



IS AN OPTIMISTIC MINDSET THE KEY FOR BEING SUCCESSFUL IN BUSINESS?

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OUTLINE

- What are the benefits of an optimistic mindset in business?
- How can we reinforce optimistic mindset?
- Why positive mindset matters in business settings?
- What is the impact of manager?

WHAT IS OPTIMISM IN BUSINESS?

The power of optimism for small business

<https://www.youtube.com/watch?v=HJUQzgYm2iA>

THE SATISFACTION WITH LIFE SCALE

	Statement	Scale: 1 = strongly disagree; 7 = strongly agree
1	In most ways my life is close to my ideal	1 2 3 4 5 6 7
2	The conditions of my life are excellent	1 2 3 4 5 6 7
3	I am satisfied with life	1 2 3 4 5 6 7
4	So far I have gotten the important things I want in life	1 2 3 4 5 6 7
5	If I could live my life over, I would change almost nothing	1 2 3 4 5 6 7

WHAT IS MINDSET?
HOW WE ADOPT IT?
WHY MINDSETS MATTER?



GENERALIZED SELF-EFFICACY SCALE (GSE)

	Statement	Scale: 1=not at all true; 7= exactly true
1	I can always manage to solve difficult problems if I try hard enough.	1 2 3 4
2	If someone opposes me, I can find the means and ways to get what I want.	1 2 3 4
3	It is easy for me to stick to my aims and accomplish my goals.	1 2 3 4
4	I am confident that I could deal efficiently with unexpected events.	1 2 3 4
5	Thanks to my resourcefulness, I know how to handle unforeseen situations.	1 2 3 4
6	I can solve most problems if I invest the necessary effort.	1 2 3 4
7	I can remain calm when facing difficulties because I can rely on my coping abilities.	1 2 3 4
8	When I am confronted with a problem, I can usually find several solutions.	1 2 3 4
9	If I am in trouble I can usually think of solution.	1 2 3 4
10	I can usually handle whatever comes my way.	1 2 3 4

WHAT ARE THE BENEFITS OF OPTIMISTIC MINDSET?

Let's create a list and group it



WHAT ARE THE BENEFITS OF OPTIMISTIC MINDSET?

❖ Mental:

- ❖ Emotional: positive mood, longer positive mood
- ❖ Cognitive (attitudes, thoughts, beliefs), LOC, openness to new experience, avoidance of potential obstacles, looking for other ways, methods or alternatives

❖ **Physical:** health habits, discovering healthy warnings earlier Immune system is stronger, prevention & treatment of diseases, living longer

❖ **Behavioral:** positive coping, achievements, approaching not avoidance; success

❖ **Social:** developing social skills, confidence, interaction, positive relationships

WHY MINDSET MATTERS?

Fixed mindset

- Views **goal** as a successful outcomes,
- Need for **validation** from others and **achievements**,
- Potential can be **measured** = success & failures cause **anxiety**
- In difficult situation elicits “learned **helplessness**”.
- Results in lack of energy, low self-esteem
- **Effort** = lack of ability
- Apply wrong strategy for problem (“**give up**”)

Growth mindset

- Focuses on **learning** goals, mastery, competence & not simply winning
- Scores & marks reflect how people are doing **now**, not person's potential
- People increase their performance & **enjoyment**, decrease negative emotions
- **No anxiety** of failure (no blaming themselves)
- Effort = part of **success**
- Focus on generating other ways of doing things
- **Creativity**

HOW CAN WE MAINTAIN THE OPTIMISTIC MINDSET?

- ✓ Acceptance of self and situation
- ✓ Working on goals
- ✓ Positive relationships
- ✓ Physical activity / sport
- ✓ Practicing Hobby
- ✓ Change of our thinking pattern.
- ✓ Cognitive restructure
- ✓ Gratitude skill
- ✓ Positive Psychology Interventions (PPI)



POSITIVE MINDSET: TOOLS AND STRATEGIES

Strategies to maintain feeling of control:

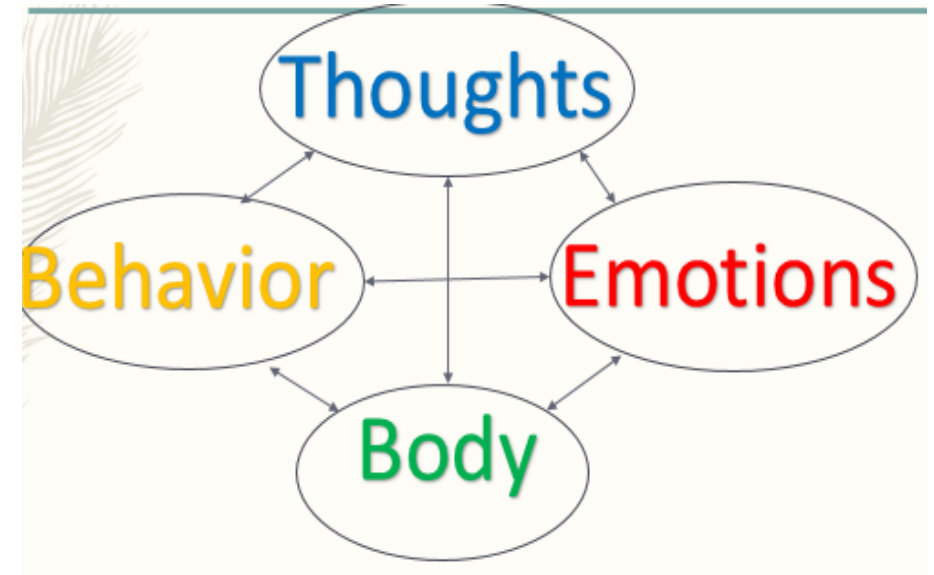
1. Changing to the goals that are reachable in the current situation;
2. Creating new avenues for control;
3. Accepting current circumstances



