

The Don Hutson Report

Global Expert on Sales & Negotiations

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Are You Creating Positive Employee Morale?

(Part 3 of a 6-part series on Managing and Leading Others)

My treasured friend and noted author, the late Og Mandino, who wrote *The Greatest Salesman in the World*, used to say “Find a positive way to say it and you will have an organization of higher morale”.

I concur. The era of issuing edicts and strong-arming others is history for insightful leaders. If we want our team to thrive, innovate and make a positive contribution to our success, we need to create and cultivate an environment that is conducive to progress and growth. It is really difficult to create positive employee morale when the mindset of the organization or sales team is negative, coercive or unpleasant.

The coercers need to learn that their pushiness works much like knocking on a turtle’s shell to get him to stick his head out.

One of the most powerful things we can do is set a positive example. Here are seven things you can do to make a positive difference in your organization and its morale:

1. **Keep in mind** the “Leadership Limitation Syndrome”. This false logic suggests that employees are very unlikely to have a better attitude or skillset than their supervisor. For best results, team leaders should set their standards high. So, demand more of *yourself* and you will be an inspiration to *your team*.
2. **Handle problems** with confidence and determination, and your people will be more likely to do the same, thus creating a solution-based organization. When everybody is focused on *the positive*, more momentum is created, and greater results are gained.

3. **Inspire positive energy.** Display your own positive energy to the group anytime you can. We all need our batteries recharged from time to time, and you can be the source of these renewals.
4. **Share wins with team members** instead of claiming them strictly for yourself. Take responsibility for losses – it's one of the prices of leadership. Then, identify the positive insights that were imbedded within the loss.
5. **Keep in mind** Ken Blanchard's principle from *The One Minute Manager*... "Catch people doing something right! Recognize their achievement in front of the team when you can for best results and impact on your organization's morale."
6. **Negative events** and significant challenges justify the need for talented leaders. Every challenge or negative event generally contains the seeds of new ideas and creativity. So, welcome any setbacks you encounter with a smile rather than allowing crisis thinking and negativity to prevail.
7. **Don't forget to enable FUN** to happen in your company. If we get 4-6 good laughs a day, we will be more productive and encouraged to drive on with vision clarity.

To conclude this report, I invite you to enjoy this writing by one of my favorite self-help experts, Elbert Hubbard...

"I wish to be simple, honest, natural, frank, clean in mind and clean in body, unaffected, ready to say 'I do not know', if so it be. To meet all people on an absolute equality - to face every obstacle and meet every difficulty unafraid and unabashed. I wish to live without hate, whim, jealousy, envy or fear. I wish others to live their lives too, up to their highest, fullest, and best. If I can help people, I will do it by giving them a chance to help themselves; and if I can uplift or inspire, let it be by example, inference, and suggestion, rather than by injunction or dictation. I desire to radiate life!"

The audience for this issue of The Don Hutson Report is not limited to management alone. Each professional at every level of your team can – and should – buy in and take the initiative to help create the positive organizational morale required for the massive success you deserve!

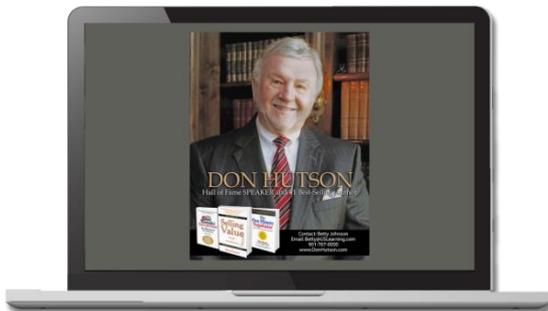
P.S. Have you set your yearly goals yet? Here's a link to an article I just wrote for *The Best Times* newspaper; http://www.thebesttimes.com/lifestyle/making-your-bucket-list-come-to-life/article_f179d394-0c67-11e9-99ef-5bdbf9fcb83d.html

When you read it, I hope you get some ideas for your goal-setting process or your bucket list.

Note: I suggest that you follow this link to The Don Hutson Report Library to review the previous issues. <https://donhutson.com/dhreport-library/>

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