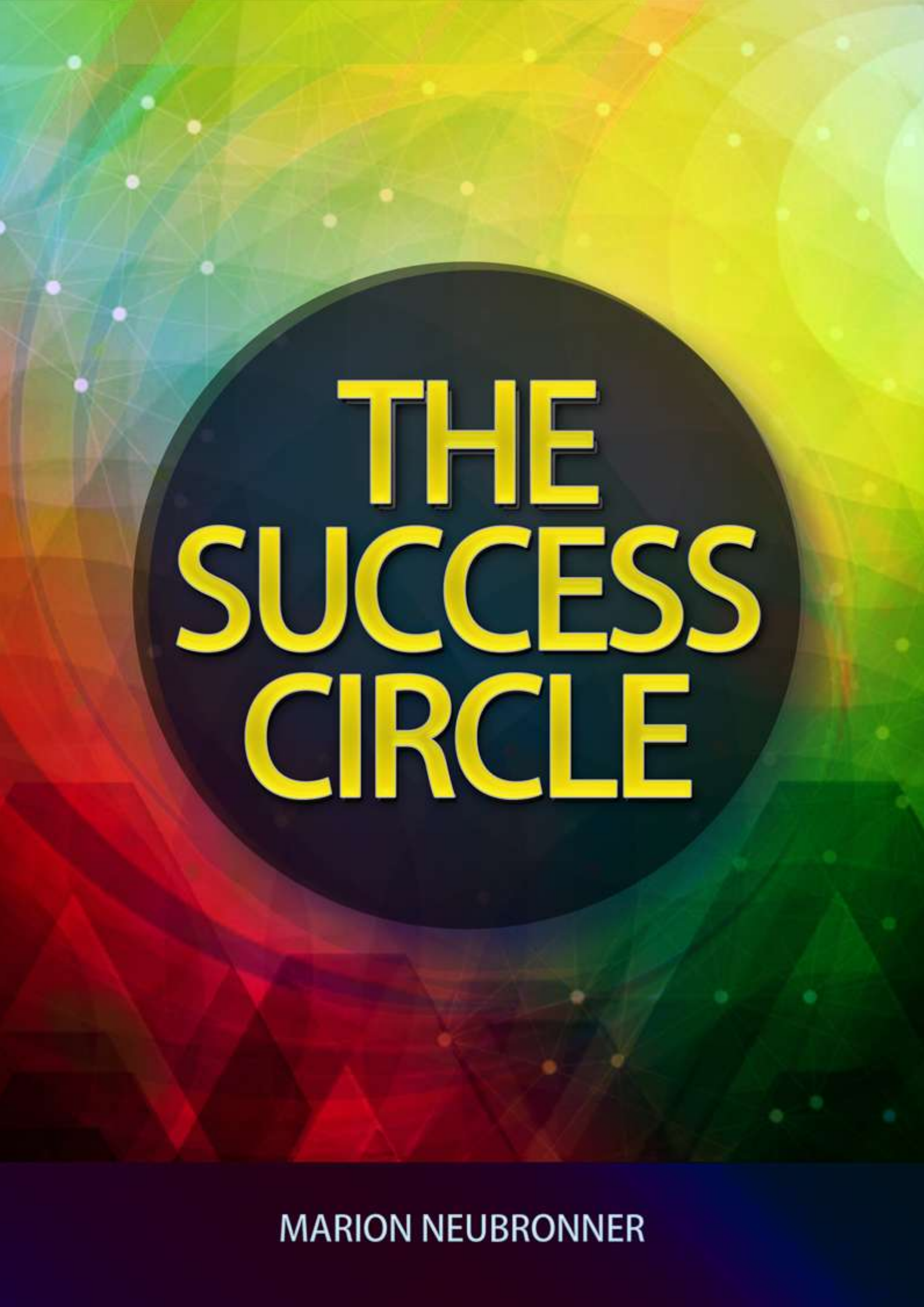


The background features a vibrant rainbow gradient from blue at the top to red at the bottom. Overlaid on this are complex geometric patterns, including a network of white dots connected by thin lines in the upper left and various translucent, overlapping shapes in the lower half.

