



JON GORDON: THE POWER OF POSITIVE LEADERSHIP

WEEK ONE: Embracing Optimism and Positivity

What we believe determines what we create.

If we aren't optimistic, we can't see the brighter future we need to lead our team to.

Jon shares that he isn't naturally positive, and he's had to work hard to become a positive leader. Once he became an optimist, his life turned around.

One way Jon did this was by taking gratitude walks. By focusing on the things he was grateful for, Jon was able to tap into a higher state of mind.

Jon's family even noticed a radical change in his words and actions when he embraced positivity.

Positive leaders don't ignore reality; they maintain optimism and belief to create a better reality.

"Abundance flows into your life when gratitude flows out of your heart."
—Jon Gordon

How does a positive leader approach a problem? [ATTACK THE PROBLEM NOT THE PERSON.](#)

Positive leaders don't minimize problems. They acknowledge them, own them, and make a plan to move forward to a brighter future. They're always looking toward the future in an optimistic way.

Clarity leads to focused action. So as a leader, you need to clearly describe the steps your team should take to face adversity and overcome a problem. Positive leaders always find a way.

"Clarity leads to focused action." —Jon Gordon

WEEK TWO: Guarding Culture

Culture is what we create and what we allow.

1. Discuss vision, values and belief often.
2. Create culture with what you think, say, and do.

PERSONALIZE BIG MISSION: What does it mean to you?

Why hard to lead?

1. Negativity.
2. Trouble having difficult conversations.

Two qualities leaders need today:

In today's complex leadership environment, leaders need two strategic qualities:

1. Love
2. Accountability

Tough love no longer works. Instead, Jon says you have to "love tough." You need to lead people to get results through accountability, but you have to really love them along the way.

When your team knows you love them, they're willing to follow you while you push them and hold them accountable.

If you love your team, you have to challenge them.

HOW TO HAVE DIFFICULT CONVOS

- SMALL EGO, BIG MISSION
- TELL THE TRUTH
- ASSUME POSITIVE INTENT
- RESPECT, RELATE, RULES OF ENGAGEMENT.

WEEK THREE: Love Tough Conversations

- State the truth. Show the gap between where you are and where you could be with examples.
- Seek understanding.
- Help realize and face personal challenges.
- Talk about what greatness is for you.

People can change because I have changed.

- Speak well. Avoid the small talk. Don't play around.
- State the truth. Express kindness with directness.
- Ask questions to understand rather than accuse.
- Provide clarity of what is missing.
- Create a map forward for personal and organizational success.

If we know we can help.

DISCUSSION QUESTIONS

Here are exercises you can do to grow as a leader—ask yourself and your team these questions:

1. What is a negative thought you've allowed to take residence in your mind? How are you going to change your focus or solve that problem to overcome that negative thought?

2. What is a hard discussion you've been avoiding? Make a plan to have it this week and practice how you'll frame it that's both loving and accountable.

3. When was the last time you were a rookie at something? If it wasn't in the last year, make a plan to try a new hobby or learn a new skill in the next two weeks.
