



The Face

Few pictures guarantee a chuckle from me. But, there's one. I call it, "The Face".

You know the shot. McKayla Maroney, the U.S. gymnast, has just won a medal. Now, granted it's not the gold she wanted, but it's a medal...at the Olympics! Yet, girlfriend was not impressed at all. And, displeasure is written all over her face for the entire world to see.

What we have here is a case of major attitude. And, attitude...for good or for ill...can play a significant role in the direction of a person or of an organization.

So, let's talk about attitudes in this month's edition of **EA Insights**. After all, even if you're an expert at masking the face, the underlying attitude often still is unmistakable.

All the best,

June

June Melvin Mickens
Executive Advantage, LLC

Quick Links

[EA Home Page](#)

[About Us](#)

[Strategy Support](#)

[Process Improvement Support](#)

[People Development Support](#)

[Contact Us](#)

Quotes

"The greatest discovery of my generation is that man can alter his life simply by altering his attitude of mind."

~James Truslow Adams

"If you don't like something, change it. If you can't change it, change your attitude."

~Maya Angelou

"A positive attitude can really make dreams come true[.]"

~David Bailey

"Having a positive mental attitude is asking how something can be done rather than saying it can't be done."

~Bo Bennett

"Our attitudes control our lives. Attitudes are a secret power working twenty-four hours a day, for good or bad. It is of paramount importance that we know how to harness and control this great force."

~Irving Berlin

"A positive attitude causes a chain reaction of positive thoughts, events and outcomes. It is a catalyst and it sparks extraordinary results."

~Wade Boggs



A Surefire Key to Organizational Success

June Melvin Mickens
Executive Advantage, LLC

Situation #1 --

Salutation: *Happy Monday!*

Response: *I'm not sure there is such a thing.*

Situation #2:

Leader opening this (and just about every) meeting: (Heavy sigh) *Ok, let's get started.*

The bad news is that both of these scenarios are from the same organization. And, the worse news is that both involve the senior-most leaders of that body.

John Maxwell once said that "the speed of the leader is the speed of the team". Although I certainly agree with Maxwell on that one, there's more. Not only is the leader's *speed* critical. The leader's *attitude* holds just as much, if not more, sway. What the leader puts out there daily eventually becomes the pervasive attitude and, in many respects, may be the greatest determinant of team success.

You see, attitudes, especially those flowing from the top, tend to be contagious. What people see, and hear, and experience from leadership has a way of catching on and permeating the environment. For that reason, leaders must be self-aware about their attitudes, and they must be vigilant about grappling with all that's going on inside. Why? Because *attitude* speaks loudly, and it affects individual wellbeing and success as well as the wellbeing and success of all in the leader's sphere(s) of responsibility.

Consider the effect of a leader's attitude in three business-related areas.

Area 1: Direction Attitude Choice: Potential OR Pattern

If you've been leading for a while, it's easy to fall into a rut. You get used to how things always have been done. You've seen patterns over the years, and the time, energy, and other resources involved in charting a new direction can be a daunting, or just a tiring, proposition.

Recognize, though, that a leader's job is to keep the big picture in mind and to be on constant lookout for ways to innovate and achieve healthy growth -- by expanding, or going deeper, or getting better in the company's chosen area(s). An attitude that is content to stick to the usual...period...isn't being true to the job of leadership. And, such sentiment results in a hit to the company *and* to the leader -- limiting potential, hindering effectiveness, and/or shortening company or leader lifespan. Following the tried and true indeed can be positive...to an extent. However, when the leader fails to have a "What's next?" or "Where's there potential?" type of attitude, that leader and the entire organization lose.

Area 2: Challenges Attitude Choice: Opportunities OR Obstacles

Spoiler alert -- trouble comes. On that joyful note, what's the connection between trials and leadership? Leaders, and the attitudes they hold, can make all the difference in the outcome when a challenge arises.

A mindset that sees challenges simply as obstacles -- just another thing that gets in the way and hinders -- saps energy, creativity, and hope from the team that is there with the leader in that situation. The burdensome nature of the problem takes on a life of its own, and everyone gets stuck.

