

**How to Deal with Negative People
and Keep from Becoming Negative Yourself**



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Negative people are tremendous **energy drainers** for children, other adults, and themselves.

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What are the characteristics of negative people?



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Let's start with some basic information and realities.



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The Four Realities about Negative People

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REALITY #1

Difficult people exist everywhere.
They cause problems for everyone.



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REALITY #2

You cannot change negative people.
They can only change themselves.



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REALITY #3

Understanding what makes them tick...

- ✓ Reduces your stress
- ✓ Improves your ability to help them change
- ✓ Improves your ability to change the organizational environment
- ✓ Makes your life a lot easier



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REALITY #4

There is no single book or recipe on how to deal with negative people.

By learning specific skills, you can adapt them to different personalities and situations.



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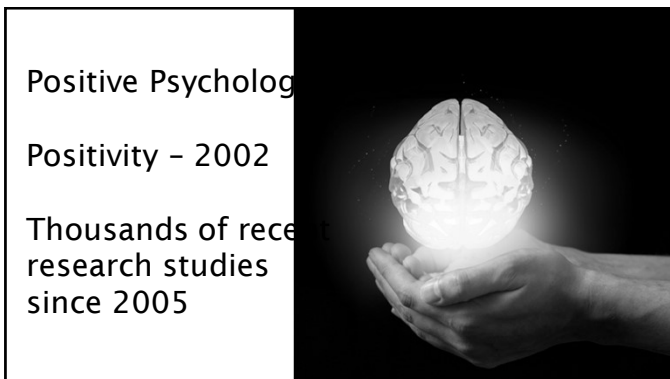
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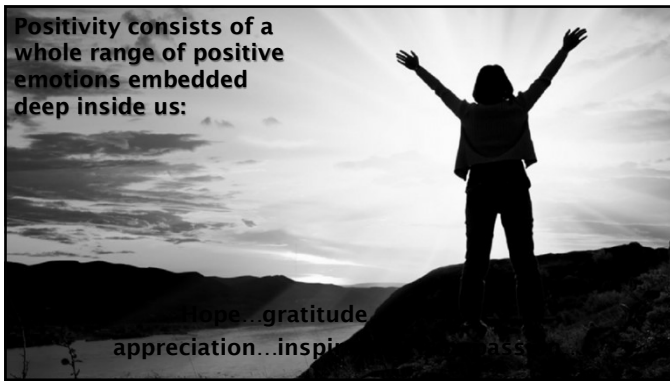
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Positive Emotions

- Hope
- Compassion
- Love
- Gratitude
- Joy
- Inspiration
- Humor
- Serenity
- Pride
- Awe
- Interest

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What's good about...

- ...my job?
- ...my family?
- ...where I live?
- ...my commute?
- ...my spouse/friend?

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Your Line of Life

A horizontal line connects two vertical tick marks labeled A and B. Below A are the words: Frustration, Stress, Depression, Anxiety. Below B are the words: Neutral, Normal, Feeling pretty good. To the right of the diagram is a small plant with several leaves.

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Your Line of Life

A horizontal line connects three vertical tick marks labeled A, B, and C. Below A are the words: Frustration, Stress, Depression, Anxiety. Below B are the words: Neutral, Normal, Feeling pretty good. Below C are the words: No-limit living, Total wellbeing, Independent of the good opinion of others, Highly Spiritual. To the right of the diagram is a small plant with several leaves.

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2. Visualize Success

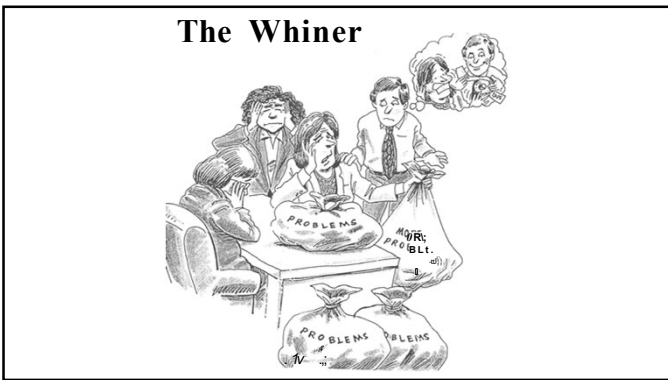
A hand is shown in the foreground, holding a pen and drawing a bar chart with four bars of increasing height. The background is dark and out of focus, showing a person's face.

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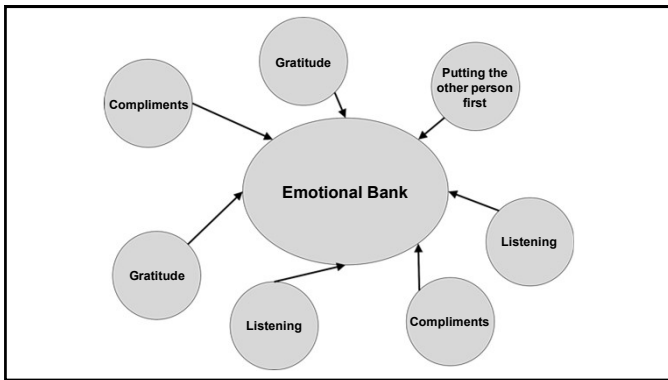


