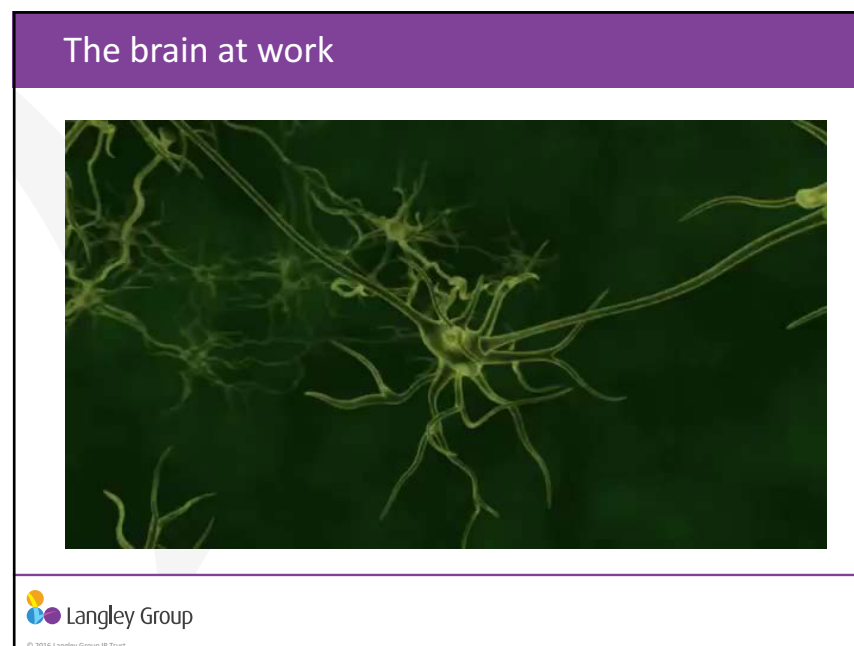
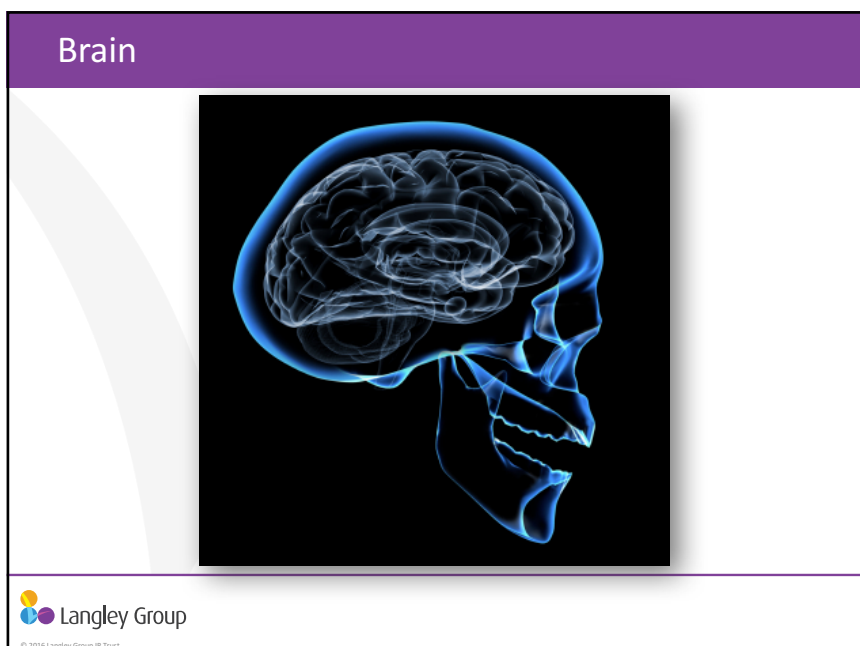
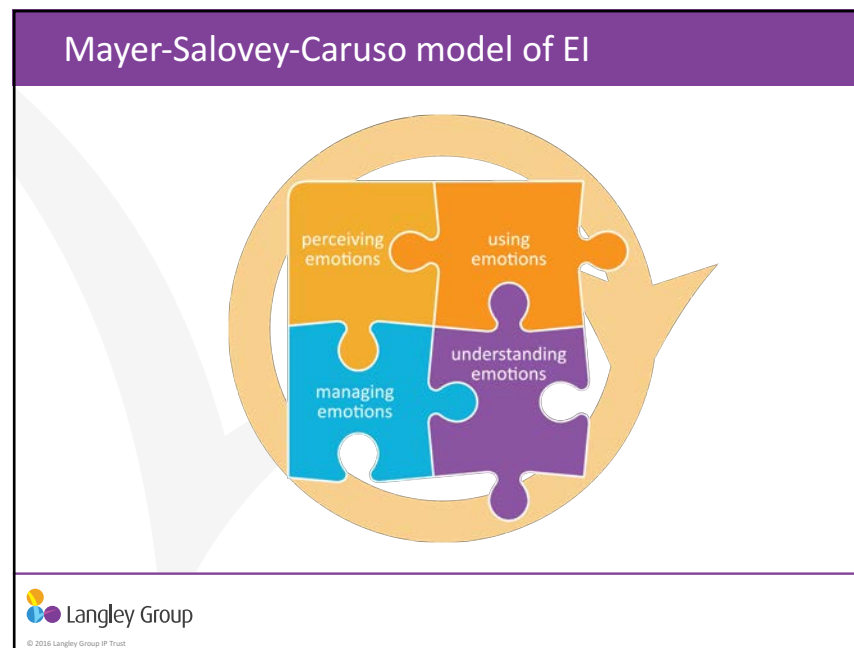
*The Leader!*

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### Negative emotions?