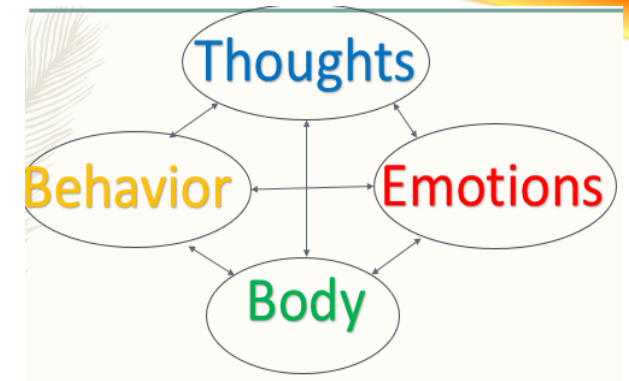
COGNITIVE WORK EXAMPLE

Situation:

- Some friends are going out to dinner this weekend and I wasn't invited.



COGNITIVE RESTRUCTURING EXAMPLE



Situation: Some friends are going out to dinner this weekend and I wasn't invited.

Thoughts: My friends don't like me. They think I am boring.

Feelings: Sad. Disliked.

Evidence that supports the thought:
I do get moody every now and then.

Evidence that doesn't support the thought: My friends have told me several times that they think I am fun and that I make them laugh. I do get invited to most things.

Alternative/balanced thought: My friends like me but that doesn't mean that they have to invite me to everything.

Outcome: I feel better.

LET'S PRACTICE

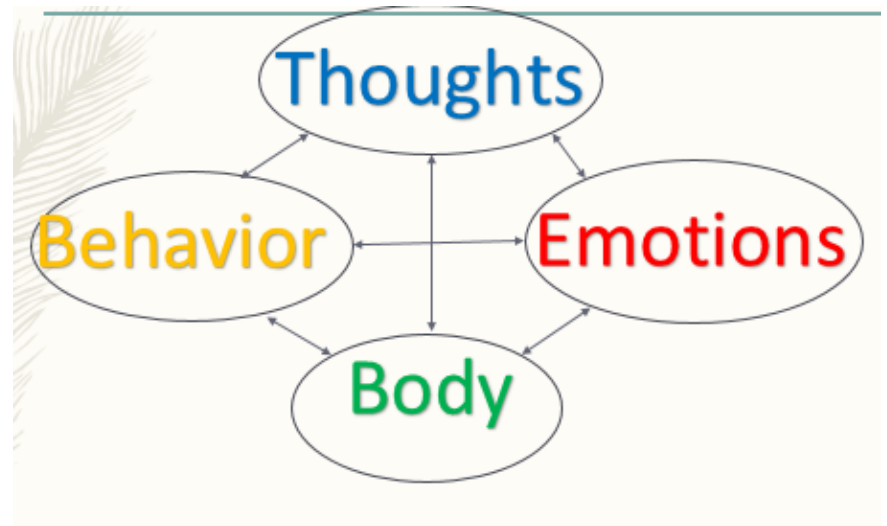
- **Situation:**

I made a suggestion at the weekly meeting and most people thought it wasn't a good idea.



CHANGE OF OUR THINKING PATTERN

- Cognitive restructuring
- Alternative (positive) thoughts
- Argument against & after
- Best / worst/ realistic scenario
- Cognitive bias



GRATITUDE SKILL DIARY OR EXPERIMENT

- **Three good things**
 - For the next 3 weeks, before you go to bed, write down 3 good things that happened to you that day.
 - Not big “things” only. Think about some small things.



[Gratitude Experiment](https://www.youtube.com/watch?v=oHv6vTKD6lg)

<https://www.youtube.com/watch?v=oHv6vTKD6lg>

POSITIVE PSYCHOLOGY IN BUSINESS

Profit

Success

Development /
growing

Optimistic mindset

Strengths

Success



Positive leadership:

- Policy;
- climate;
recognition;
- task allocation

APPLYING POSITIVE PSYCHOLOGY TO BUSINESS SETTINGS

- The fastest growing branch
- Positive organizational behavior = Positive leadership
- Benefits of focusing on positive in the workplace
 - Happy individuals are **healthier**, focused on external **challenges** (not themselves), enhance **creativity** and curiosity
- Drivers of well-being in the workplace
 - Personal and organizational resources; climate of trust; managerial support; environmental conditions; social importance; job experience



<https://www.youtube.com/watch?v=gM9K-22bXVc>

WHAT IS THE ROLE OF THE MANAGER?



MANAGER AND OPTIMISTIC MINDSET

- The role of manager:
 - motivating, respecting autonomy,
 - creating a positive climate
 - providing recognition
 - uses strengths language
 - adjusts strengths profile with tasks and duties

Result - enhanced productivity and well-being



WHAT ARE THE KEY-REASONS OF MAINTAINING THE EMPLOYEES' POSITIVE MINDSET AND WELL-BEING AT THE WORKPLACE?



Maintaining a Positive Mindset in the Workplace
<https://www.youtube.com/watch?v=Z6rFK1FCtLs>

DO YOU AGREE WITH THE STATEMENTS BELOW?



- Optimism is inborn / a personality trait
- Optimists see good things only
- Optimistic mindset is about positive emotions only
- It is impossible to be optimist when experiencing difficulties, failures or sickness
- We have no impact on our level of optimism
- Positive mindset can be trained – it is a skill
- Optimistic mindset does not help to increase profits

- What did I learn today?
- What is useful for me?
- What am I going to apply?

Things to remember



1. Click to add text

