



# Staying Positive

## During Change & Uncertainty

*Tina Hallis, Ph.D. March 9, 2021*

### Uncertainty & Our Brains

- Our brains hate uncertainty. It triggers a strong threat response, urging us to anticipate the worst. The resulting stress interferes with our motivation, performance, and wellbeing.
- Our thoughts are powerful influencers on our stress. They are the key to overriding our threat response and improving our “reality.”
- **PQ (Positivity Quotient)** indicates how often our thoughts are **servicing** us vs. how often they’re working **against** us. Find out your score at [PositiveIntelligence.com/PQ-score/](https://PositiveIntelligence.com/PQ-score/)

### The Benefits of Increasing Our PQ

- Research shows that a higher PQ results in better salaries, marriages, health, social lives, creativity, sales, performance, decisions, leadership, and teamwork.
- Our attitude and emotions have a ripple effect on those around us – up to three-degrees of extension. Make sure you are a positive ripple.

### Increasing Our PQ with the Immunity to Negativity Formula



- **PREPARE your mindset.**
  - Be creative with gratitude
  - Look for the positive
  - Add positive moments
  - Synergize the mind-body connection
  - Just breathe
  - Dwell on a positive memory (Tip #2 in Tina's book)
- **PRACTICE to make it easier**
  - Practice pausing and noticing while . . .
  - Watching the news
  - Reading social media
  - Watching a video or movie scene
- **PAUSE in the moment**
- **NOTICE your thoughts** – Think about what you think about
- **CHOOSE the best response**
  - Choose your internal response
    - Focus on what is within your control
    - Look for what you can learn
    - Change your story
  - Choose your external response
    - Ask questions for better understanding
    - Take a few deep breaths
    - Take a break

## How to Help Your People Improve Their PQ

- Be the positive ripple
- Start meetings on a positive note
- Stress the meaning of their work and why it matters
- Recognize achievements and contributions
- Discuss/teach it in your meetings and one-on-ones
- Promote connection – especially in remote teams

## Take-aways

- What are one or two take-aways you want to remember, use, and/or share from this program?

## 5 Free Resources at ThePositiveEdge.net/SHRM

1. Schedule your free strategy call with Tina to explore customized options for building your people's positivity skills (PQ).
2. **Sharpen Your Positive Edge** with a PDF version of Tina's book filled with 80 short positivity tips.
3. Promote stronger connections among your remote workers with this free article, "*Ideas to Keep Your People Engaged and Connected While Working from Home.*"
4. Build Your Immunity to Other People's Negativity with 3-months of free access to this 7-week masterclass.
5. Catalyze your positivity by signing up for these free weekly tips.

## Quotes

- *We may all be in the same storm, but we are not all in the same boat.* – unknown
- *We don't experience the world; we experience our thoughts and think it's the world.* – Tina Hallis
- *I can make you rise or fall  
I can work for you or against you  
I can make you a success or a failure  
I control the way you feel and the way you act  
I am your thoughts* – Bob Conklin
- *Your potential is determined by many factors including your IQ, EQ, skills, knowledge, & social network, but your PQ determines the percentage of your vast potential that you actually achieve.* – Shirzad Chamine
- *Positive emotions carry the capacity to transform individuals for the better, making them healthier and more socially integrated, knowledgeable, effective, and resilient.* — Barbara Fredrickson
- *Between stimulus and response there is a space where we can gain freedom by choosing our response.* – Victor Frankel
- *The greatest weapon against stress is our ability to choose one thought over another.* – William James

## Suggested Reading

- Positive Intelligence – Shirzad Chamine
- The Happiness Advantage - Shawn Achor
- The How of Happiness – Sonja Lyubomirsky
- Positivity – Barbara Fredrickson
- Flourish – Martin Seligman

## Meet Tina



**Tina Hallis, Ph.D.** is certified in Positive Psychology through the WholeBeing Institute, an Authorized Partner for Everything DiSC®, and a Professional Member of the National Speakers Association. She is the author of *Sharpen Your Positive Edge: Shifting Your Thoughts for More Positivity & Success*.

Tina earned her Ph.D. in Chemistry and worked for 20+ years in Biotechnology at small start-up companies and large corporations. Because of her experience in R&D, operations, product management, and contract services, she has great insight into the different priorities and challenges of individual departments.

In 2011 she discovered a new science called Positive Psychology that focuses on how all of us can live our best, most meaningful lives. Seeing the powerful impact this information has on improving people and organizations, she decided to create her own company, The Positive Edge. Her focus is to share insights and strategies that make work more enjoyable and help organizations become more successful.

Tina has had the opportunity to share this information with thousands of people from a variety of industries including government agencies, academic institutions, medical staff, financial institutions, biotech companies, manufacturing companies, sales teams, nonprofits, and more.

## Tina's Other Topics

- **Building Your Immunity to People's Negativity:** Maximizing Teamwork & Customer Relations
- **Sharpening Your Positive Edge:** Shifting Your Thoughts for More Positivity & Success
- **Understanding & Appreciating Our Differences:** Optimizing Communication, Cooperation, & Connection
- **Creating a Positive Performing Workplace:** Using Positivity to Drive Your Bottom Line