

# JUICY WORK NEWS

Updates from The Learning Advantage

November 2024



## What color are your glasses?

I have been accused of looking at the world through rose-colored glasses. Yes, positivity is one of my top five themes in the assessment tool StrengthsFinder (now called CliftonStrengths). And I believe positivity serves me well. The more I look for good, the more I find it. Clients like working with a coach who helps them develop their strengths rather than just work on weaknesses.

Having a positive attitude helps me stay centered; not much can throw me off my balance. When we are positive, we are less susceptible to amygdala hijacks that lead to the fight or flight response.

Occasionally I encounter people who view the world through brown-colored glasses, also known as pessimists. They focus on the negative and let that experience color their perspective. They are quicker to identify what is wrong than what is right. People tend to avoid them because of how critical they are. Ultimately their life experience is clouded by their negativity.

Developing and sustaining positivity isn't always easy, especially in challenging times. But there are resources that can help, including the book *Learned Optimism* by Martin Seligman. Exercises can also reinforce positivity, such as keeping a gratitude journal and looking for the bright side by asking yourself, "What is right about . . . ?" In time, with practice, those brown specs may fade. Even if you're not sure, rose-colored glasses will



## Generative AI to the Rescue?

An otherwise competent employee often complains about people in other departments who aren't working hard enough, don't come to the office enough, and take too much time off. He doesn't realize that he also takes time off and can't be working that hard if he has time to pay attention to what others are doing.

His manager has brought up this negative behavior and asked him to stop worrying about what others do. He seems to dismiss the feedback and refuses to change. The manager was at a loss as to how to reach him and asked me how I would get the employee's attention.

I suggested that a parable or story can sometimes illustrate a point better than a direct conversation, and in the spur of the moment I came up with an example. It was about a chicken who laid more

become you, having a clear-eyed perspective is a worthy goal.



eggs than all the other chickens and was always complaining about who ate the most grain, who drank all the water and who spent more time clucking with others than laying eggs. She also criticized the rooster for not paying enough attention to the predators around their pens.

[More](#)



Submit your ideas for subjects for Sandy to: [Sandy@learningadvantageinc.com](mailto:Sandy@learningadvantageinc.com)

[WWW.LEARNINGADVANTAGEINC.COM](http://WWW.LEARNINGADVANTAGEINC.COM)



[Manage](#) your preferences | [Opt Out](#) using TrueRemove™  
Got this as a forward? [Sign up](#) to receive our future emails.  
View this email [online](#).

7200 Michael Place | Falls Church, VA 22046 US

This email was sent to .  
*To continue receiving our emails, add us to your address book.*

[Subscribe](#) to our email list.

