

Positive Emotion and Effective Team Functioning

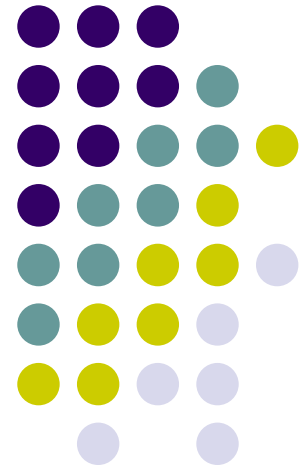
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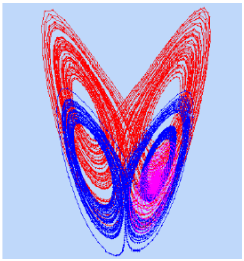
Empower Health, Life and Business Coaching

Cathy Hartt, RN, CNM, MS

Montrose, CO

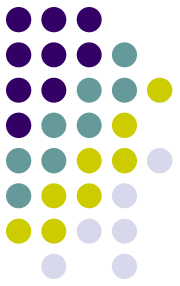
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The Losada Butterfly of
Flourishing Teams

The Butterfly!



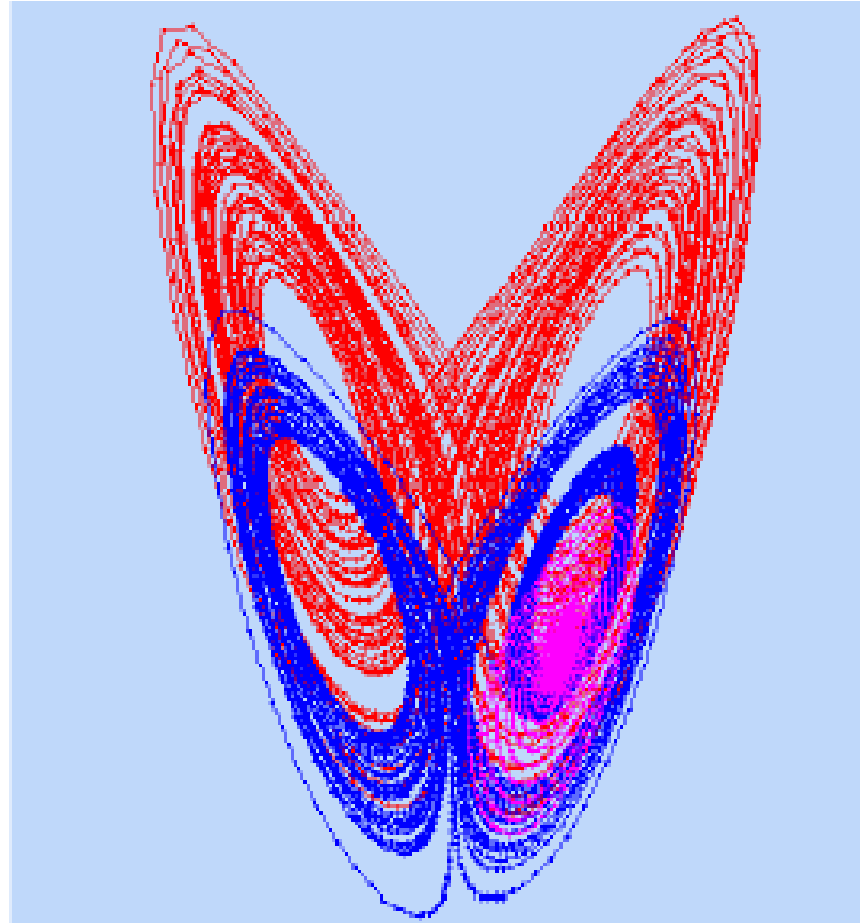
- Ratios of positive emotion to negative emotion in a team can create a “flourishing” or butterfly pattern when programmed into a computer.
- Do you want your relationship, career or team to flourish like this butterfly?

Dynamics of Losada's Business Teams

(showing "flourishing" butterfly pattern of between 3-13: 1 positive to negative emotion ratio)

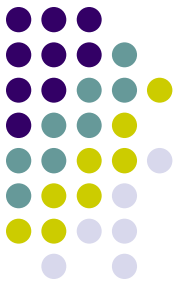


All colors – or the full butterfly – are seen in flourishing teams with 3-13:1 ratios of positive to negative emotion.



