

The Power of Positive Leadership-Jon Gordon

Chapter 2-Real Positive. “We are positive, not because life is easy. We are positive because life can be hard.”

- Optimistic people work harder, get paid more, are elected to office more often, and win at sports more regularly. Puri and Robinson-Duke University
- People who experience more positive emotions than negative ones are more likely to see the bigger picture, build relationships, and thrive in their work and career. Barbara Fredrickson, psychologist
- The more you energize your people in the workplace, the higher your work performance. Wayne Baker and Robert Cross.
- Positive leaders invest their time and energy in driving a positive culture.

Chapter 3-Positive Leaders Drive Positive Cultures. “Culture is not just one thing. It’s everything.”

- The leader must drive the culture-a positive culture that energizes and encourages people
- Culture beats strategy. Rick Hendrick-his people are humble, hungry, thankful, kind and appreciative
- What do you stand for?
- What do you want to be known for?
- People are our biggest asset.
- You must lead the way. You must live your culture and know that it is an extension of who you are as a leader.
- As a leader you must broadcast the love, passion, positivity, and purpose that you have for your team, organization, and mission.
- Create a culture where people feel what’s important.
- You must continue to build it, reinforce it, live it, protect it, and fight for it.

Chapter 4-Positive Leaders Share a Positive Vision. “It’s important to have a compelling vision and a comprehensive plan. Positive leadership-conveying the idea that there is always a way forward-is so important because that is what you are here for-to figure out how to move the organization forward. Alan Mulally

- Star Wars-George Lucas
- J.K. Rowling-Harry Potter
- John F. Kennedy-the moon
- Ronald Reagan-crumbled the Wall
- Steve Jobs-ipod and iphone
- Martin Luther King Jr.-dream about equality

- A positive leader sees what's possible and then takes the next steps to rally and unite people to create it.
- Be able to articulate and communicate your vision in a simple, clear, bold and compelling way.
 - Ford-One Vision
 - IBM-Let's Build a Smarter Planet
 - Alzheimer's Association-a world without Alzheimer's
- The vision a positive leader creates and shares serves as a North Star that points and moves everyone in an organization in the right direction
- Simple Exercise
 - Have people identify their vision and one action they will commit to in order to achieve it
- Dabo Sweeney-create a program where all the football programs want to be like us.
- Make the vision come alive
 - During each conversation, share your vision and ask each person to identify what it means to them
 - Next. Ask them their personal vision and how it can help contribute to the bigger vision of the organization.
 - Ask them how you can help them on their journey
 - Ask them if they would like you to hold them accountable
- Research shows that when people are contributing to a bigger vision and have a bigger purpose at work-and feel like their leader cares about them-engagement soars.

Chapter 5-Positive Leaders Lead with Optimism, Positivity, and Belief. "The most important characteristic of a leader is optimism." Bob Iger, CEO of Disney

- Rick Hendrick-Keys to success: 1) optimism, 2) faith, 6) attitude, 10) enthusiasm
- Feed the positive dog.
- Dr. James Gills completed a double triathlon (24 hour break in between). He did this six times. "I've learned to talk to myself instead of listen to myself." If you listen to yourself you will give yourself all the reasons to give up.
- You can see life as a game of failure or opportunity. It's all how you see it.
- We have a choice in the narrative we tell after an event.
 - New Yorkers after 911. They tell stories of strength, perseverance, resolve, courage, faith, unity and love.
- When adversity hits, you can choose to tell yourself and the world a positive story and work passionately to create a positive outcome.
- British study of 500 charmed people. Every one of them had experienced misfortune in their lives. They all turned misfortune into fortune.
- People and companies that thrived during the great recession were the ones that braced change.
- Curse of experience.
- Rookies aren't tainted by rejection. They bring idealism, optimism, and passion to work.

