



# The Optimistic Workplace: Creating an Environment That Energizes Everyone

*Shawn Murphy*

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When it comes to work these days, we're expected to do more with less--but is this nose-to-the-grindstone philosophy the best way to run a business? Alarmingly low employee engagement numbers indicate otherwise. So, if pushing everyone harder isn't the path to productivity, what is?

Supported by the latest research, this eye-opening book argues that our best work is the product of a positive environment. That's good news for you as a manager. While you can't personally transform the corporate culture, you can influence the workplace climate and create meaningful and lasting change.

Advocating a steward model of management, "The Optimistic Workplace" reveals how to:

- Explore personal and organizational purpose--and align them for astonishing results - Overcome resistance and skepticism
- Build camaraderie and deepen loyalty
- Increase intrinsic motivation
- Help your team find meaning in their work
- Identify goals collaboratively and track progress

And more Examples from companies large and small demonstrate how this people-centric focus ignites employee potential, increases innovation, and catapults the organization to new levels of performance.

Far from being a wish-upon-a-star discussion of workplace happiness, this book presents an array of surprisingly simple strategies as well as practical 30-, 60-, and 90-day plans designed to focus your actions and make employee optimism not just a worthy goal--but a real and measurable result.



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