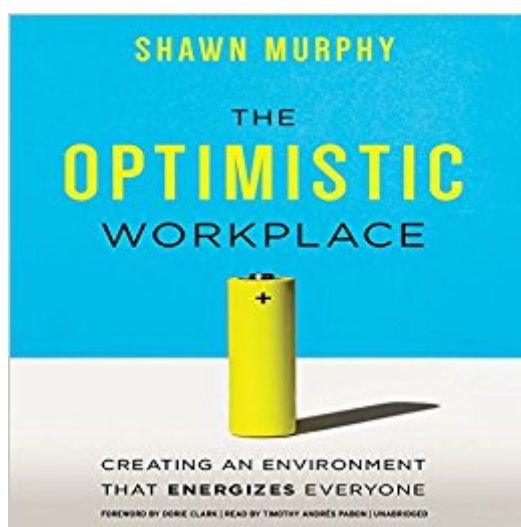The book was found

The Optimistic Workplace: Creating An Environment That Energizes Everyone

Synopsis

[Read by Timothy Andres Pabon]Supported by the latest research, this eye-opening book argues that our best work is the product of a positive environment. While you can't personally transform corporate culture, you can influence workplace climate and create meaningful and lasting change. Examples from companies large and small demonstrate how this people-centric focus ignites employee potential, increases innovation, and catapults organizations to new levels of performance. The Optimistic Workplace presents an array of surprisingly simple strategies as well as practical plans designed to focus your actions and make employee optimism not just a worthy goal-- but a real and measurable result.

Book Information

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Customer Reviews

Ã¢â ¬Å"Ã¢â ¬Â|setting aside the quasi-military concept of command and control, Murphy sets traditional motivational and management theory on its ear.Ã¢â ¬Â• --Library Journal

Ã¢â ¬Å"Ã¢â ¬Â|about the importance of infusing purpose into work and creating a positive work environmentÃ¢â ¬Â|This book is indispensable for any leader.Ã¢â ¬Â• --Actionable Books

Ã¢â ¬Å"...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.Ã¢â ¬Â• --Realizing Leadership

   Ã¢â ¬Å"The book features a plethora of insights, based on psychological research, which demonstrate that happy employees are also more productive.Ã¢â ¬Â• --Small Business Trends --This text refers to the MP3 CD edition.

When it comes to work these days, weÃ¢â¬â„¢re expected to do more with lessÃ¢â¬â•but is this nose-to-the-grindstone philosophy the best way to run a business? Alarmingly low employee engagement numbers indicate otherwise.   So, if pushing everyone harder isnÃ¢â¬â„¢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. ThatÃ¢â¬â„¢s good news for you as a manager. While you canÃ¢â¬â„¢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 purposeÃ¢â¬â•and align them for astonishing results Ã¢â¬Â¢ Overcome resistance and skepticism Ã¢â¬Â¢ Build camaraderie and deepen loyalty Ã¢â¬Â¢ Increase intrinsic motivation Ã¢â¬Â¢ Help your team find meaning in their work Ã¢â¬Â¢ Identify goals collaboratively and track progress Ã¢â¬Â¢ 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 goalÃ¢â¬â•but a real and measurable result.   --This text refers to the MP3 CD edition.

First, a caveat: I am a fan of Shawn MurphyÃƒÂ¢Ã â¬Ã â„¢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 lifes 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 ÃƒÂ¢Ã â¬Ã Å œ 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 ÃƒÂ¢Ã â¬Ã Å"the human side of business to flourish.ÃƒÂ¢Ã â¬Ã Â•- The often-misunderstood difference between culture and climate ÃƒÂ¢Ã â¬Ã Å œ 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: ÃƒÂ¢ Ã¢ ¬Ã Å"What makes your heart sing?ÃƒÂ¢ Ã¢ ¬Ã Â•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 ÃƒÂ¢ Ã¢ ¬Ã Å"thumbs upÃƒÂ¢ Ã¢ ¬Ã Â• to The Optimistic Workplace. My thumb is way up.

The world seems to be a more pessimistic places 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, ÃƒÂ¢ Ã¢ ¬Ã Å"Doing good is good for business.ÃƒÂ¢ Ã¢ ¬Ã Â• 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 naÃƒÆ'Ã Â ve. 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.

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 disappointÃƒÂ¢Ã â¬Ã Â¦ 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-word examples of how optimism and ÃƒÂ¢Ã â¬Ã Å"human-centered leadershipÃƒÂ¢Ã â¬Ã Â• 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 ÃƒÂ¢Ã â¬Ã â œ and effective - workplace.I would definitely recommend this book to any manager or leader seeking to build a more positive and profitable culture.

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