THE SUCCESS CIRCLE

MARION NEUBRONNER

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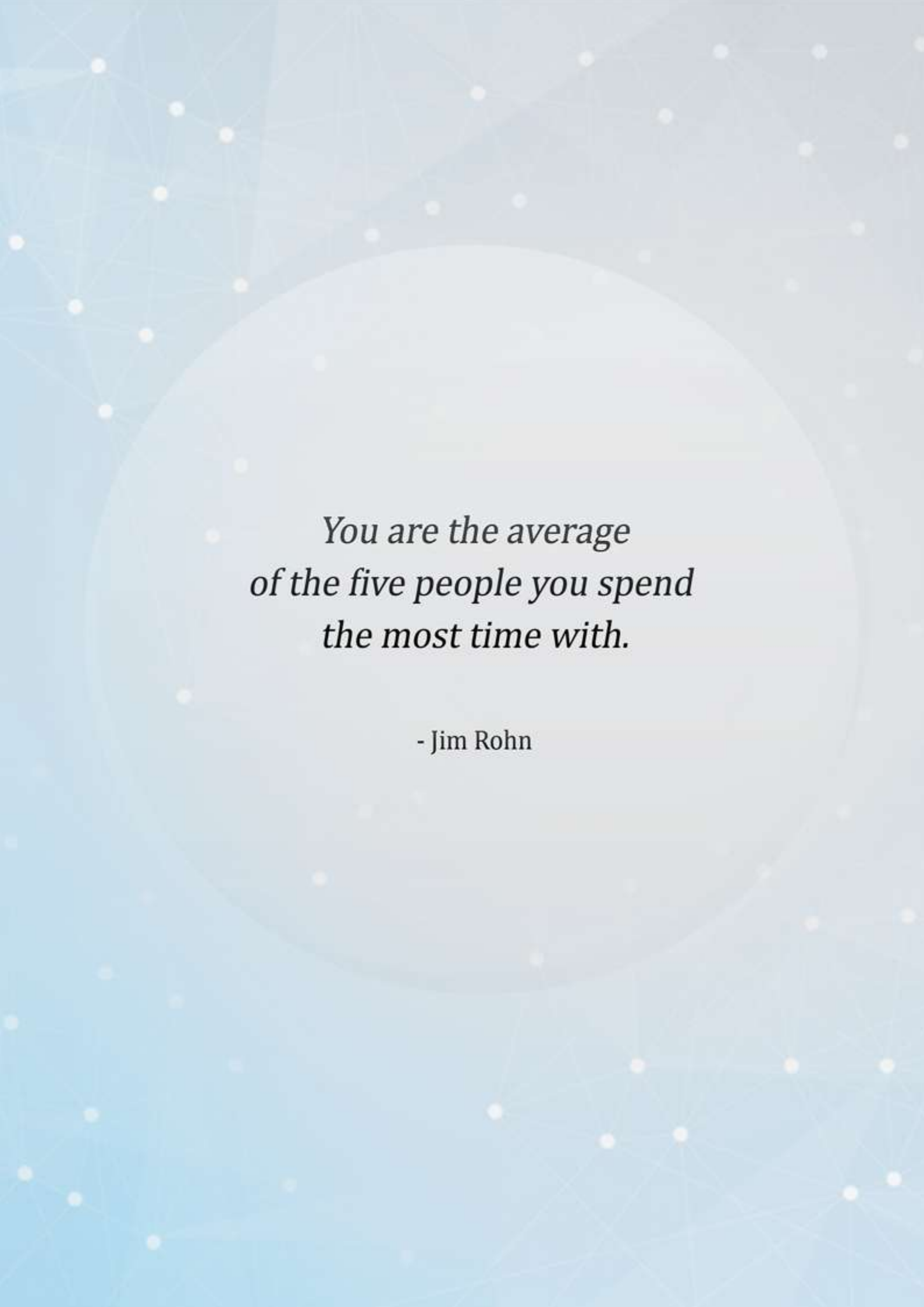
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*You are the average
of the five people you spend
the most time with.*