*So how do you remain positive?*

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Wellbeing strategies

*What can you do to increase your wellbeing?*

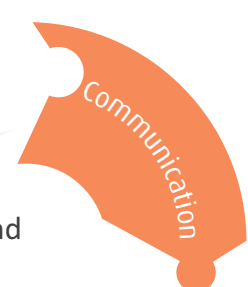
Impact of ripple effect...



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Positive communication

Engaging in positive communication where affirmative and supportive language replaces negative and critical language.



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Mayer-Salovey-Caruso model of EI



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Positive Negative Ratio

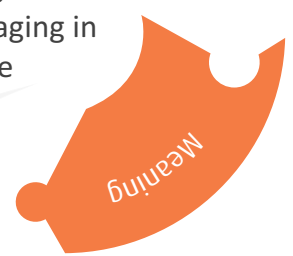
Positive statements express:	Negative statements express:
Appreciation	Criticism
Support	Disapproval
Helpfulness	Dissatisfaction
Approval	Cynicism
Compliments	Disagreement



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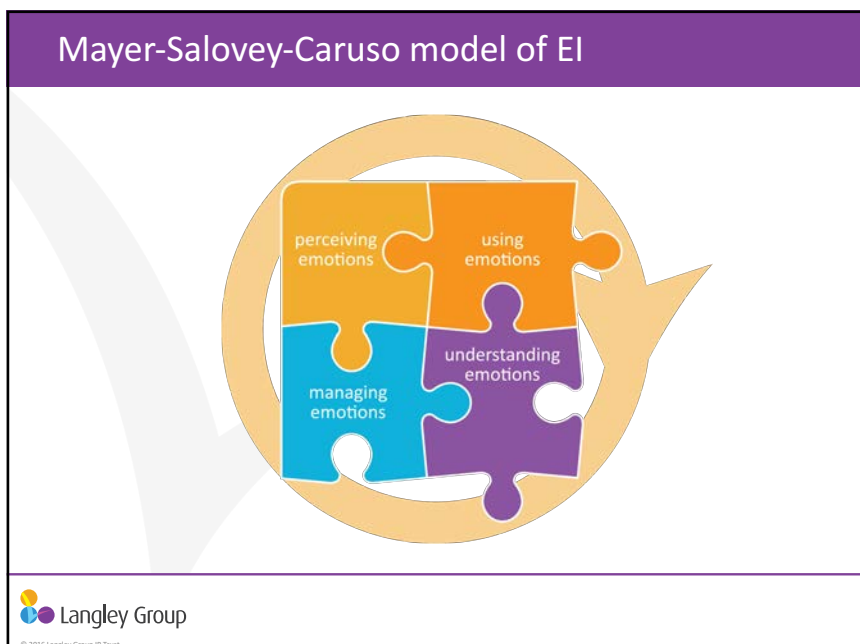
Positive meaning

Reinforcing positive meaning where people feel like they are engaging in meaningful work and positive outcomes.



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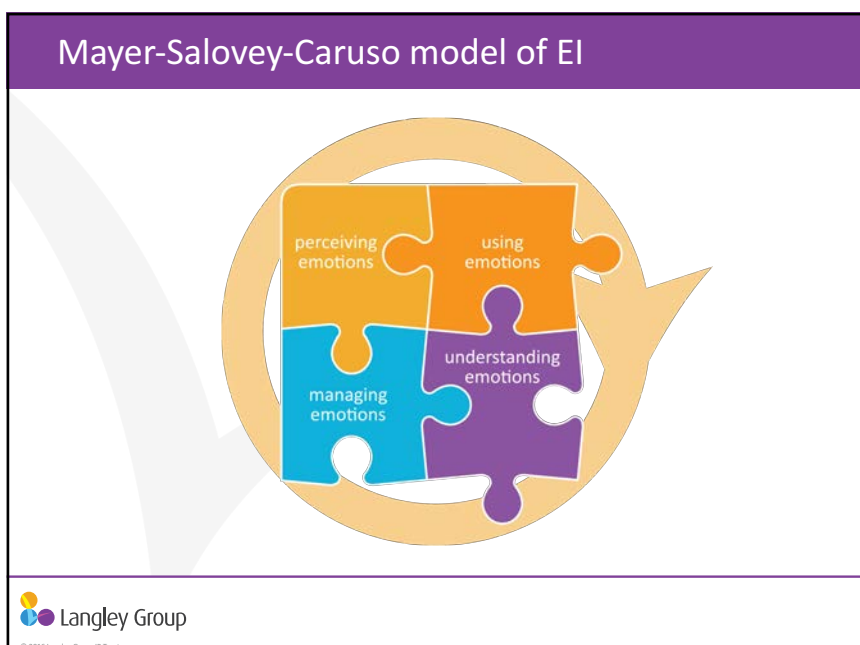




### Positive relationships

Building positive relationships that are a source of enrichment and vitality to the person and the organisation.

