

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.