- Jim Rohn

CHAPTER 1: SUCCESSFUL PEOPLE AND THE PEOPLE AROUND THEM

Hard work and determination are essentials of success. But another major factor to attaining success is surrounding yourself with the people who bring not only happiness and joy, but also a great deal of inspiration, positivity and encouragement into your life. These people influence successful people to embrace their strengths and focus on achieving their dreams.

In other words, these people make up your Success Circle.

Before we go further into that to find out how to do that, let's explore how three famous people achieved success by surrounding themselves with people who have influenced them in a highly positive light:

Angelina Jolie

Angelina Jolie, a leading American actress, humanitarian and filmmaker, was born to actors Marcheline Bertrand and Jon Voight. Her parents divorced when she was just a year old and her father then left them. She has therefore had quite a dysfunctional relationship with her father and was emotionally separated from him.

Angelina Jolie spent her early years living with her mother and brother after her father left them. Throughout her school years, she was teased and bullied. She took to knife play and all-black clothing. She faced many difficulties as a teenager, turned towards self harm and drugs, and also attempted to take her own life.



It was her mother, however, who inspired her to pursue acting. At the age of 26, the American actress adopted her first child, and before that, started on the road to humanitarianism. She also provided aid to a huge number of refugees. Around this time, her career also shot up and she appeared in many movies that credited her with being an amazing actress.

Angelina Jolie started viewing her life in a more positive light when she geared her efforts towards humanitarianism, which also led to her adopting more children. She also has her own biological children, and the presence of her kids, along with her humanitarian efforts, has played an important role in turning her life around for the better.

Angelina Jolie has had quite a troubled early life, but the presence of her mother as well as her brother helped her discover acting as her career of choice. She has surrounded herself with the positivity and love of her kids and family and it has helped her blossom not only in her personal life, but in her career as well.

This goes to show the power of surrounding yourself with the right people and the positive impact they can have on your life.

Usain Bolt

Usain Bolt, the world famous Jamaican sprinter, is considered the fastest person in the world since he currently holds both the 100 as well as the 200 meters world record, rightfully earning the beloved nickname, Lightening Bolt.

Usain Bolt is widely known to be the fastest man in Olympic running history, breaking all records with his 100 and 200 meter race wins in 2008. He then went on to compete in the London Olympics in 2012, creating Olympic history yet again by becoming the first man ever to have won gold medals at consecutive Olympic Games in the 100 as well as 200 meter races.



Credited with being the fastest man on earth, Usain Bolt has no doubt achieved tremendous success in his career as a sprinter and his source of inspiration springs from his school PE teacher, Lorna Thorpe, whom he describes as his 'second mum'.

Usain Bolt was initially drawn towards cricket but finally decided to develop his career as a sprinter. Since then, Lorna Thorpe has been a constant source of inspiration in his life and was also the one who introduced him to his manager. She is popularly known to be the 'lightening behind the bolt'.

She is still a part of his life and keeps motivating him to focus on achieving the best in his running career. She has been an inspiration and positive influence who keeps reminding him of his God gifted talent of exceptional speed.

Usain Bolt's family gives him the support he needs, but Lorna Thorpe is one of the people he looks up to. She has been an important part of his life ever since she trained him in school and still continues to be.

Jim Rohn

Jim Rohn was an American motivational speaker, an author and an entrepreneur. He was born in Idaho to a farming family, and after completing only a year of college, he quit. At the age of 25, he met his mentor, Earl Shoaff, whom he mentioned many a times as his reason for success and the attainment of great fortune.

Jim Rohn conducted numerous seminars for about 40 years of his life and presented a great deal about life strategies. His seminars were helpful for a great number of people and he is considered as one of the most influential of thinkers of our time.



