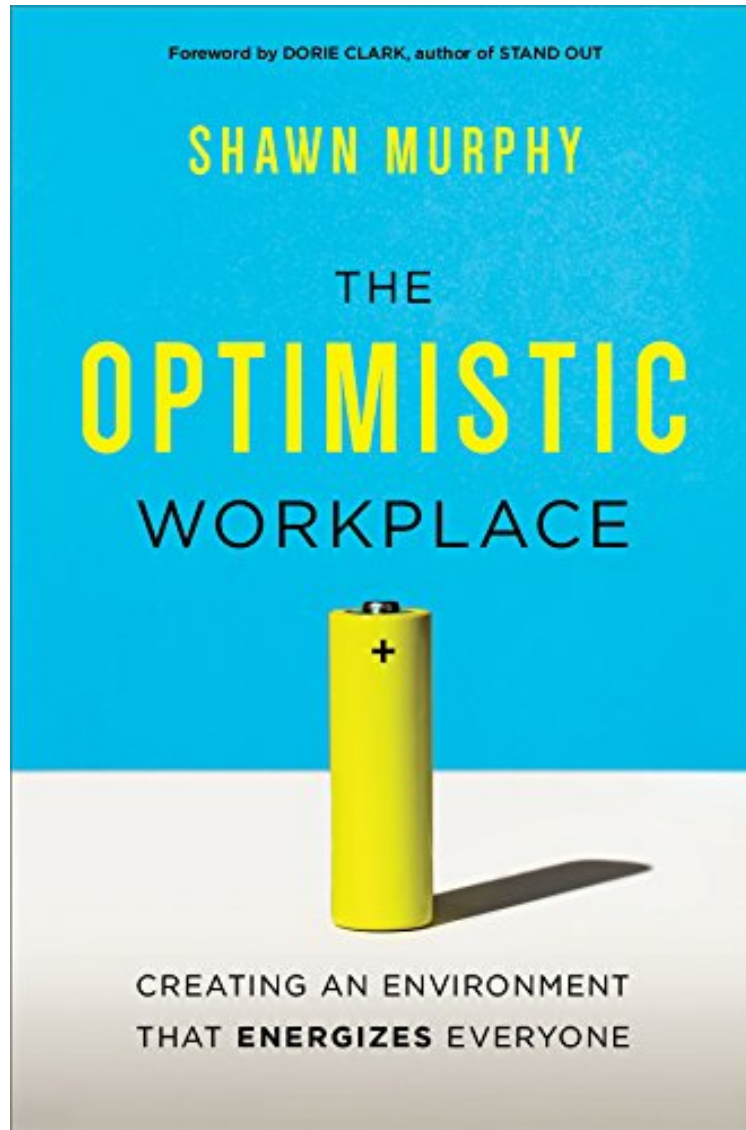


(Mobile pdf) The Optimistic Workplace: Creating an Environment That Energizes Everyone

The Optimistic Workplace: Creating an Environment That Energizes Everyone

Shawn Murphy

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Shawn Murphy : The Optimistic Workplace: Creating an Environment That Energizes Everyone before purchasing it in order to gage whether or not it would be worth my time, and all praised The Optimistic Workplace: Creating an Environment That Energizes Everyone:

7 of 7 people found the following review helpful. Should be required reading for all who leadBy owlFirst, a caveat: I am a fan of Shawn Murphysquo;s website Switch Shift. From his writings and our emails, I know we share many common beliefs about the potential for our workplaces to be more humane, optimistic, and joyful. In his recent

