Positively Authentic

Positivity is a skill that requires work every single day. It is important because most living systems tend to move toward positive energy and away from negative energy. For example, a natural source of positive energy for most living things is sunlight. In human interactions, being kind and having gratitude are forms of positivity. People learn more effectively and remember positive terms and events easier than negative ones.

According to Forbes.com, here are some ways to be an authentic, positive leader:

- Empower your employees (provide autonomy and flexibility yet at the same time make sure they have the needed training to be successful)
- Show that you genuinely care for your employees (by getting to know them and actively listening to them)
- Show compassion when your employees are struggling and seek to understand why they have good and/or bad days or performance
- Support your employees (advocate for them; speak up for them, serve as their champion)
- Share inspiration at work and hope for the future
- Serve as a role model and demonstrate positive social exchanges
- Bring energy to the workplace. Leaders' behaviors are highly visible to others so if you aren't bringing energy then why should those around you? Enthusiasm is contagious and it is a great motivator.

Positive leadership has been shown to be related to better organizational outcomes (e.g., job satisfaction, job performance, going above and beyond at work, psychological well-being, organizational commitment, creativity) than negative leadership styles (which have been shown to be related to turnover, stress, anxiety, absenteeism, job burnout, retaliatory behaviors). Leaders set the tone for their team and/or organization, and it is in their best interest to stay positive.

-Jessie Atkins, member of the 2022 Emerging Leaders Cohort

Russell, Joyce E. A. "Positive Leadership: It Makes A Difference." *Forbes*, 29 May 2021,
        www.forbes.com.