Before he met Earl Shoaff, he was merely a stock clerk for a departmental store. After getting acquainted with the latter, Jim Rohn learned a great deal from his mentor and was invited to publically speak at an event. His ability to deliver to the audience was greatly noted and he soon went on to become a full-fledged motivational speaker.

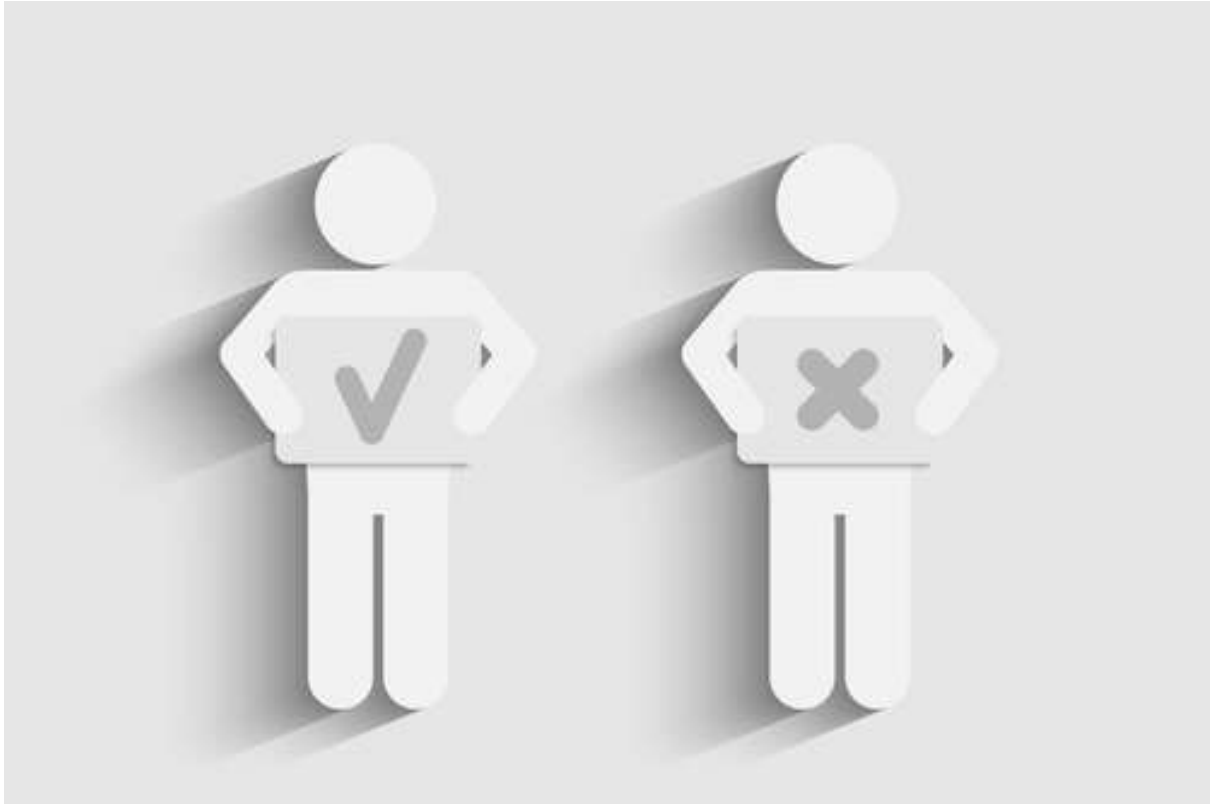
His niche was personal development and self help, and his extraordinary insights touched and inspired the lives of others. The presence of Earl Shoaff in Jim Rohn's life was critical to his success, and the things he taught him were a great help to his career advancement.

Jim Rohn, being an author, has written some books which contain a lot of the knowledge imparted to him by his mentor.

In all of these examples, we can see that these highly successful people have achieved greatness, and they own much of it to their mentors and influencers. People are a great resource, and with the reflection of their positivity, support and guidance, we too can bring success into our lives.

