

# How Does Your Attitude Affect Your Employee's Performance?

**Pygmalion Effect:** Managers' attitudes, expectations and the way they treat employees affect the outcome of their employees' performance.

*If you, as a leader, have a positive job attitude and have positive expectations of them to be productive, they will be highly productive.*

*Before you can accomplish changing the attitude of your employees, determine your own job attitude. Complete the self-learning exercise below.*

**Read each statement carefully.**  
**Identify how often each describes how you react on the job.**  
**Score yourself as: 5= always; 4 = almost always; 3 = often; 2 = at times; 1 = rarely**

- \_\_\_ I am friendly and courteous to those I work with.
- \_\_\_ When my boss asks me to go "the extra mile," I am glad help.
- \_\_\_ I am a self-starter at getting work done.
- \_\_\_ I try not to spread rumors or gossip with other supervisors
- \_\_\_ I make positive comments and go out of my way not to make negative comments.
- \_\_\_ I try not to make excuses or blame others for errors or mistakes.
- \_\_\_ I try to keep morale high among my function's employees.
- \_\_\_ I accept criticism and try to make the necessary changes to improve the situation.
- \_\_\_ I consider myself a "team player" and will concede my ideas for the good of the project.
- \_\_\_ If my boss were to answer the above nine questions about my attitude, he would answer as I did!

Add up the ten numbers. The higher your score the more positive is your job attitude. A good attitude is critical to your success as a supervisor. You can choose to be positive or negative. Being a positive role model will help your employees stay positive—and productive! The following tips can help you improve your outlook:

***Be aware of your attitude. Consciously try to have a positive attitude. If you realize you are complaining — stop — and see the positives of the situation!***

***Don't let someone's bad attitude affect you.***