- Create your good ole days right now
- Power is not in the circumstance, but in your state of mind, love, passion, soul, purpose and perspective.
- A leader can define reality and distort it in a positive way.
- Leadership is a transfer of belief.
- There is always a new idea or better way of doing something waiting for someone to implement it. It can be you!
- Alan Mulally during the great recession:
 - You have to expect the unexpected and you have to deal with it
 - Whining is not a plan
 - Wallowing is not a plan.
 - Make a plan and if we need to adjust it, we will.
- Dabo Sweeney “ I’m not an overachiever. I’m an over-believer.” Believe in your players more than they believe in themselves.
- Great teams are collectively positive
 - Share your optimism, belief and faith
 - Inspire them to do more, give more, and become more than they thought possible
- Leadership is about what you can inspire, encourage,, and empower others to do.

Chapter 6-Positive Leaders Confront, Transform, and Remove Negativity. “ Being positive won’t guarantee you’ll succeed but being negative will guarantee that you won’t”

- “I will not let anyone walk through my mind with their dirty feet” Gandhi
- First rule of thumb when weeding out the negative is to not let it bring you down.
- First step in dealing with energy vampires is not to remove, but transform.
 - Listen with empathy and love-try to understand and transform
 - “Energy vampires welcome. Expect to be transformed.
- One person can’t make the team, but one person can break the team.
- Negativity drains others and sabotages team performance.
- Removing negativity will improve the culture, morale and energy of the team.
- Even if you let someone off the bus, it doesn’t mean that you have to let them out of your life.
- Rule-You are not allowed to complain unless you can also offer one or two possible solutions.
- Bigger goals is to turn justified complaints into positive solutions.
- A team with talent can be good, but they must come together to be great.
- Positive, high performing teams don’t happen by accident. They are built by positive leaders and team members who weed the negative and feed the positive.

Chapter 7-Positive Leaders Create United and Connected Teams. “It’s the leaders ability to unite and connect people that truly creates great teams and organizations.”

- Positive leaders create unity.

- Connection is the key to becoming a great organization
- Make sure you are connecting with everyone in your organization.
- As a positive leader, you must be a unifier, and connector who fosters relationships between others.
- Narcissism and self-focus creates a disconnect between personal goals and team goals, and it undermines the team.
- When coaches and players focus on becoming a connected team, the me dissolves into we.
- How to become more connected...
 - Share a defining moment in their life.
 - Share a hero, hardship, and highlight
- You won't have commitment without connection
- Team beats talent when talent isn't a team
- Great leaders don't know all the answers. They collaborate with others and facilitate the process of finding and implementing the answers.
- When we are busy and stressed, we activate the reptilian part of the brain, which is associated with fear and survival. Reptiles are not interested in connecting with you unless they can eat you.
- We then focus on our to-do list and how to survive rather than on our people and ways to thrive
- Unity is the key. Busyness and stress are the enemies.
- Building unity
 - Lot of love
 - Communication
 - Encouragement
 - Interpersonal connection
 - Commitment
 - Serving
 - Caring
 - Starts with a leader who is someone want to follow

Chapter 8-Positive Leaders Build Great Leaderships and Teams. "Leadership comes down to taking care of the people in your organization and making them the best they can be, not giving up on them and never failing to be there for them." Pet Carroll

- People follow the leader first and their vision second
- Great leaders know and love their people
- Relationships are the foundation upon which great teams and organizations are built, and communication serves as the initial foundation in building a great relationship.
- If you don't have communication, you don't have the commitment and trust you need to build a great team and create the future together.
- Spend more time, energy and effort communicating one on one.
- Make sure your leaders are communicating well with the people they lead.

- Tell people what they are doing well and what they need to work on, and here is where their focus should be during the next training cycle.
- Interact with the people you lead
- Know what the vibes are when things are going well
- Be a positive communicator and make other feels important by listening to them and truly hearing what they have to say.
- Shout praise, whisper criticism
- Smiling is a big part of positive communication-you are giving a dose of serotonin, and anti-depressant
- Welcome ideas and suggestions on how to improve
- Encourage through nods, high-fives, handshakes, pats on the back, fist bumps
- “How do you know if a man or woman needs encouragement? If they are breathing.”
Truett Cathy, founder of Chik-Fil-A
- I believe in you.
- Connecting is where trust is earned, the bond is created, the relationship is strengthened, commitment is generated, and great leadership happens
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