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Optimism at workplace

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ABSTRACT

Optimism is a management strategy that gives tremendous energy to face any challenges. Optimism is a state of mind. Optimistic employees never succumb to any negativity, instead, they stay determined to reach their goals and enjoy the work. If you want to succeed in your career you have to overcome all the odds. This article focuses on workplace optimism, its challenges, and opportunities.

Keywords: *Optimism, Strategy, Management*

1. INTRODUCTION

Optimism is a hidden asset in every employee and one should unleash the hidden component out. It is really required at the workplace. Staying optimistic at workplace is a strategy. Everyone is well aware of the fact that challenges at workplace are inevitable and one should be an inveterate optimist to have an extraordinary employment. Workplace is very tricky and many things will happen; at times the way one expects and many times not the way it is expected. It is very difficult to avoid workplace pressures in the modern working environment. Every employee has to undergo a lot of stress at workplace. Optimism is the crucial key here. Optimism is nothing but the ability to look at the positive side of things under any circumstances and successful outcome of a situation. Optimism doesn't mean that you will be happy always and never get upset irrespective the situations, in fact, it's a state of mind which keeps you positive to do whatever best possible to make the situation better. To overcome challenges, every employee should know how to perceive and always exhibit powerful healthy and consistent demonstration of optimism. Keep your mind calm, love the job and have a healthy mind.

To be a successful employee, one should practice optimism. One has to agree and accept that everyone will encounter challenges at workplace and the way we respond to a situation matters the most. Everyone should accept that emotions will be challenged and under these circumstances staying optimistic at workplace is an art and every employee should hone on that skill. Staying optimistic is crucial skill that a newbie or a seasoned employee should always possess to be successful in their endeavors'. Attitude makes a huge difference. Think the best and expect the best. Optimists are the ones who are more confident, committed and very much inclined to reach the goals irrespective of the challenges ahead. Optimistic employees are the more engaged employees in the organization.

Workplace competition is inevitable. Intentional workplace isolation will or can happen. You will have to overcome lot of situations like these where you will be purposefully targeted, not given opportunities, not recognized for the good work and at times you will be purposefully harassed, humiliated, sledged, ostracized extra. You will have to do everything possible to protect yourself from the workplace onslaught. These onslaughts can come from anywhere, be prepared to face it. Always be prepared to face the worst, you will never know when something unavoidable may come up. Optimism and pessimism are the two options that are available in front of everyone which has equal impact on wellbeing. No one is a born optimist or a pessimist; you will have to choose your attitude. Being an optimist or a pessimist at workplace is a matter of choice. When you adapt pessimistic approach negativity constricts thinking ability and puts an employee on a defensive approach. If you choose to be an optimist at workplace place you can turn your scars into stars.

2. ATTITUDE MATTERS

A good attitude, as an individual at workplace will help you to have a great day at work and can get along with coworkers well. With your enthusiasm, you can spread happiness and positivity at workplace. Build your own sustainable character which can withstand irrespective of any sort of working environment. Always believe that you are born optimist and can always see the bright side of any situation. Optimism is a way of living and optimistic employees are the happy employees who create happy workplace atmospheres.

“Attitude is a little thing that makes a big difference”

Winston S Churchill.

2.1 Raise the environment - You can

Workplace is a place where everyone gets professionally connected. It is very important to maintain workplace relationships. Cheerful vibrant working environment starts with you. Colleagues come from diversified home atmospheres and respective of their mood you can influence your co-workers with your enthusiasm and you can bring in positivity with your attitude. Enthusiasm and positivity are contagious. What you give is what you get back. Raise the environment

To be optimistic, one needs to be passionate about the work he or she does. As Aristotle famously said “Pleasure in the job puts perfection in the work”. Being passionate about the work is a prerequisite to be a successful and a happier employee at workplace. Passionate work starts when you invest certain number of emotions to the work. Get fascinated about the work you do. Take your soul to the work and when you put your heart in what you are doing regardless of the job it becomes beautiful. If you want to be successful, be passionate about what you do. . Be instrumental in making every day in the place an amazing day. When you know that you can spread positivity around you, then you can help many. When you know that you have the ability to create a major impact at workplace with your positivity, then open up and you can be a game changer at workplace. Relive your inherent qualities and reinvent impossible. Radiate energy, bliss and positivity. When you practice optimism at workplace, you attract many people who would love to be with you.

