Conducting Meetings
   - Adopt starting meeting with shared positives.
   - Start meetings with a positive experience from each participant.
   - Start meetings with recognition/successes.
   - Take positive approach in reporting meeting, though risk of audience thinking things are better than they are.
   - Start meeting with positive.
   - More consciously start meeting with positive note.
   - Share a positive work success at meetings.
   - Have a “stand-only” meeting.
   - Be present in the moment/meeting.
   - Ask positive questions in team meetings.
   - Pre-meeting TED talk even when group not naturally negative.

Focusing on Positive
   - Give specific positive feedback.
   - Share one personal positive and one professional positive.
   - Focus on positivity.
   - Recast management goals to positive from negative.
   - Get direct reports to model positive behavior in their teams.
   - Reposition problems as opportunities.

Providing Recognition
   - Give thank you’s
   - Hand-written notes
   - Praising/Recognition
   - Give specific praise.
   - Enforce & report on culture of excellence and collaboration.
   - Remember to notice thing that are going well & recognize them.
   - Share stories of partners helping partners.

Living in the Moment
   - Give your full attention.
   - Be a better listener.

Other
   - Empower them to handle tough conversations themselves. When team members have a challenge – come with proposed solutions.
   - Inventory strengths.
   - Encourage sharing alternative viewpoints.
   - Respond before reacting.
   - Create “think time” or scheduled “react time”.
   - Break routines/habits.