



Achieving a positive environment in the workplace and the ways to do it

It doesn't matter if you work for a merchant, a distributor, or a manufacturer, regardless of industry, when there is a positive and confident outlook running throughout the company, it can have dramatic effect on its fortunes, and will help everyone to perform at a much higher level.

It underlines how our personal outlook and the general environment in which we work will help us reach our true potential, especially when we are part of a team. The alternative - and it is a fine line between the two - is a negative environment with ponderous decision-making and missed opportunities.

So what are the benefits of confidence and having a positive outlook?

People act on instinct and seize opportunity

People have faith in their own ability and are encouraged to act with natural instinct. It means you can set yourself apart from others and achieve heights that were previously unattainable. The bigger deals are there for the taking, if you put yourself in the position to be a contender. Plan and think hard about your actions but don't

procrastinate and allow opportunities for success to be missed.

Encourages proactive behaviour

Employees and companies no longer just react to situations, or believe what they want is not possible. Instead there is a proactive culture with the belief that goals can be achieved.

When confidence is tangible people have belief, and if an objective suddenly seems a reality, rather than a dream, you work that much harder to ensure you achieve it.

Look forward to how you can develop; this is much better than just looking at what went wrong in the past - that is reactive and not a healthy environment for success.

Better decision-making

People make better decisions, which are not clouded with self-doubt or a negative outlook.



Try and stop an attitude of "What if it goes wrong?" and then take the safe option and therefore sometimes the wrong one. Have the confidence to do what is right and not allow self-doubt to cloud decision-making.

Improved teamwork and atmosphere

If people work together as a happy and cohesive team, rather than against each other, you can move forward together, supporting and learning from each other. A happy team creates a positive atmosphere.

If people look forward to going to work, their work ethic, attitude and ability to succeed is always going to be better. Believe you can't lose but don't become arrogant.

You attract success

Others view you as successful and react to your confidence, they will want to deal with you and be part of that environment. The law of attraction is very powerful and should not be underestimated. If customers want to deal with you and people want to work for you, then you are well on your way to success.

Much of this is based on the mixture of the management of the company and the quality and attitude of their employees. Good people are hard to find.

However, making this happen is a little more difficult, but there are five simple things that can senior management can do to help achieve this:

The attitude of the boss

It's simple really, but if a boss listens, has an open and happy demeanour and is helpful, as well as encouraging and praising to their team, it can do wonders for everyone concerned.

People are given the environment where they have a voice that will be listened to so they will not keep ideas to themselves, fearing ridicule, but will be allowed to share their ideas and thrive.

Get the right balance between confidence and arrogance

This is important for an individual and a company. Arrogance can be off-putting for colleagues and customers and it does not encourage positive teamwork and cooperation, in fact, it alienates others.

Someone who is truly confident has faith in their knowledge and ability, and realises that they can support colleagues and help them grow, without

fearing they are making their own position vulnerable. They are also honest enough to ask for support themselves and listen to others' opinions - a great sign of someone who is confident. This creates a pleasant but challenging environment, where everyone becomes more confident.

Focus on the positives, rather than dwell on the negatives

A boss should avoid creating a negative environment either about the company or on aspects of people's jobs. If there is too much of this, people will not believe they can succeed. Those in charge should make a point of communicating success stories to their team.

A team needs support and encouragement to inspire them to achieve more. This could mean greater sales, resulting in more commission or promotion. Remember the words that for any human being - there is nothing better than hearing 'well done'. Those are the two best words ever invented and are simple to say.

Find a catalyst to change the atmosphere of the workplace

As Bruce Springsteen once sang, "You can't start a fire without a spark" and sometimes you need to do something to inspire and change people's mindset. Try and do something that sends out a positive message to the whole company, and also to your competitors.

This is something that can be done as a company, as a team or as an individual. It is possible through one action to totally change the atmosphere in a very short period of time.

Make people feel like they can succeed and get promoted

Self-confidence is very important and is a key component of a successful person who wants to grow and advance their career. Projecting confidence in the workplace may be the difference between success and failure.

However, those in charge need to ensure these people stay with the company and know their aspirations can be fulfilled. If this is the case, they will work harder and give more to the company.

As a boss it is vital to show strength and command respect from your team and colleagues. If members of your team develop and succeed it will mean you and your company will too. You will also maximise your team's potential and your colleagues will respond accordingly and up their game.



Creating confidence and a positive air is hard to put your finger on - it's not really tangible, but can make or break bigger entities than an individual or company, it can do damage to a whole country and its economy.

There is still confidence in the building and construction industry at the moment despite negativity being out there, but what has really changed that feeling? Perhaps, people have finally got fed up with the negative news and decided to be positive and focus on the good. It could be that simple.



Try it at your job or company.

At Pinnacle Consulting, it is our aim is to find the right people for your company, with the right attitude and ethos to be positive and work together as a team.

Further guidance

Pinnacle Consulting is a leading sales and marketing recruitment agency operating exclusively in the building products sector.

If you are an employer looking to recruit, please call us to discuss your requirements on **01480 405225** or us at email recruit@pinnacleconsulting.co.uk.

If you would like to discuss a sales or marketing career the Building Products Industry, you may wish to attend one of our PinBuild Career Development Clinics or arrange a Skype interview.



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