interview with me about my book *Decoding the Workplace*, he asked my thoughts on making our work lives more fulfilling and the importance of meaning. After reading *The Optimistic Workplace*, I know he has been asking similar questions to many for years. Bottom-line: If you are a manager or are in a leadership position, read this book. Read slowly and have a highlighter handy. I have often wondered how an organization can be transformed from the ground up instead of top down. Murphy has provided a roadmap for such a transformation. Leaders must do what leaders should do — create positive, supportive workplace climates where people can grow and have meaningful workplace experiences. Some highlights: — Workplace optimism develops where leaders craft workplace environments that allow “the human side of business to flourish.” — The often-misunderstood difference between culture and climate — climate is much, much easier to change. — The impact of destructive management such as unclear goals, distress, and apathy. — The importance of knowing your values and purpose. — The beautiful first question he posed to those he interviewed for this book: “What makes your heart sing?” The highlight for me was Chapter 11 where Murphy discusses the skills and traits of steward leaders who create great work environments. His discussion about knowing yourself is worth the price of the book. Style: The book contains thought-provoking stories from interviews with business leaders, useful lists, and good reflection questions. Murphy interweaves research findings and writings from business book authors, including my personal favorites Abraham Maslow and Douglas McGregor. My guess is that if they were alive today, each would give a big “thumbs up” to *The Optimistic Workplace*. My thumb is way up. 1 of 1 people found the following review helpful. Optimistic? How does your workplace fare? By Daniel B. Beaulieu The world seems to be a more pessimistic place these days and the workplace is no different. As we share our worries and our concerns over everything from the economy to politics to health much of this sneaks into the work plans thus hurting it to no end. This new book by Shawn Murphy goes a long way towards relieving some of this stress that has caused our places of work to be shall we say less than optimistic? But as Murphy points out there are a number of things we can do about this the first one being creating a sense of purpose for what we are doing. Making sure that everyone understands that what we do at work is important and yes matters. Some of the principles that work in making the places we work more cheerful, passionate and yes of course optimistic are: — Our relationships with one another at work have to matter they have to be more important than just the normal old co-worker type of getting along. People have to matter to one another. They have to understand that appreciate that the team is more important than the individuals. — We have to create benevolent places of work where people care as much for the people in the community as they do for the people in the company. As Murphy says, “Doing good is good for business.” And I might add doing is good is good for everybody. — It is important that people know their true value both in and out of work. We all have to realize that what we do is important. — Setting goals to be all inclusive. Not everyone is going to fit in to ever organization but we have to try to include all people. — Optimism is not a dirty word. Being optimistic is not being naïve. There are many good reason for the optimistic workplace and it is our job not only as leaders but as employees as well to work hard to make the workplace optimistic and to make work a good place. Happy workers are great workers. Workers with a purpose, a true reason for being at work and finding the importance in that work are all part of a successful workplace in a successful company can come to think of it, a successful like as well. A good book on a timely subject. 1 of 1 people found the following review helpful. Provides loads of useful ideas, backed up with relevant examples and research. By Sean Glaze *The Optimistic Workplace*, by Shawn Murphy, is covers a great amount of ground in its 220 pages. Having been a fan of his Switch Shift blog for a while, this book does not disappoint; and provides loads of useful ideas backed up with relevant research. From implementing values-based leadership to the components and impact of trust, he offers a number of real-world examples of how optimism and “human-centered leadership” has had a positive effect on workplaces around the country. Shawn even shares a list of missteps to avoid, then ends the book with a collection of actionable 30, 60, and 90 day plans to focus your attention on activities that will have real impact and create a more optimistic — and effective — workplace. I would definitely recommend this book to any manager or leader seeking to build a more positive and profitable culture.

When it comes to work these days, we’re expected to do more with less — but is this nose-to-the-grindstone philosophy the best way to run a business? Alarming low employee engagement numbers indicate otherwise. So, if pushing everyone harder isn’t the path to productivity, what is? Supported by the latest research, this eye-opening book argues that our best work is the product of a positive environment. That’s good news for you as a manager. While you can’t personally transform the corporate culture, you can influence the workplace climate and create meaningful and lasting change. Advocating a steward model of management, *The Optimistic Workplace* reveals how to: Explore personal and organizational purpose — and align them for astonishing results Overcome resistance and skepticism Build camaraderie and deepen loyalty Increase intrinsic motivation Help your team find meaning in their work Identify goals collaboratively and track progress And more Examples from companies large and small demonstrate how this people-centric focus ignites employee potential, increases innovation, and catapults the organization to new levels of performance. Far from being a wish-upon-a-star discussion of workplace happiness, this book presents an array of surprisingly simple strategies as well as practical 30-, 60-, and 90-day plans designed to focus your actions

and make employee optimism not just a worthy goal—but a real and measurable result.