When we surround ourselves with the right people, we have a clear focus on what we want from life, allowing us to gear all our efforts towards achieving our dreams and unlocking our true potential.

CHAPTER 2: THE A - Z OF POSITIVE AND NEGATIVE PEOPLE



The Science Behind The Positivity And Negativity Of People

According to a new research study, the ability to remain either positive or negative may be hardwired in our brains.

The study appears in the 'Journal of Abnormal Psychology' and is the very first to validate the notion, based on biological evidence, that positive and negative people do exist in the world. It was conducted at Michigan State University by Jason Moser and his colleagues. The study included 71 female participants whose brain activity was recorded while they were asked to put a positive spin on certain graphic images that were shown to them.

Before the initiation of the study, the participants were surveyed in order to bring to light those who thought positively and the ones who were ridden with negative and worried thoughts. The brains of the negative thinkers were much more active than those of the positive thinkers.

The worry present in brains of negative thinkers demonstrated a paradoxical backfiring effect when they were asked to tone down their negative feelings and emotions. This means that negative people generally go through a great amount of difficulty when asked to see the brighter side of tough situations, heightening their negative emotions.

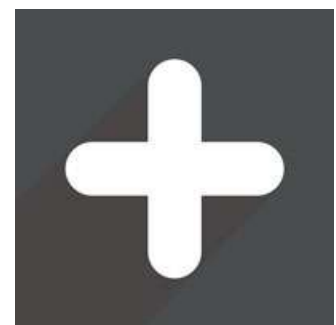
The reason the study was solely focused on the female gender was because, compared to men, women are twice as likely to suffer from problems related to anxiety.

To summarize the findings, you can't ask negative people to start thinking positively or to stop worrying since that will do more harm as opposed to helping them. This makes way for you to try new tactics on them or rather ask them to view their problems and struggles in a different manner. They can also practice the art of thinking about positive thoughts, but it would take a great deal of time for even the slightest impact to become apparent.

So, people are either positive or negative because of the fact that these characteristics are hardwired in their brains and they are therefore prone to thinking in a particular manner.

The Origin Of Positivity

The concept of positive thoughts originate from a movement that took place in North America during the late nineteenth century. It was called the New Thought Movement. Philosophers, businessmen and thinkers started writing about the powers of positive thinking and positive thought processes based on a secular point of view.



They highlighted the importance of positive thoughts of the mind through their poems, essays and non-fiction writing. One such famous person was Ralph Waldo Emerson, contributing to the movement by way of his essays, was. He stressed on the importance of progressive thoughts and self reliance of individuals.

Regarded as one of the Fathers of positive thinking, Ernest Holmes wrote a great number of books revolving around the power of our minds, stating that thoughts are things. Two others, a philosopher, William James and a pharmacist, Emile Coue stressed on the significance of positivity.

William James wrote many books in which he stated the following:

“The greatest discovery of my generation is that a man can alter his life simply by altering his attitude of mind.”

Emile Coue, who was occupied in the study of autosuggestion and hypnotism, advised his patients to repeat the below mentioned affirmation many times a day:

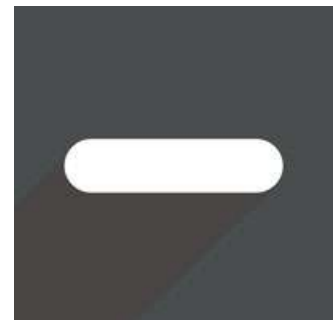
“Every day in every way I’m getting better and better.”

Positivity helps us both in making choices that lead to our betterment and strengthening our minds so that we can move forward in life with the right attitude in mind.

What’s more, this concept is not something that was recently discovered; its roots were embedded long ago by the people who understood its significance and tried to instill their knowledge within us.

The Origin Of Negativity

When we talk about the origin of negativity, there are three main schools of thought that take the shape of the following views:



The Scientific View

The scientific view places its focus on the concept of negativity bias. Negativity bias is the name given to a psychological phenomenon which directs human beings to give more weight to and pay more attention to negative experiences rather than positive ones. According to neurologists, this behavior is one that is innate.

