

# Positivity

is a myth!

# Background



Organisations spend millions on the ‘Positive Mental Attitude’ syndrome and wonder why people do not change. In the best case scenario, they develop a pseudo feeling of goodness that crumbles under the slightest of pressures. Blame, doubt, anxiety, closed silo working; become the first response. Political correctness vs. moral ownership, compliance vs. commitment, hard work vs. heart work; the weight of these decisions grows a culture of average performance, often far from the ideal values of individual and team excellence.

Square Circles has understood this theory of ‘positivity is a myth’. With **proactive acceptance** of this mood meter, we have successfully worked with leaders and managers. We look at organizational challenges with the intention to **manage negativity** and begin treating the root rather than the fruit. The result? People become more authentic and develop sustainable behaviors, leading to a **growth culture**.

# Contents

- Psychological state of positive, negative and in between
- All negativity is not negative (and neither is all positivity positive)
- Your own radar Anchors. Four levels of self-acceptance
- Managing impulses
- Cheers to stress. The magic of flow
- Understanding the radar of others. Building trust and rapport
- Elements of quiet leadership
- Bringing flow in teams
- Balcony and dance floor: (developing strategic view)
- Building a high performance culture

Anger is like an atomic reaction. It can make a Hiroshima or a Nagasaki. It can make a Mahatma Gandhi or a Mandela.

- **Satish Mandora**

# Outcomes

- High acceptance of self and others
- Clarity of intent and attuned decisions
- High level of resilience, the only way to withstand the VUCA world
- Manage stress to improve physical and psychological health
- Build an atmosphere in teams where people feel motivated to bring their energy, talent and passion
- Manage high pressure conversations
- Break silos and bond beyond boundaries
- Display high-level thinking operational and strategic view organization
- Display authentic leadership

**Suitable audience:** Leaders/Managers ready to drive a high performance culture

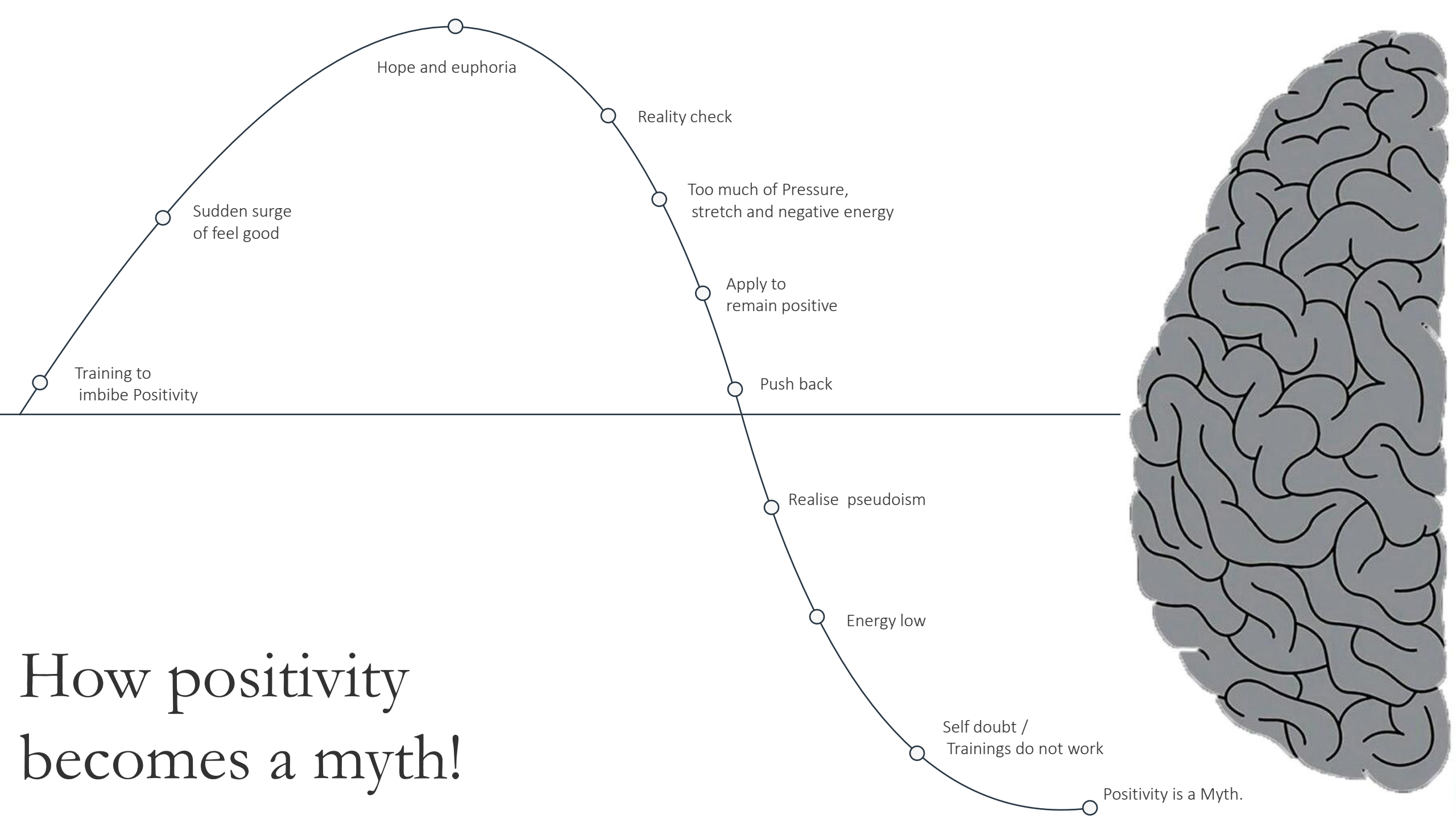
**Duration:** 2 or 3 Days (based on content customisation)

