

# PEAK

## PERSPECTIVES

The Monthly E-Newsletter of  
Peak Pathways, LLC.

### Choose Your Attitude

“Weeding is as necessary to agriculture as sowing.” Gandhi

“His resume was great and the interview was terrific too. He definitely was smart and could produce very good work, but his attitude was a real problem”, the VP of manufacturing explained to her boss why the latest hire didn’t work out.

This scenario is repeated all too often in the workplace. People are hired for their skills but fired for their attitude. Of course, as a regular reader, you know reliable and valid psychometric assessments such as the Profile XT® can help weed out people that do not fit. However, that is not where we are focusing this time. Instead, we are focusing here on shifting an attitude in yourself or by coaching others to make a shift.

A classic illustration of attitude is three people hiking who round a switchback of the trail and encounter a snake. One screams and runs away, another stops and remains still, and the third picks it up to study the rare and harmless specimen. The same situation stimulated three different responses – negative, neutral, and positive. The difference was the attitude and beliefs each person had about snakes – they are harmful, they are unimportant, or they are interesting.

When we hear of someone being fired because of attitude it is most often a negative one. The snakes that stimulate negative attitudes can be the boss, coworkers, customers, vendors, printers, coffee pots, computers, phones, family, neighbors, illness, traffic, retail clerks, politicians, delayed flights, the basketball coach, weather or work in general. Indeed with a prevalent negative attitude the list of irritants is nearly endless and the ensuing drama will take center stage at the expense of those around them.

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### About Peak Pathways

The focus of Peak Pathways is on the leader with services in four key areas:

#### [Leadership/Executive](#)

[Coaching](#) helps leaders to personally grow in areas important to business results.

#### [Career Transition Coaching](#)

emphasizes accelerating success for leaders facing new roles and responsibilities.

#### [Team Coaching](#)

is working with staff members at various levels to reach new heights of productivity and personal satisfaction.

#### [Team Selection & Development](#)

creates strategic plans and routines to hire and develop the right person for every job.

If you are striving for success in work and life you cannot afford to be around negative people so simply avoid them as much as possible. However, if it is someone close to you, or perhaps even you, there is a way to change. The key is to shift from negative to neutral. It may be hard to be positive changing a flat tire in the rain but it is possible to be neutral about it. With any change the basic steps are AAA - awareness, acceptance, and action. In this case be aware of the amount of negative thoughts and expressions, accept that it is a limiting behavior and that it can be changed, and finally act on making the change with intentional steps over several months.

A simple action could be self-monitoring the number of times a day the person has negative, positive and neutral thoughts. With heightened awareness and intention the ratio will gradually shift to more positive. A good process and frequent reminder is found in every automobile with an automatic transmission – PRNDL. Park – stop and notice the negative attitude. Reverse – rethink the interpretation of the situation to get to Neutral. Drive – get moving forward again in a more positive direction or at a minimum reach Low with a reduced level and frequency of negativity and eventually a genuine positive attitude.

As always we welcome your questions and comments.

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## Profile XT® Team Report

Compatibility among co-workers tends to make it easier for them to work together. But in the workplace compatibility is not always achieved and not always desirable. At the highest level in the company different behaviors, talents, and disciplines are needed as they relate to functional roles. Working with the various departments of an organization, you often need an individual's uniqueness to achieve desired results. Inevitably, however, "personality clashes" will occur. If not understood and addressed, these clashes can get in the way of productivity and even lead to dissension, which can have a negative effect on departmental success.

Part of the all-in-one XT/Select offering, the [Profile XT® Team Report](#) will map out your team's characteristics scale by scale, providing you with the data you need to capitalize on both their similarities and their differences. The Team Report also provides you with detailed management suggestions, taking the guesswork out of how to manage your people individually and as a team.

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For more information please visit our [website](#).

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