

# MILESTONE

*Providing Stepping Stones  
Along the Path to Success*



A WOMAN-OWNED  
SMALL BUSINESS

CULTIVATING  
OPTIMISM

According to Robert Cross's research at the University of Virginia, 90% of anxiety at work is created by 5% of one's network. One negative person can create a miserable office environment for everyone else. A Gallup Poll estimates that negativity is costing U.S. companies \$300 billion yearly! Overcoming negativity is a battle that must be fought. The more comfortable a team feels in their work environment, the better morale will be and the harder the team will work to have a successful project. Let's look at six ways to cultivate optimism.

**Honesty**

There are two dimensions to honesty: Being honest with yourself and being honest with others. Self-honesty helps you assess situations and your response to them realistically. This been can be done with positive or uncomfortable realities.

**Reflection**

When a person runs on autopilot, it is easy for them to overlook the need to reflect on what's happening around them. Take time to reflect so you can connect the dots between people and events to make sense of what's happening around you. Don't overlook patterns that can interfere with your work to create optimism. The same can be said about seeing patterns that will enable you to create the type of environment that helps others be productive.

**Grit**

Grit, as defined by researcher Angela Duckworth, is perseverance and passion for long-term goals. Duckworth and her research colleagues discovered that grittier people pursue deeper levels of happiness, like engagement and meaning. The fortitude to withstand difficult circumstances and the passion to overcome them to achieve goals require a deep commitment to do the work.

**Resilience**

Resilience is the ability to recover from, adapt to, and grow from setbacks, and it grows throughout your life. Positive emotions like joy, interest, and pride help build resilience. These emotions help strengthen your ability to learn from life's troubles. Resilience is necessary to help you persevere through the doubt and frustrations of life.

**Sense Making**

This skill is related to reflection. It is your ability to inquire into, not judge, a situation to learn its meaning. Sense making is about understanding so you can take action to respond in the best manner possible to a situation or circumstance. Different perspectives are invaluable. By showing your interest in learning the meaning behind people's words and actions, you create a path for mutual understanding and greater chances for collaboration.

**Vulnerability**

In business, many individuals have learned how to present a strong demeanor which does not allow people to see their weaknesses. A human-centered workplace makes room for vulnerability. We can relate more deeply to people when we know they also experience struggles. Showing vulnerability displays strength. It's essential to making decisions that may not be what you want but what's needed. It may also involve sharing information that does not represent your best side. (Taken from The Optimistic Workplace by Shawn Murphy, pp. 169-172)

Join Dr. Mathis on Friday, July 9 for our free *Project Documentation* webinar.

If you cannot attend, a replay link will be sent out after the webinar.

To register, go to **[www.themathisgroup.com/webinars](http://www.themathisgroup.com/webinars)**.

UPCOMING  
FREE WEBINAR

PROJECT  
DOCUMENTATION

FRIDAY, JULY 9  
10:00 - 11:00 AM CST  
1 PDU

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SATISFIED CLIENTS  
OF THIS COURSE

FAA

# CREATING AN OPTIMISTIC PROJECT MANAGEMENT ENVIRONMENT - 1 DAY

*PDU*s - 6.5

**PMI's Talent Triangle Breakdown**

Leadership - 6.50



face-to-face



virtual  
instructor-led

**Course Description:** In this one-day course participants will examine how having an optimistic environment will impact employee production. They will analyze what causes workplace negativity, examine the impact, and discover how to cultivate optimism. Students will examine how loyalty, trust, and laughter affect the workplace. Students will also discuss how to manage multiple generations.

## **Course Objectives:**

### **Objective 1: Analyze the definition of optimism and negativity**

- Compare the traditional and optimistic worker
- Examine the impact of negativity
- Review the common mistakes about optimism
- Describe the cost of negativity

### **Objective 2: Evaluate what causes workplace negativity**

- Examine the benefits of being positive
- Discuss how negativity personally impacts employees

### **Objective 3: Compare the personalities which kill optimism**

- Compare different influences in the workplace
- Examine self-esteem

### **Objective 4: Define emotional intelligence**

- Examine emotional perception, facilitation, understanding, and management
- Summarize the influence of flow

### **Objective 5: Differentiate positive and negative labeling**

- Examine laughter in the workplace
- Examine positive and destructive workplace characteristics
- Review how to cultivate optimism
- Examine the six steps to emotional resilience

### **Objective 6: Discuss how to manage different age groups**

- Review the different generations
- Examine the characteristics of millennials
- Discover how to manage multiple generations



A WOMAN-OWNED SMALL BUSINESS (WOSB)



Providing quality, customized training and consulting services that inspire, educate, and equip organizations to be better tomorrow than they are today.

DR. KEITH MATHIS, PMP, PMI-ACP, CSM  
WANDA MATHIS, M.ED. PMI-ACP

# PROJECT MANAGEMENT TRAINING

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The Mathis Group provides training and consulting that will impact the organization and individual while maintaining an outstanding reputation for success and integrity.

## VALUES STATEMENT

Every person has worth and should be treated with respect.

## AREAS OF EXPERTISE

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