**No of Delegates:** 14 to 20

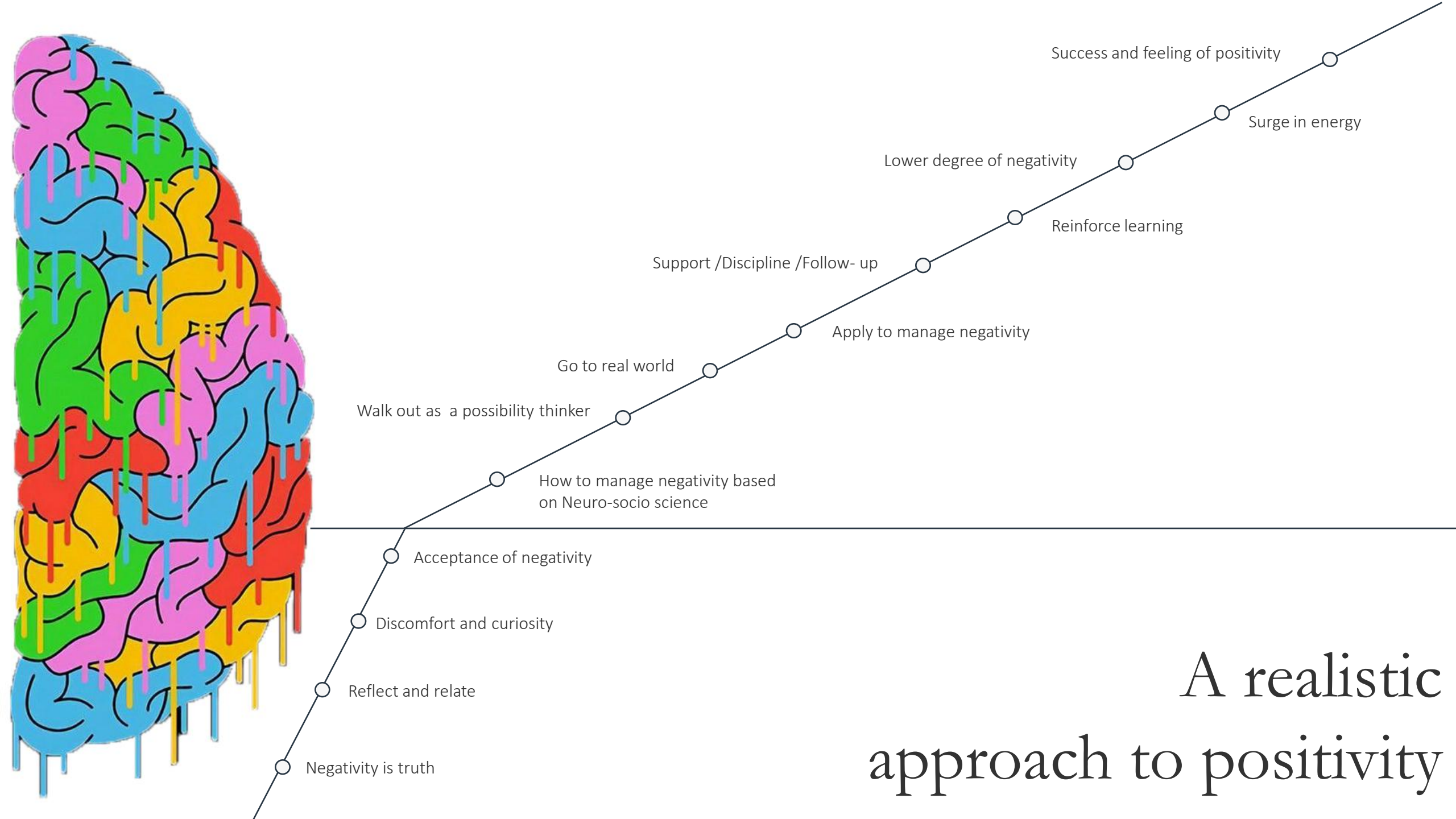
**Methodology:**

- Adherence to adult learning principles
- Role plays, Cases, Simulations
- High energy presentations
- Facilitative interactions
- Reflections, Real life learning transference
- Post program robust follow-up





How positivity becomes a myth!



A realistic approach to positivity

# Contact



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