To put it in another way, the perceptual phenomenon of negativity bias occurs when stimulus that is emotionally negative gets processed much quicker as opposed to stimulus that is positive or neutral.

The Humanism View

According to this view, regardless of what our philosophy of the universe may be, the responsibility of the type of world we live in falls on us. It also says that without sharing any connection to God, humans have the free will of behaving either in a positive or negative manner.

The Theological View

According to this view, we behave in a negative manner because of the fact that we are fallen. Therefore, because it is ingrained with our nature and because we are in fact evil creatures, we have the capacity for doing good but are inclined more towards doing wrong.

This view also states that our balance can be restored with God and that He empowers us to do the right things and shun the things that border on wrong. It says that we can learn to become more like him if we are able and willing to do so.

To summarize the above, we are negative because of the fact that it is hardwired within our brains and because it is ingrained within us. This makes us process negative thoughts faster than thoughts that are positive.

How Negativity Influences A Person's Life

When people are filled with negativity, their thoughts revolve around fear, worries, anger and anxiety.

They are mostly in a state of distress and are unable to experience a peaceful and happy state of mind. This leads to them making decisions based on haste, without properly thinking things through. Negative people attract more and more negativity into their lives because their thinking process is mainly focused on the negative side of things.

They pick the bad things in every situation and fail at viewing things in a positive light. This negative influence leads to a harmful impact on not only their emotional, but also on their mental and physical state.

It becomes difficult for such people to fulfill their dreams and goals in life because each time they come close to achieving them, their negative thoughts intervene and act as a blockage between their dreams and goals taking the shape of reality.

Negativity leads to:

- Poor health.
- Lower levels of self esteem and confidence.
- A decrease in efficiency and effectiveness levels that can hinder us from performing to the best of our potential in a work environment.

Also, people who are prone to negativity hardly see the face of success and live in a constant state of doubt and fear.

Negativity, just like its nature, brings a negative influence in a person's life and pulls them away from the things they could achieve in life had they been more positive and optimistic.

Is It Possible To Change Negativity?

Negativity is an attitude that can surely bring us down the ladder of success in every aspect of our life. This is why it is beneficial to adopt an attitude that is more positive, with thoughts that are more focused on the optimistic side of things.

Overcoming the adversity brought on by negativity is indeed possible. All you need to do is adopt a lifestyle where you incorporate into your life the tactics mentioned below:

- **Meditation, Yoga, And Physical Activity** – Meditation and yoga are extremely helpful tactics of letting go of stress and cultivating a mind that is more peaceful, happy and free. It teaches you to live in the present moment and helps in making you more relaxed and confident in yourself. Activity, in any form, be it exercises or sports, are a good way of keeping your mind and body energized and active, qualities associated with people who are positive.
- **Gratitude** – When we learn to be more grateful for the things in our life, we seem to see the good side of things. A great way of adopting gratefulness into our lives is by maintaining a gratitude journal where you jot down on a daily basis, all the things you are grateful for in life.

- **The Power Of Surrounding Yourself With Positivity** – When we surround ourselves with friends and family members who are positive, we start feeling more positive and confident in ourselves. This happens because their positive vibes override our negative vibes and help us in living a life that is filled with more laughter and happiness.

Negativity can certainly be overcome, all you need is the will power to be able to change your lifestyle so that you can start living your life to the fullest, achieving your goals and dreams in life.

Now that you have an idea of what are the important characteristics that those in your Success Circle should possess, let's do some practical exercises to form your Success Circle!



REFLECTION 1: HUMAN LANDSCAPE OF RESOURCES

PART A

List down 10 names of the people in your life you spend the most amount of time with.

Give a rating from 1 (low) to 10 (high) to the names in terms of their:

- Openness to new ideas.
- Energy level.

Write what you feel instinctively, no one will see this. Don't think too much about it or feel bad. This reflection is just for you alone.

