



# POSITIVITY®

PEOPLE EXCEPTIONALLY TALENTED IN THE POSITIVITY THEME HAVE CONTAGIOUS ENTHUSIASM. THEY ARE UPBEAT AND CAN GET OTHERS EXCITED ABOUT WHAT THEY ARE GOING TO DO.

People with strong Positivity talents are generous with praise, quick to smile, and always on the lookout for the upside of the situation. They bring enthusiasm to people, groups, and organizations. They can stimulate others to be more productive and hopeful. They always seem to find a way to lighten the spirits of those around them. They are optimistic, hopeful, and fun-loving. They celebrate every achievement. They find ways to make everything more exciting and more vital.

## THIS THEME'S POWER AND EDGE

There is power in Positivity. People with dominant Positivity talents have an infectious energy and enthusiasm. Simply stated, everyone feels better about life when they are around.

## POSITIVITY IN ACTION

People dominant in the Positivity theme:

- have an enthusiasm that is contagious
- are upbeat and can get others excited about what they are going to do
- can stimulate people to be more productive and become more hopeful
- bring drama, humor, and energy to the workplace

## THEME CONTRAST

**Positivity:** Lighthearted

**Analytical:** Serious-minded

**Positivity:** “Praise can’t be overdone, so I am generous with it.”

**Deliberative:** “Praise can be overdone, so I use it sparingly.”

## IN YOUR OWN WORDS

*“ There are always flowers for those who want to see them.”*

— *Henri Matisse, artist*

How do you describe Positivity?

Whom do you know with Positivity in his or her top five?

What behaviors have you witnessed when coaching clients with dominant Positivity?



**COLLECTED STORIES ABOUT POSITIVITY®**

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**POSITIVITY**



## WORKING WITH PEOPLE WHO ARE EXCEPTIONALLY TALENTED IN THE POSITIVITY® THEME

### FULL THEME DESCRIPTION

You are generous with praise, quick to smile, and always on the lookout for the positive in the situation. Some call you lighthearted. Others just wish that their glass were as full as yours seems to be. But either way, people want to be around you. Their world looks better around you because your enthusiasm is contagious. Lacking your energy and optimism, some find their world drab with repetition or, worse, heavy with pressure. You seem to find a way to lighten their spirit. You inject drama into every project. You celebrate every achievement. You find ways to make everything more exciting and more vital. Some cynics may reject your energy, but you are rarely dragged down. Your Positivity won't allow it. Somehow you can't quite escape your conviction that it is good to be alive, that work can be fun, and that no matter what the setbacks, one must never lose one's sense of humor.

### DISCOVERY QUESTIONS

- Have you helped others have fun lately? Tell me about it.
- Have you planned a party recently? How did it go?
- Tell me about your positive outlook. Do others notice?
- Tell me about a time you made a client or customer smile.

#### *Additional Discovery Questions You Have Created*

## SUGGESTIONS FOR COACHING INDIVIDUALS EXCEPTIONALLY TALENTED IN THE POSITIVITY® THEME

### COACHING FOCUS

People with dominant Positivity talents have an infectious energy and enthusiasm that affects everyone around them. Typically, when you coach someone with dominant Positivity talents, you will want to help your client direct his energy to help others see that there is always a silver lining.

### COACHING CONSIDERATIONS

This person brings drama and energy to the workplace. His best contribution is often to highlight the positive. Help him find ways to consciously get people excited about what they are doing.

The Positivity theme does not imply that he is always in a good mood. It does imply that through his humor and attitude he can make people more excited about their work and see the “silver lining” in the cloud. Remind him of this strength and encourage him to use it.

He will quickly be sapped of energy by cynics. Don't expect him to enjoy cheering up negative people. He will do better when asked to energize basically positive people who are simply in need of a spark. When his enthusiasm wanes, help him quickly and intentionally seek people with the same humor and a positive outlook similar to his own.

Help him develop a response to cynics. Help him practice explaining that his enthusiasm is not simple naivety. He knows that bad things can happen; he simply prefers to focus on the good things. Pessimists might superficially seem wiser; they might even sometimes be right — but they are rarely achievers (and, incidentally, optimists have more fun).

He likes to celebrate. When certain milestones of achievement have been reached, ask him for ideas about how to recognize and celebrate the achievement. He will be more creative than most.

Pay attention to his other strong themes. If he also possesses strength in Developer, he may prove to be an excellent trainer or teacher, because he brings excitement to the classroom. If Command is one of his strongest themes, he may excel in selling because he is armed with a potent combination of assertiveness and energy.