“Setting aside the quasi-military concept of command and control, Murphy sets traditional motivational and management theory on its ear.” —Library Journal “...about the importance of infusing purpose into work and creating a positive work environment.” This book is indispensable for any leader. —Actionable Books “...path-breaking beliefs and simple techniques to help leaders at all levels positively shift not only how people perform but also how they feel while at work.” —Realizing Leadership “The book features a plethora of insights, based on psychological research, which demonstrate that happy employees are also more productive.” —Small Business Trends From the Inside Flap A lot of organizations say they’re upbeat. They claim their offices are fun, and relaxed. A quick look around, however, usually reveals a dusty foosball table and the same old hamster wheel mentality. But what if you could transform your workplace into an environment where everyone is truly engaged, motivated, and positive? What if you could increase problem-solving ability, reduce stress and infighting, limit turnover, and boost productivity? And what if you could do all this at virtually no cost? Welcome to *The Optimistic Workplace*. This is not just another feel-good book. Drawing on the latest research from social science and organizational psychology, it offers detailed examples from companies large and small that have created positive workplaces. It gives you real tools to help you identify and measure the attributes not just of a theoretically ideal workplace, but of your ideal workplace. You’ll also learn how to:

- Overcome skepticism about cultivating workplace optimism
- Turn work into a fulfilling part of employees’ lives
- Strengthen and redefine the relationship between leader and employee
- Unleash people’s potential to do great work
- Create a pocket of excellence even in uninspired workplaces
- Help your team find meaning and purpose beyond quotas, deadlines, and numbers

The Optimistic Workplace includes a step-by-step breakdown of how to personalize the lessons in the book for your situation through the processes of:

- **Planning:** The first 30 days, in which you assess opportunities, identify needs, anticipate obstacles, and communicate goals and your vision for reaching them.
- **Implementation:** The next 30 days, during which you collaboratively create the desired feel of the workplace, sketch out a plan for increased optimism, and identify ways to measure your progress.
- **Monitoring:** The final 30-day period is for continuous evaluation of attitudes and progress, adjustments based on collaborative experience, and analysis of results.

As a manager of people and processes, it’s too easy to think of yourself as just one in a collection of moving parts. What you really are is a steward, a guide who mentors, motivates, supports, and partners with your team members. And yes, you care about them and their experience in your workplace. An environment where this care is on display every day is one in which people want to succeed—and so they will. Shawn Murphy is an independent consultant with 20 years of experience helping organizations create workplace optimism. He is the cofounder and CEO of Switch Shift, a company dedicated to helping leaders shift their mindsets about their role in creating positive workplaces. The Huffington Post listed Shawn as a top leadership blogger and influential HR expert on Twitter in 2013, and HR Examiner named him a Top Trend-spotter in HR in 2012. He has been named as a Top 100 leadership speaker by Inc.com. Connect with Shawn: [Twitter@TheShawnMurphy](https://twitter.com/TheShawnMurphy) His website: www.switchandshift.com

From the Back Cover “*The Optimistic Workplace* is bursting with ideas that are both imaginative and practical. It’s a rallying cry for a more uplifting world of work.” —Adam Grant, Wharton professor and New York Times bestselling author of *Give and Take* “*The Optimistic Workplace* is a joyful read. At a time when we’re hearing how engagement at work is stuck in a rut and leaders just can’t be trusted, it’s really nice to see something that offers a better future . . . now. Shawn Murphy’s book is rich with examples from businesses that are putting to work a new work ethic. It’s an ethic based on values, meaning, purpose, and balance. It’s an ethic that stresses stewardship and leadership, hope and happiness, openness and caring. *The Optimistic Workplace* is certain to uplift our spirits. It’ll also prove to you that it pays to be positive.” —Jim Kouzes, coauthor of the award-winning and bestselling *The Leadership Challenge* and the dean’s executive fellow of leadership, Leavey School of Business, Santa Clara University “Just as sunlight and rich soil lead plants to thrive, optimism provides the nutrients of a flourishing organization. Shawn Murphy shares his journey of diving deep into organizations filled with this positive energy and, in doing so, teaches us all how to add to our own. Take the journey with him!” —Rich Sheridan, CEO, Chief Storyteller, Menlo Innovations, and author of *Joy, Inc: How We Built a Workplace People Love* “Behavior is often a function of environment, and environment is a function of leadership. In this well-researched and applicable read, Shawn Murphy outlines how to build the positive environment that yields positive behavior.” —David Burkus, author of *The Myths of Creativity* “*The Optimistic Workplace* is an essential exploration of what makes work fun, meaningful, and ultimately worth doing. If you’re serious about building an extraordinary workplace then you need to know the insights in Shawn Murphy’s new book.” —Ron Friedman, Ph.D., author of *The Best Place to Work* “Murphy has hit upon the Rosetta Stone for business—how to believe in something while still delivering results. I loved it. Optimism is the essence of innovation—the idea that you can do something better, but with a purpose. This is a must-read for any emerging manager or leader imagining success in the 21st-century economy.” —Ron

Ricci, Vice President, Customer Experience Services, Cisco