

Implementing Positive Leadership

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Positive Leadership Strategy	Personal or Family Life	Professional or Work Life
Frequently celebrate positive outcomes		
Provide best-self feedback		
Obtain information from associates on unique personal contributions		
Help others develop a best-self portrait—when they are at their best		
Utilize strength recognition cards		
Use supportive communication		
Provide 5 positive for every negative piece of feedback		
Habitually use supportive communication		
Use descriptive statements in providing negative feedback		
Remain problem- not person-focused in providing negative feedback		
Enhance the meaningfulness of the work		
Identify the work's direct impact on other people		
Associate the work with a core personal value		
Clarify the long-term effects of what is being accomplished		
Reinforce contribution goals more than achievement goals		
Implement Personal Management Interviews		
Hold a role-negotiation meeting with direct reports		
Hold regularly scheduled, one-on-one meetings with direct reports		

Positive Leadership Strategy	Personal or Family Life	Professional or Work Life
Encourage compassion		
Notice & share information		
Express emotions & feelings		
Enable appropriate compassionate responses		
Encourage forgiveness		
Acknowledge harm		
Identify a positive purpose		
Maintain high standards		
Provide personal support		
Use forgiving language		
Encourage gratitude		
Conduct gratitude visits		
Write gratitude letters		
Keep a gratitude journal		
Foster positive energy		
Provide opportunities for serving others		
Personally model positive energy		
Diagnose the unit's energy network		
Recognize & reinforce positive energizers		
Manage negative energizers in stages		
Capitalize on others' strengths		
Spend time with the strongest performers		
Provide opportunities for others to do what they do best		
Provide regular personal-development opportunities for direct reports		
Ensure regular accountability for continuous improvement		

SOURCE: Cameron, K. (2008). Positive Leadership: Strategies for Extraordinary Performance. Berrett-Koehler Publishers: San Francisco.