“Choose to be optimistic, it feels better”

Dalai Lama XIV

2.2 Advantages of being optimistic at workplace

- Increased productivity
- More creativity
- Better Team Work
- Lower Turnover
- Better customer service
- Potentially increased profits

3. POSITIVE COMMUNICATION & WORKPLACE CIVILITY

To have a positive working environment, workplace civility is mandatory. Incivility promotes stress, frustration, poor relationship and decreased employee morale. Let the promotion of civility at workplace start from you. Understand the impact of your behavior or words and think twice before you act or speak. The way we speak makes or breaks and employee, so it's very important that we start unlearning the language of pessimism and start learning to speak the optimist’s vocabulary. Speak a language that can uplift the morale of yourself as well as the people around you. You can influence your fellow colleagues with your words and create a sense of feeling “Yes this can be done”. Always speak the language much more of possibilities and be a person who can be looked upto. Get your words right. As said, the way we use the words turns negativity into positivity - for example when you call a problem it becomes problem vice versa when you call a problem as an opportunity - the intensity of the scenario completely gets changed.

“Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence”

Helen Keller

4. TYPES OF OPTIMISM

The following are the different types of optimism

Dispositional Optimism	Expecting that more good things will happen than bad
Unrealistic Optimism	Mismatch between the actual and expectations
Comparative Optimism	Cognitive bias believing that only good things will happen and less likely to experience a negative event
Situational Optimism	Expecting that more good things will happen than the bad
Strategic Optimism	Denying risks because you believe you have control
Realistic Optimism	Keeping a positive outlook amidst constraints

5. THESE THINGS WILL HAPPEN

Workplace Sledging

Sledging at workplace is a tactical maltreatment approach to destroy an employee confidence. Ignore the chirpers. It is predominantly targeted on high caliber super productive and performing employees to hamper their performance. Response to that matters the most. Never mind the banter. Remain resolute on your goals and be a person of determination and do not allow silly stuffs to sack you. Staying optimistic is the key here.

“When someone tells me “no” it doesn't mean I can't do it, it simply means I can't do it with them”

Workplace Ostracism

Ostracism is a social rejection strategy by the tossers which is alarming and ubiquitous. It is an emotional bullying tactics and a very hurtful experience. It is predominantly used to shun the performance and happiness of active employees at workplace. There are innumerable reasons to alienate an employee, but what matters most is the determination in which it's being handled. Difficult colleagues come in different shapes and sizes and the fact is that no workplace is without them. Believe that ostracism will not last long when one knows to handle it. Kill it with your enthusiasm

"If we live for their acceptance, we'll die from their rejection"

Lecrae

What are others thinking about me (WOATAM)

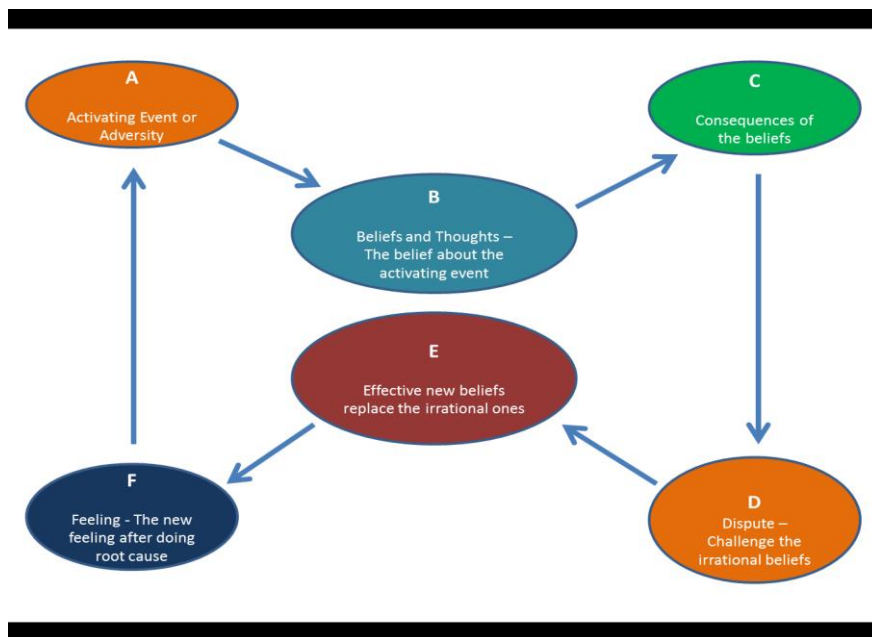
Thinking about what others are going to think about you will be the ultimate cause of unhappiness at workplace. The biggest problem we all face is that we give due importance and value others opinion more than value ourselves. This is a trap which will not allow us to do our best. The best way to overcome this is to set our own boundaries of what we are going to give importance to. Focusing on other people's perception especially the negative ones would not allow us to give our best. The key here is playing with our self-confidence. The fundamental thought process one should develop is that how much importance am I going to give to others perceptions. If you want to be a super-efficient employee at workplace, stop ignoring what others think about you, instead focus on your goals and build your capability and start working towards it, victory is yours. .