### ACTION ITEMS FOR SOMEONE WHO HAS DOMINANT POSITIVITY TALENTS

- You tend to be more enthusiastic and energetic than most people. When others become discouraged or are reluctant to take risks, your attitude will provide the impetus to keep them moving.
- Deliberately help others see the things that are going well for them. You can keep their eyes on the positive.
- Because people will rely on you to help them rise above their daily frustrations, arm yourself with good stories, jokes, and sayings. Never underestimate the effect that you can have on people. When you sense discouragement in your colleagues, try to lift or lighten their moods.
- Encouraging people could be one of your greatest joys. Commit yourself to becoming increasingly liberal with your genuine praise of the people you work with. Try to tailor it to each person's need. When you remind others of the positives you see, they are rewarded and encouraged, and so are you.
- Create team events in which you celebrate the successes of your colleagues and team. For example, find ways to turn small achievements into “events,” plan regular “celebrations” that others can look forward to, or capitalize on the year's holidays and festivals.
- Avoid negative people. They will bring you down. Instead, seek people who find in the world the same kind of drama and humor that you do. You will energize each other.

## SUGGESTIONS FOR COACHING INDIVIDUALS IF POSITIVITY® IS A LESSER THEME FOR THEM

### COACHING FOCUS

The opposite of Positivity is not negativity, but rather a more balanced approach. Lacking the intensity of the Positivity theme likely means that he might not be as effusive in offering support or praise. Typically, when Positivity is a lesser theme for a client, you will want to help him consider his personal brand. Help him think about how he intentionally and positively influences the people around him.

### COACHING CONSIDERATIONS AND ACTION ITEMS

Help this person identify the themes that enable him to bring emotional energy to a situation. Achiever, Competition, and Significance talents can provide energy and drive in a similar way that Positivity talents do for others.

Help him develop a process and fine-tune techniques that enable him to reach out to and ask the people around him to relive recent successes. This technique will help him identify praiseworthy areas that he may have overlooked.

If he is planning an event where he needs to energize people and provide an engaging experience, help him consider doing structured activities that get people talking to one another, rather than expecting himself to be the source of energy and fun.

Help him identify and allow himself to be drawn to people with positive energy. Help him develop a strategy that will enable him to spend more time with them.

Help him start to collect powerful stories, jokes, and sayings that he can use to lift or lighten the moods of his colleagues. Help him practice using these stories, jokes, and sayings so that he has the confidence to deliver them in an authentic manner.

### *Ideas for Managing This Lesser Theme*

## INSIGHTS AND DISCOVERIES

People exceptionally talented in the Positivity theme have a contagious enthusiasm that affects everyone around them. The insight statements below are helpful in describing the motivations, emotions, and actions of a person who has dominant Positivity talents. Use the space below to record your ideas for helping people strengthen or build on their dominant Positivity talents.

INSIGHTS INTO THIS THEME	IDEAS FOR STRENGTHENING THIS THEME DIMENSION	IDEAS FOR MANAGING THIS THEME DIMENSION
I am ...  <i>optimistic, hopeful, fun-loving</i>	<i>Help your colleagues recognize the positive side of team and organizational challenges. These insights will help your team focus on opportunities for productive outcomes, rather than become negative about the difficulties they might face.</i>	<i>Remember, not everyone has your innately positive outlook. Don't dismiss their emotions. Their emotions are as real as yours.</i>
I will ...  <i>lift and lighten emotional environments</i>		
I bring ...  <i>contagious energy and enthusiasm</i>		
I need ...  <i>freedom to experience the joy and drama of life</i>		
I love ...  <i>living life to its fullest</i>		
I hate ...  <i>negative people who drain the life out of others</i>		

## BARRIER LABELS AND VULNERABILITIES

People use their talents to filter their interactions, drawing them toward or away from decisions or activities. As such, people's talents can sometimes leave them vulnerable to their own thoughts and behaviors and to others' perspectives. A barrier label is a term used to describe when a talent is mistakenly devalued and dismissed as a weakness. Use the space below to record your ideas for helping people manage their potential barrier labels and vulnerabilities.

BARRIER LABEL OR VULNERABILITY	IDEAS FOR MANAGING THIS BARRIER LABEL OR VULNERABILITY
<i>His positive approach to everything is unrealistic.</i>	<i>Realize when others are unable to hear the good side of the situation.</i>
<i>He is naïve.</i>	
<i>He has a Pollyanna approach to everything.</i>	
<i>He is superficial.</i>	