

# February 2007, Revved: The Power of A Positive Attitude

As a manager, how do you inspire people to work harder, reach higher, and achieve more? How do you get them to support you and go above and beyond the call of duty? How do you get them to care? The simple answer is: you show that you care about them as people, not just as hired hands.

In their book titled *Revved!*, co-authors Harry Paul and Ross Reck, share their ideas on the transformational power of a positive attitude and total teamwork and detail a three-step program that can help leaders maximize the returns that come from caring about their most important asset: people.

The first step is to win them over by releasing the reservoir of positive energy in people by listening to them and voicing your appreciation. When people know you care, they're excited about going the extra mile. In step two, you blow them away by taking that excitement to the next level by creatively recognizing and rewarding your people. They'll feel so good about going that extra mile, they'll look for every opportunity to do it again. Finally, in step three, you keep them revved by sustaining that level of excitement by consistently and sincerely maintaining positive and honest relationships with your team.

By putting this program into practice and managing people according to some of the principles outlined below, the authors maintain that leaders can effectively put an organization on the road to long term growth and success.

## **Nice Managers Get Results**

Some years back, a group of researchers studied 16,000 corporate managers. The results surprised many skeptics. They showed that the highest achievers were those who valued people as highly as they valued profits.

## **Engage With Attitude**

Have you ever heard the phrase, "Attitude is everything"? Take it to heart, for there's no such thing as an effective leader with a bad attitude. The best way to engage people is with your attitude, enthusiasm, and excitement.

## **The Power of Positive Action**

Don't be nice to people just because you want something from them. Be positive just to be positive, and watch how your life changes for the better.

## **Sincere Appreciation Gets Results**

One of the deepest needs of our human existence is the need to be appreciated. Each and every one of us absolutely loves to be appreciated for who we are and what we do.

## **Leave a Trail of Gratitude**

When people really hit one out of the park for you, or even if they do something simple but well-meaning, find a sincere way to express your appreciation.

## **Give Credit to Others**

The best leaders are confident enough to give credit to others when things go right -- and to take the blame when things go wrong.

## **Capitalize On Moments of Truth**

A moment of truth is an opportunity to come through when the people around you don't expect you to.

Think of ways to do this for colleagues and coworkers. You'll earn the respect of those around you, and the next time you ask one of these people for a favor, you can bet that the answer will be an enthusiastic yes!