"The eyes of others are our prisons, their thoughts our cages"

Virgina Woolf

6. ABCDE MODEL OF OPTIMISM

The Seligman's approach is called ABCDE model of optimism for changing our mind as part of an emotional intelligence system at workplace for better optimistic approach



This ABCDE model focuses on a situation that calls for a response and how we interpret the event and the way we behave to a consequence is the first part of the ABCDE model. The later part focuses on disputing and challenging our own beliefs and thoughts and being the Devil's Advocate and tries to find the new and effective ways which will be instrumental in transforming ourselves to the new beliefs and thoughts. The final F component focuses on the own feelings after doing a root cause on the activating event, how do we feel now. This is learned optimism which involves skills that can be learnt and be put into practice. Keep your mind calm and have a healthy mind. A mind with enthusiasm and compassion to work are the two great essential qualities an employee should possess at workplace. This ABCDE model aims at bringing healthy mind, positive minds at workplace for a healthy career.

7. OPTIMISTIC MEASURES

7.1 Equanimity

Equanimity is the key whenever we encounter nerve-racking hardships. Develop equanimity. Never get victimized to workplace pressures. Learn to stay equal no matter what. These struggle days defines ones own quality. Believe you are the locksmith during difficult times. Remain resolute and carry on.

"Tough times never last, but tough people do"

Robert H Schuller

7.2 Be a champion employee

To be a champion employee at workplace, mindset matters. You have to create a goal for yourself. Start working towards your goals. Dedicate yourself completely and show extra ordinary interests in the work you do. You should be a propelling factor promoting best working practices. Always look for opportunities to improve your peers. Champion employees are determined with their ability / capacity to bounce back during failures and not the number of times they succeeded. Staying optimistic during tough times is the key here. As the quote goes “Champions are not the people who never fail, but people never quit. Go the extra distance, run the extra mile and lead by example even when there are challenges. Be a team player and a champion at workplace. To be a champion, keep trying until you've accomplished. Be a performer.

“Doubt create a mountain, faith tunnels through it”

Navjot Singh Sidhu

7.3 Comfort in Despair

Train the mind to see the good. When the thoughts are right, actions are right. Circumstances should not decide the thoughts. There will be negative reinforcements which always look for an opportunity to pull individual thoughts down. Never give an opportunity to it. Ultimately the thoughts either makes or breaks the individuals and others surrounded. Always radiate positivity - create an impact and be a person to be looked upon all times. You are unique because you are what you are.

“The mind is everything - What you think you become”

Buddha

7.4 Celebrate & Learn to Harness Your Strengths

By being an optimist, we should be focusing on our strengths rather than weakness. When we focus on our strengths it improves the overall well-being and gives us extraordinary energy at work. It is very important at workplace that we learn to tap into our strengths. Let's start focusing on the strengths and start doing activities that are more engaging and more fulfilling. Let's find tune our strengths

“Find the things that light you up”

Jolene Stockman

8. SIMPLE THINGS TO INCREASE EMPLOYEE HAPPINESS

- Asking for feedback
- Removing roadblocks
- Showcasing your belief that your teams work matters
- Cutting out micromanagement where possible
- Building up the leadership potential of others
- Offering professional development opportunities

9. CONCLUSION

If you want to succeed in your career you have to overcome against all the odds. There will be forces at workplace which doesn't want you to succeed. Every effort or the initiative taken will be challenged. Never succumb to any negativity instead stay determined to reach your goals and enjoy the work. Optimism is a state of mind. Every employee should develop coping strategies and should practice untiring perseverance in the face of obstacles and never lose self-control. Staying optimistic at workplace is a management strategy. Have a deeper understanding of your work and multiply your passion with your team around. Always focus on positive communication and respectfully agree to disagree during conversation. Show goodness and kindness. Workplace isn't an easy road but not a difficult road.

“Attitude is a choice, happiness is a choice, optimism is a choice, kindness is a choice, giving is a choice, respect is a choice. Whatever choice you make makes you. Choose wisely – Roy T Benett - The light in the heart”

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