On the other hand, when a leader seeks out opportunity, despite the sticky situation, the entire script is flipped. That leader's attitude sparks the team to discover workarounds, or new prospects,

*"Bad attitudes will ruin your team."
~Terry Bradshaw*

*"Attitude is a little thing that makes a big difference."
~Winston Churchill*

*"A complainer is like a Death Eater because there's a suction of negative energy. You can catch a great attitude from great people."
~Barbara Corcoran*

*"The attitude is very important. Because, your behavior radiates how you feel."
~Lou Ferrigno*

*"Leadership is practiced not so much in words as in attitude and in actions."
~Harold S. Geneen*

*"Your living is determined not so much by what life brings to you as by the attitude you bring to life; not so much by what happens to you as by the way your mind looks at what happens."
~Khalil Gibran*

*"Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it."
~Lou Holtz*

*"It is our attitude at the beginning of a difficult task which, more than anything else, will affect its successful outcome."
~William James*

*"Your attitude is like a box of crayons that color your world. Constantly color your picture gray, and your picture will always be bleak. Try adding some bright colors to the picture by including humor, and your picture begins to lighten up."
~Allen Klein*

*"Excellence is not a skill, it's an attitude."
~Ralph Marston*

or different avenues. Invariably, the team comes together in meeting the challenge rather than retreating to individual corners or becoming consumed with finger-pointing or inundated with dread. Yes, the challenge still exists, but the attitude stemming from the leader, opens the door to a constructive, rather than destructive, approach to overcoming it.

Area 3: People
Attitude Choice: Necessary Partners OR Necessary Evils

Someone once said that leadership would be a piece of cake...*if* you didn't have to deal with the people. Okay, many leaders share this sentiment at least once while on the journey. After all, leadership is hard work!

On occasion, every leader wants to retreat and, like in the old bubble bath commercial, let Calgon take him/her away for a while. Once you get past the occasional blahs, though, the real question is what's the leader's underlying and usual level of joy and purpose in working with the assigned group.

As I share with Executive Advantage clients often, leadership is about getting work done with and through others. By definition, leadership requires people!

Accordingly, a positive and effective leadership attitude sees the team as a principal reason for the role. A leader, whose heart is to partner with people to aid them to work well, collaborative effectively, and grow and accomplish both team and individual goals, typically will achieve more and have a stronger unit than one who sees the staff largely as a necessary evil. What's the difference? People sense when there's earnest care about them and the work, and they tend to respond in kind. However, that caring must start from the leader. People may not care until they know that you do.

So, how's your attitude, leader? What messages are you sending? And, how's that impacting results, work environment, and even your own psyche?

Let me share some good news! Positive attitudes can be strengthened even further, and funky attitudes can be turned around. It goes back to two keys that were mentioned at the outset -- self-awareness and vigilance. If improved leadership is a priority for you...for whatever reason, reach out to us at [Executive Advantage](#). We look forward to helping you reach your potential, identify opportunities, and discover (or rediscover) the joy of partnering with the members of your team. [Contact us today](#).

©2021 Executive Advantage, LLC. All rights reserved.

"People may hear your words, but they feel your attitude."
~John C. Maxwell

"If you are going to achieve excellence in big things, you develop the habit in little matters. Excellence is not an exception; it is a prevailing attitude."
~Colin Powell

"If you have a positive attitude and constantly strive to give your best effort, eventually you will overcome your immediate problems and find you are ready for greater challenges."
~Pat Riley

"Eagles come in all shapes and sizes, but you will recognize them chiefly by their attitudes."
~E. F. Schumacher

"For success, attitude is equally as important as ability."
~Walter Scott

"Adopting the right attitude can convert a negative stress into a positive one."
~Hans Selye

"Attitude is everything."
~Diane von Furstenberg

About Executive Advantage

At [Executive Advantage](#), we are committed to providing results-based business and management consulting, leadership development, and coaching support. We partner with business leaders to build healthy, well-functioning organizations, where goals are met and people thrive. We also partner with individuals to create professional (and personal) lives with clearer direction, improved results, and greater balance.

To learn more about [Executive Advantage](#), contact us [online](#) or at (301) 280-5950.

View our profile on [LinkedIn](#)



Join Our
Mailing List