



Welcome to the Real Leaders January 21, 2010 Gathering,

Introduction

When it comes right down to it, there is very little difference in people, but the little difference makes a big difference. The little difference is **attitude**. The big difference is whether it is a positive or negative.

Earl Nightingale, the American radio announcer, author, motivator, and public speaker, said that “a great attitude does much more than turn on the lights in our worlds; it seems to magically connect us to all sorts of serendipitous opportunities that were somehow absent before the change.”

Bad Attitudes result in people who:

- Are extremely difficult to work with
- Tend to have a negative influence on other employees
- Are unproductive and spend all their time focused on their problems rather than attempting to generate solutions

What did I learn from listening to Adam?

1.

2.

3.

Don't underestimate the power of enthusiasm; it's your personal power stamp. The positive energy is remarkable and contagious.

Attitude Altitude Setters

1. Your DNA – Your Temperament

- * Attitudes are initially _____

Lou Holtz, Football Coach: “Ability is what you’re capable of doing. Motivation determines what you do. Attitude determines how well you do it.”

- Attitudes are _____

“...let God transform you into a new person by changing the way you think. Then you will learn to know God’s will for you, which is good and pleasing and perfect.”

Romans 12:2

2. Your Environment – Your Influencers

- * Your attitude is affected by your _____

- * Your attitude has been affected by your _____

3. Your Beliefs – Your Values

“You’ll succeed as a leader only if you’re a living example of your stated values. What causes do you champion? How do you behave with others? What decisions do you make? Now ask yourself what values your answers demonstrate.”

- Your attitude reflects your _____

YOU CHOOSE YOUR OWN CONVICTIONS

Viktor Frankl, Holocaust survivor: *“We who have lived in concentration camps can remember the men who walked through the huts comforting others, giving away their last piece of bread. They may have been few in number, but they offer sufficient proof that everything can be taken from a man but one thing: the last of human freedoms – to choose one’s attitude in any given set of circumstances – to choose one’s own way.”*

- Your attitude will reveal the _____ you have made

Attitude Adjustment checklist

1. Honest evaluation

“Is my attitude a strength or a weakness?”

2. Ownership and responsibility

“Do I own my attitude or am I blaming others or circumstances for the way I act?”

3. Desire to change

“Do I want to live the rest of my life with this attitude?”

4. Perspective – get it right

* “Do I have a sense of humor?”

* “Do I elevate others around me and make them better with my attitude?”

5. New Words

* “Am I putting positive thoughts in my mind?”

* “Have I chosen to speak affirming words to others?”

6. New Expectation

“Do I expect challenges and plan in advance to overcome them?”

7. Accountability

* “Do I conduct an internal audit every day?”

* “Do I submit to an external audit regularly?”

Conclusion:

A good attitude is most easily seen in a person's enthusiasm.

Right attitude = Real enthusiasm

“Enthusiasm is one of the most powerful engines of success. When you do a thing, do it with your might. Put your whole soul into it. Stamp it with your own personality. Be active, be energetic, be enthusiastic and faithful, and you will accomplish your objective. Nothing great was ever achieved without enthusiasm.” ~ Ralph Waldo Emerson

Next gathering for Real Leaders

April 1, 2010

- Leadership and Leverage
- Leadership and Influence
- Leadership and Legacy

Real Leaders Resources

Realleaders.org

Edholland.org

timlahaye.com

Transformed Temperaments – available on Amazon.com

Temperament analysis test – available at timlahaye.com

Ed's Attitude Discovering Hiring Habits

Whenever I hire someone, I have a habit of looking closely at the candidate's attitude. Regardless of experience, education or accomplishments, I avoid hiring candidates who do not have some semblance of a positive attitude. However, desperate the need to fill a given position, I would rather keep looking for a candidate with a positive, can-do attitude than hire someone that is going to make all of us feel like jumping off the Akron Y Bridge.

Positive partners within the organization have the ability to rise above the day-to-day obstacles and make things happen. The results might not be perfect, but it is so much better than listening to an employee complain endlessly about management, compensation, benefits, lack of resources, working conditions, how it was better in their old position, or any other circumstances that do not measure up to their expectations. Even though most people attempt to be at their best during an interview, there are a number of qualities you can look for that will provide good insight into a candidate's attitude. Some of the things I look for are:

- Do they speak positively of their former employers? This is the most important indicator of how they will speak about you. If they speak poorly of the last place they worked you can bet they will soon be speaking poorly about you.
- Do they possess a high level of confidence? People with a positive attitude tend to have a high degree of confidence. They are confident in their ability to meet objectives and have a much higher chance at success.
- Do they have a track record of overcoming adversity? I refuse to hire people who have not failed. People who have not faced adversity are either lying or delusional. Ask the potential candidate to give an example of the most difficult problem they have had to face in their life and how they overcame it.

NEVER GIVE UP – Winston Churchill

On October 29, 1941, Prime Minister Winston Churchill visited Harrow School to speak to the students. This became one of his most quoted speeches due to distortions that evolved about what he actually said.

The myth is that Churchill stood before the students and said, "Never, ever, ever, ever, ever, ever, ever, give in. Never give in. Never give in. Never give in." Then he sat down. In reality, he made a complete speech that included words similar to what are often quoted. Also, some believe he said, "Never give up." That too is incorrect.

The fact is he did admonish the students to NEVER QUIT!