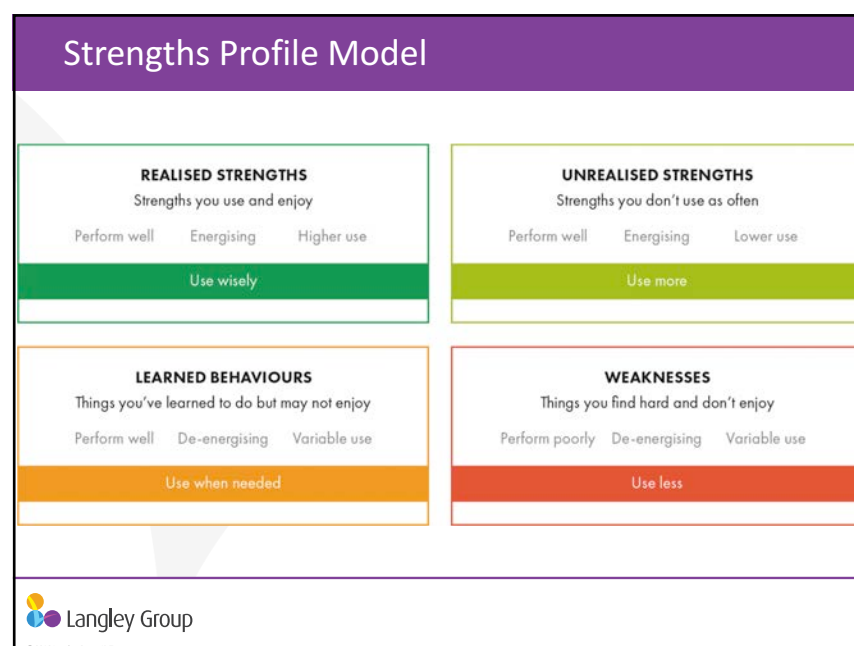
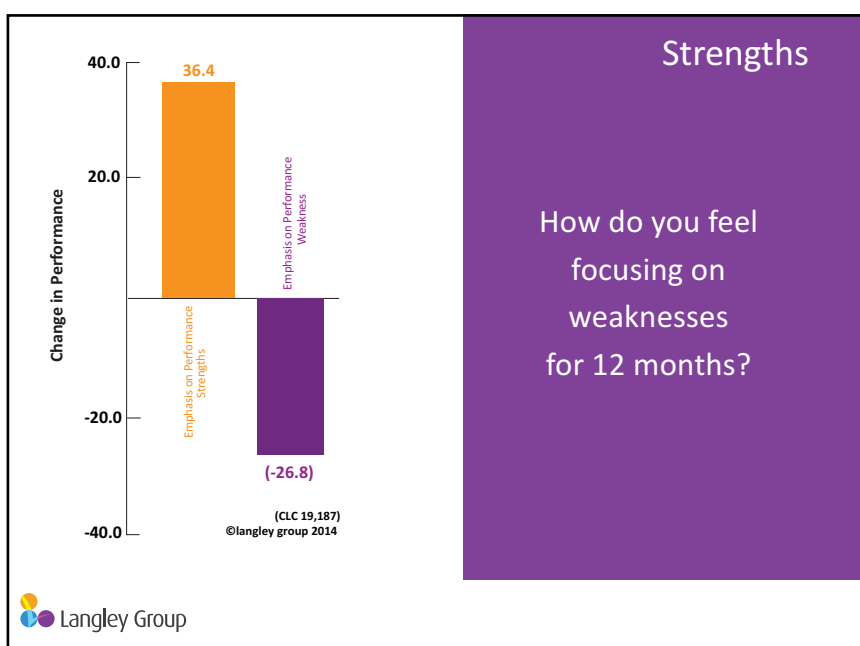
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### Strengths

“A strength is a pre-existing capacity for a particular way of behaving, thinking or feeling that is authentic and energising to the user, and enables optimal functioning, development and performance.”  
(Linley, 2008)

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### Positive leadership

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*“Focusing on the positive gives life to individuals and organisations in the same way that positive energy in nature enhances thriving in living organisms.”*

– Kim Cameron

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### Next steps

MSCEIT Certification Melbourne

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MSCEIT Accreditation

Diploma of Positive Psychology & Wellbeing

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### Diploma retreat

The Langley Group Institute

2017:

- 6 September – Melbourne
- 18 October – Sydney
- 1 November – Brisbane

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### More resources

Free ebooks and white papers

Positive facilitation cards

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### Thank you!

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