

Corporate Advice

LEADERSHIP

Attitudes at Work – why they matter!



Caryn Walsh

You can picture this! In fact, it could even be your own work place.

You walk into the office and people seem disinterested and negative and some don't seem to enjoy their jobs or even want to be there.

Throw in some workplace conflict, peppered with bad attitudes and fiery tempers (or the silent types, who say nothing but 'get you later') and you have a recipe for workplace unhappiness, lowering productivity and organisation struggle street.

By definition, an attitude is 'a settled way of thinking or feeling about something'. Presumably, that means good or bad. Source: www.dictionary.com/browse.

A good attitude can make the significant difference between liking or hating your colleagues, your workplace and your job.

Yet many spend time showing a negative attitude that exhausts and infuriates others, all the time eating away at team morale like a slow cancer.

Often, their attitudes and bad behaviour are not addressed, so the bad vibe spreads. And unhappiness increases....!

Your attitude is your choice

An attitude is not something with which we are born. We learn attitudes from others around us, particularly in our younger years.

For example, if you grow up in a family where the belief is that 'women belong at home and not in the workplace' there is a chance of you adopting and following that same value as you become older.

These attitudes are not helpful and to understand them, it is important to realise where we learn them.

Three helpful values (that drives attitudes) to assist in your career are pride, passion and belief (in yourself and the organisation).

Pride means caring enough about what you do to do the very best you can time and time again.

Passion means intense enthusiasm for your work and lastly, belief means that you believe in you to do a top job consistently.

Source: <http://www.career-success-for-newbies.com/define-your-attitude.html>

Conclusion

Attitudes at work matter, a lot! If you spend time having a bad attitude and making others around you miserable, you may as well choose to see situations and people around you in a more positive light.

You are spending the same energy having either a negative or positive attitude, so you may as well choose to be optimistic and upbeat and enjoy all the benefits that a positive attitude brings to you – and others.

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What does a bad attitude look like at work?

- Inconsistent behaviour. One day (or minute) you are greeted, the next ignored
- Unpredictable behaviour. One moment your team member is your great buddy. The next they are gossiping about you in the tea room
- A dislike of having to go 'over and above' what they are paid to do. The strictly 'I only want to do what I am paid to do' attitude
- The person who leaves work on time, knowing that their team member is struggling to complete tasks and has hours more work to do. In other words, they leave their team member unsupported
- An attitude that is moody, grumpy and generally un-cooperative
- A person who talks about others, yet is nice to them face to face
- A person who breaks down the unity of the group by creating conflict and dissention amongst team members
- A person who never sees the light. Everything is negative, difficult and unpleasant
- A person who appears unhappy and disliking their work and makes everybody else miserable in the process

6 Attitudes to get ahead at work

- **Be positive – be upbeat:** See the good in your work and those around you. Be optimistic. Be the person at work that others admire and want to be connected to. Stand out among your peers because you can always be counted on to bring positivism to the team.
- **Focus on excellence:** Near enough is not good enough for you! You check, check and then re-check everything you do, taking the time to do things well first time, every time. By so doing, you come to be seen as a reliable and thorough worker, who those above will identify as one to put on the fast track road to success.
- **Be supportive and encouraging:** Not everyday will be great for you or your team members. When people are not having a good day, be encouraging and supportive. Tell them that you still believe they are doing a great job, even though they may not be having a good day. Don't leave a colleague behind struggling whilst you go home for an early night. At worst, offer to help them there and then, or come in early the next day to assist them. This is a mark of exceptional leadership and is characteristic of a caring and supportive colleague.
- **Be easy-going:** The workplace is often full of prima-donna's! Don't be like that. Be flexible, easy going, the 'go to person' when things get 'stressy' at work. Often easy going people are best in times of stress and whilst others may get panicky and anxious, the easy going colleague slips into the role of leader and manages the chaos around them well.
- **Show enthusiasm:** Get passionate. Get excited. Be prepared to put into a project everything you've got because you believe in it, your team members and others around you. People love enthusiasm. It provides energy and drives the team forward.
- **Show resilience:** Don't let things get, and keep, you down. Learn not to take things personally and know how to bounce back in the face of adversity, never blaming those around you for your misfortune or 'management' for not providing you with opportunities you seek. If you feel your ability and energy is wasted and after making your position known, leave. Your skills will be enjoyed elsewhere!

Workplace Attitudes and Research

According to recent research, having a good attitude at work is more than being nice.

It is about seeing the glass as half full, being optimistic and seeing the 'good' in others and situations around you.

The recent research explains that having a positive attitude enables the individual to:

- ✓ Achieve greater career heights
- ✓ Be offered more development and training opportunities
- ✓ Be identified for a fast career track
- ✓ Be paid more
- ✓ Be more praised and supported in their role
- ✓ Become the positive 'go to person' in their role (a key aspect of leadership)

Having a positive attitude at work can help you get a promotion, succeed on projects, meet goals and generally enjoy your job more.

Source: <https://blog.udemy.com/positive-attitude-at-work>