

Title:

Attitudes Training Will Increase Productivity In Your Company And Home Based Business!

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Summary:

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At the turn of the century, it used to be that employees learned they could get ahead at work if they checked their brains at the door. To get ahead, employees were encouraged merely to do as the employer dictated and not think while doing.

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Article Body:

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At the turn of the century, it used to be that employees learned they could get ahead at work if they checked their brains at the door. To get ahead, employees were encouraged merely to do as the employer dictated and not think while doing.

With the complexities of today's multi-technological work environment, employees and entrepreneurs can advance their lot by checking their bad attitudes at the door and putting on positive thinking caps.

We've gone from worker robotics, to worker neurotics. Workers must now transform themselves from reliance on their IQs to self-reliance on their EQ (emotional quotient). The quickest way to emotional intelligence is to learn to control one's attitude.

What is attitude? Attitude is disposition, demeanor; it is a manner of doing things. It is the spirit that underlies our behavior. It is the bearing and

feeling that we put with our actions and the temperament that defines who we are and what we do. While a good attitude connotes a caring, positive and upbeat approach, a bad attitude is sullied by uncaring, rude and negative behavior. Bad attitudes in an organization can become a cancer that can drive customers and good employees away. As employers continue their efforts to downsize, merge, and streamline costs -- sped up by technology-- employees are caught up in the emotional squeeze.

How do we change the attitudes of employees and frustrated entrepreneurs? A training program on attitudes is a perfect solution. The right training program can help foster a more positive work environment for all employees, increase employee morale, improve performance and productivity and place entrepreneurs in the frame of mind necessary to be successful.

Overcoming the first obstacle - is naming the training program. When you want to change a persons attitudes through training, name the course so they will be excited and inspired to participate. Mandatory attitude training, for example, automatically causes resentment and resistance. Some individuals will say, I don't have a bad attitude, why are they trying to fix me, or what did I do wrong to have to participate in this program. Like it or not, it is human nature to think the worst about these kinds of programs. Seminar titles like, "How to Stay Motivated all the Time" or "How to Be Better in All that You Do", work well.

It is helpful to take a measure of key attitudes that you want to change with the training. It is also useful to take the position that this effort is not just employee training for example, but long-term development because you want to change behaviors in the long run. You will want to assess the current state of the organization or your business that leads you to want to change employee or your own attitudes. Ask the questions: What behaviors are occurring that is symptomatic of poor attitudes? It may be that you have observed or experienced behaviors such as short tempers, poor customer treatment, or disrespectful treatment of others, which may lead you to conclude that attitudes training would benefit your organization. A short survey (using a rating scale) of employees for example prior to training, works well with questions that pertain to how they view the present environment and their own behaviors. This same survey can be administered several months after the training has been administered to see what gains have been made.

What is the content for effective attitudes training? - Individuals will enjoy training that is applicable to their whole lives, not just the workplace. Training should be interactive and participatory and use practical examples for learning, focuses on the individual and then the organization. Training objectives for participants:

You may not like your job or others around you. You may not even be able to change your position at the present time. But the one thing you can change is your attitude.

You may not be able to control your feelings but you can control your attitude. Attitude management is the ability to control how we act out our emotions.

Some useful elements of an effective attitudes training program include:

Self-assessment and personal inventory- to include personal assessment of how well an employee feels they interact with others inside and outside of the work environment

Developing Personal Effectiveness- to include opportunities for participants to visualize success and their own capacities and abilities, to strengthen inner resources and mental attitude

Assessing Limitations and Strengths - to include taking a realistic look at limitations and strengths and assess opportunities to capitalize on personal strengths. Identify those limitations that may not be rooted in fact but affect individuals capability to fully contribute, create or apply skills.

Understanding the Dynamics of Positive and Negative Attitudes-to include developing an understanding between the relationship between thoughts and actions.

Transition and Change Model - Incorporate a process to help individual employees identify attitudes they want to change and timetable that will let them transition plan.

Lasting change - Can be accomplished if we give individuals adequate time to adopt new attitudes, positive rewards and celebrations for demonstrating positive behaviors. Using the measurement tool to conduct a post assessment of training impact and rewarding participants for positive change will be reinforcing.

True empowerment is the ability to take control and avoid knee jerk emotional responses to hostile work environments or the challenges associated with your home based business. Remaining optimistic and positive are challenges that we all face in these circumstances. Attitude management is the ultimate productivity enhancement. Mastering the ability to maintain a positive outlook will draw others toward you and keep you motivated to achieve more with what you

do.

Warm regards,

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