

**REALITY: YOU CANNOT CHANGE NEGATIVE PEOPLE...THEY CAN ONLY CHANGE THEMSELVES!**

**THEY ARE EVERYWHERE!**

**THEY CAN TEAR APART AN ORGANIZATION. THEY ARE ENERGY DRAINERS! WE DO NOT WANT TO BE AROUND THEM! THEY CREATE NEGATIVISM WITH-IN US!**



**BUT UNDERSTANDING WHAT MAKES THEM TICK WILL:**

**REDUCE YOUR STRESS.**

**IMPROVES YOUR ABILITY TO HELP THEM CHANGE.**

**IMPROVES THE ABILITY TO CHANGE THE ORGANIZATIONAL ENVIRONMENT.**

**MAKE YOUR LIFE EASIER!**

**Negativism:**

**Attention:** Gets more attention than the positive - Even negative attention is better than no attention. They get a sense of power from this attention, similar to gossip.

**Fear:** The more angry and negative the person, the more fearful we are at confronting them or expressing our ideas. We avoid disagreements because we fear a confrontation. They get what they want through fear.

**Guilt:** Negative people try to make you and others feel guilty if you don't see the world as they do.

**Intimidation:** They intimidate you with their negative attitude. You don't want them talking negatively about you. They use intimidation to manipulate you

**Sense of Power:** There are some people who just love to criticize others. It makes them feel good and gives them a sense of power.

**Elicit Sympathy:** They do this to add drama to their lives - most negative people are craving for comfort and affection. Often they perceive their lives as dull and negativeness brings drama into their life.

**Response:** Sometimes negative people say things and do things just to "get your goat". If they can get a negative or angry response from you, it adds pleasure to their life and reinforces their idea that the world is indeed negative.

**Momentary high at your expense:** They are sharing their misery with someone. The goal is to make you as miserable as they are so they feel better. BUT...it is short lived, addictive and habit forming

**The use of cynicism:** Some people protect themselves and try to control you through cynicism. By expecting only the worst in people, they will not be disappointed and will be justified in their negativism.

**BUT CHANGE IS IN THE AIR...HERE ARE SOME GREAT TIPS!!! Do not get sucked into their downward spiral. Do not participate in their negative conversations and negative emotions. Control your own attitude and emotion.**

**Set boundaries to control your time and energy.**

**Confront negative people with facts.**

**Reframe the (-) into a (+)**

**Bring the negativism to their attention. It takes courage!**

**Understand the psychology behind complaining.**

**Understand choice points. At any point you have a choice to participate in their negative world or not. Take control of you!**

**Do not try to solve their problems. You cannot. What you can do is reframe and ask if they have any positive solutions.**

**Try to develop compassion.**

**If all else fails...tell them to have a nice day!**