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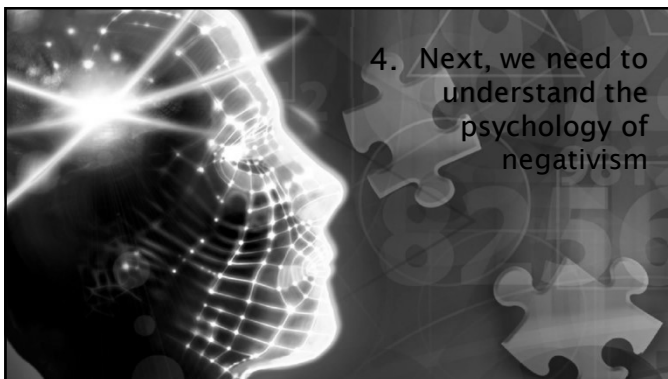
3. Build emotional banks with everyone



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4. Next, we need to understand the psychology of negativism

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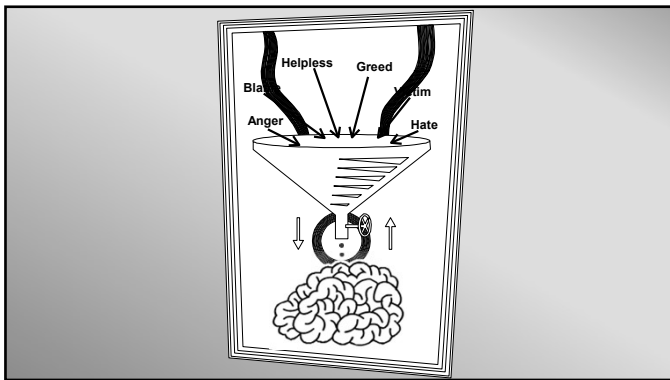
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Psychology of negativism

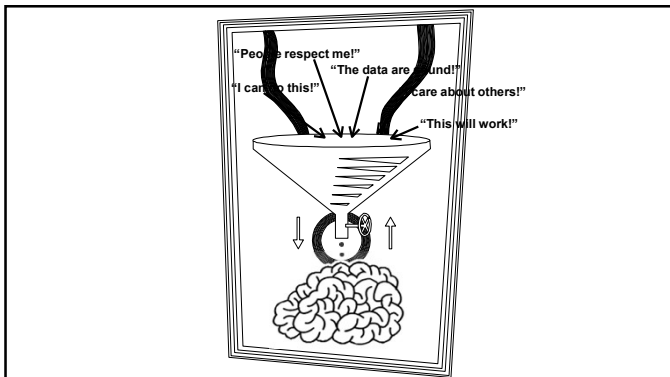
- gets more attention than the positive
- is reinforced by the attention
- is all about how a person sees the world



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What do negative people depend upon to get what they want?

1. Attention		6. Sympathy
2. Fear		7. Response
3. Guilt		8. Momentary high
4. Intimidation		9. Use of cynicism
5. Sense of Power		

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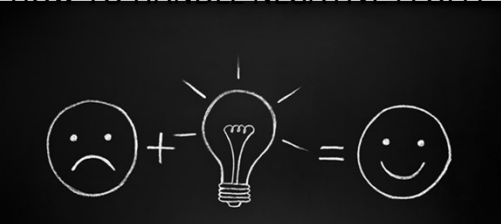
5. Do not get sucked into their downward spiral.

Do not participate in their negative conversations and emotion – control your own attitude and emotion.



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6. HOW TO HANDLE NEGATIVE PEOPLE



Reframe the negative into a positive

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7. Suggestions to help negative people change

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First, you must change your attitude toward them...

- ❖ Understanding
- ❖ Compassion
- ❖ Forgiveness

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8. Specific suggestions for leaders



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Leadership

- Don't hire then in the first place. Use a positive attitude questionnaire in screening and hiring.
- Surround negative people with positive people who enjoy life.
- Be an absolute role model.
- Leadership results improve when the leader becomes a positive role model.
- Make attitude and wellness a theme in your organization.
- Slowly change the culture - be persistent - stay with it.



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“Give me a worker who can get along with people, has a strong work ethic, and is positive about his life, and I can teach him the rest.”

Henry Ford



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Leadership

- Give firm, compassionate, and open direction. Intensely reward positive energy.
- Whatever you put into the system multiplies itself.
- You must change yourself first before you can change the organization. What are you doing to contribute to the negative "status quo"?



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9. Thoughts to Ponder which will Help You Stay Focused on the Positive

The goal is not to avoid the negative; the goal is to look for and seek out the positive.



For what you see will be what you get.

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11. Finally, if people do not share your humor and positivism and instead try to give you the gift of anger and whininess, say:

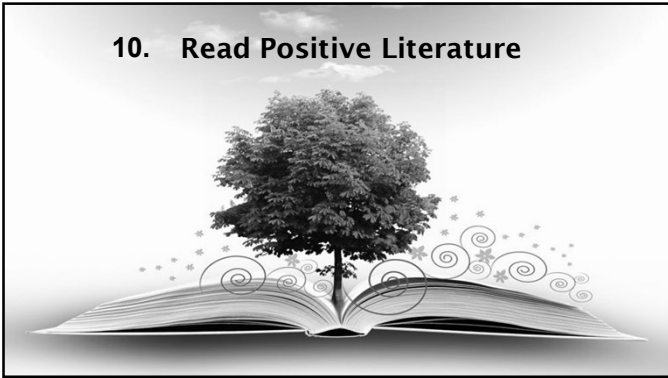


"No, thank you - you keep it!"

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10. Read Positive Literature



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