Teams with less than 3-13:1 positive to negative emotion will have only the pink pattern illustrated in the right wing of the butterfly

Positive Emotions Broaden and Build Team Resources



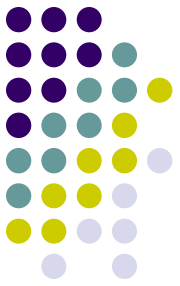
- Positive emotions include:
 - Joy
 - Contentment
 - Interest
 - Pride
 - and other positive states
- These emotions lead to a “broadening and building” of resources by the team
- Resources can be used in the future, increasing resilience

Teams with less than 3-13:1 Ratios of Positive to Negative Emotion:

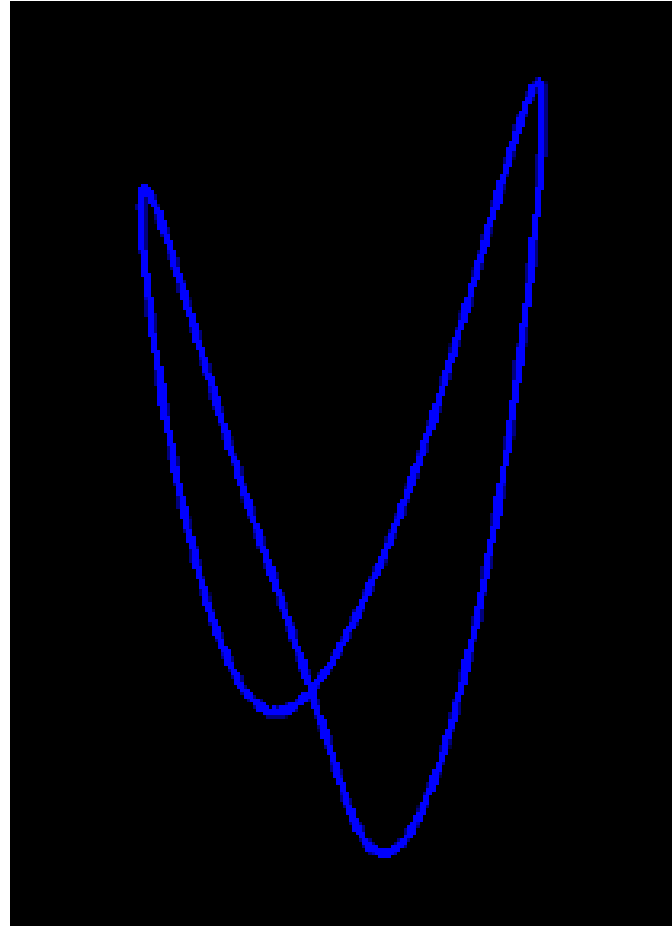


- Become “stuck in a rut”
- Take-on defensive posturing with one another
- Do not broaden and build resources for the future.

Teams with too much positive emotion (more than 13:1 positive to negative)

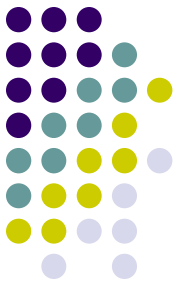


FLOP



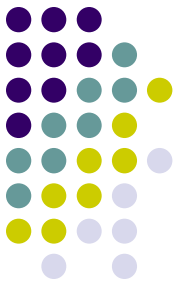
Too Pollyanna

The Gallup Positive Impact Test



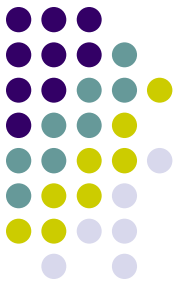
- Used to improve ratios of positive emotion in the workplace.
- Provides strategies for positive team interactions.
- Take it more than once while you work to improve your score.
- Free Gallup Positive Impact Test found at:
www.bucketbook.com/content/default.aspx?ci=12145

Flourishing depends on each team member



- What actions can you take this week to help your team to flourish?
- Contact Empower! Health, Life and Business Coaching today to start flourishing – 970-240-9562 or cathycnm@msn.com

Conclusion

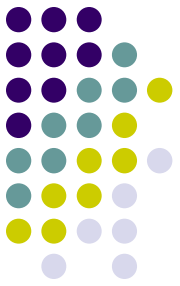


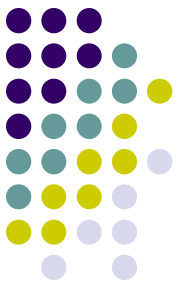
- Positive emotion in our seemingly minute daily interactions can have a strong impact on our team's ability to flourish.
- This impact even looks something like a butterfly when we put the 3-13:1 ratio into a computer calculation.
- It is up to each person to maximize the team's functioning by continually employing strategies that will increase their own use of positive emotion.

FLOURISH

with Empower Coaching

Services!!!





References

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