No.	Name	Openness to new ideas	Energy level
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			

Write your name at the 11th row.

Rate yourself across the 2 items too.

Now look up each column and circle anyone who has a score higher than yours.

Reflection

- What does this show you?
- How many circles do you have?
- Is your landscape of resources (family and friends) bringing you more energy or less? Or more new ideas or fewer?

PART B

If you find yourself surrounded by people who don't give you energy or ideas, you may have to build a stronger social support for yourself,

To do that, you have to go through all your family, friends and acquaintances to find 3 NEW sources who are open to new ideas.

Put them as 12, 13 and 14 on your list. They must also be people who function at a level of 9 to 10 in being opened towards new ideas.

No.	Name	Openness to new ideas
12		
13		
14		

Next, find ANOTHER 3 who are new sources of energy. They must also be people who function at a level of 9 to 10 of energy levels.

List them as 15, 16 and 17 on your list.

No.	Name	Energy level
15		
16		
17		

EXERCISE

Create your "People Resource Landscape".

If these 6 individuals are only basic acquaintances, reconnect with them again.

If you do not know them at all, connect with them for the first time.

REFLECTION 2: SELF TEST

RQ Test (Resilience Quotient Test)

PART A

(Copyright to Adaptiv Learning Systems, as cited in "The Resilience Factor" [2002], Karen Reivich and Andrew Shatte, Broadway Books, NY.)

Complete the following RQ Test. Do not spend too much time on any one item. The test should only take you about 10 minutes to complete. There are 56 items in total.

Rate for each item how true it is, using the following scale:

- 1 = not at all
- 2 = sometimes or somewhat true
- 3 = moderately true
- 4 = usually true
- 5 = very true

The Questions:

- ___ 1) When trying to solve a problem, I trust my instincts and go with the first solution that occurs to me.
- ___ 2) Even if I plan ahead for a discussion with my boss, co-worker, spouse or child, I still find myself acting emotionally.
- ___ 3) I worry about my future health.
- ___ 4) I am good at shutting out anything that distracts me from the tasks at hand.
- ___ 5) If my solution doesn't work, I am able to go back and continue trying different solutions until I find one that work.
- ___ 6) I am curious.

- ___ 7) I am unable to harness positive emotions to help me focus on a task.
- ___ 8) I'm the kind of person who likes to try new things.
- ___ 9) I would rather do something at which I feel confident and relaxed than something that is quite challenging and difficult.
- ___ 10) By looking at their facial expressions, I recognize the emotions people are experiencing.
- ___ 11) I give in to the urge to give up when things go wrong.
- ___ 12) When a problem arises, I come up with a lot of possible solutions before trying to solve it.
- ___ 13) I can control the way I feel when adversity strikes.
- ___ 14) What other people think about me does not influence my behavior.
- ___ 15) When a problem occurs, I am aware of the first thoughts that pop into my head about it.
- ___ 16) I feel comfortable in situations in which I am not the only one responsible.
- ___ 17) I prefer situations where I can depend on someone else's ability rather than my own.
- ___ 18) I believe that it is better to believe problems are controllable, even if that is not always true.
- ___ 19) When a problem arises, I think carefully about what caused it before attempting to solve it.
- ___ 20) I have doubts about my ability to solve problems at work or at home.
- ___ 21) I don't spend time thinking about factors that are out of my control.
- ___ 22) I enjoy doing simple routine tasks that do not change.
- ___ 23) I get carried away by my feelings.

- ___ 24) It is difficult for me to understand why people feel the way they do.
- ___ 25) I am good at identifying what I am thinking and how it affects my mood.
- ___ 26) If someone does something that upsets me, I am able to wait until an appropriate time when I have calmed down to discuss it.
- ___ 27) When someone overreacts to a problem, I think it is usually because they are just in a bad mood that day.
- ___ 28) I expect that I will do well on most things.
- ___ 29) People often seek me out to help them figure out problems.
- ___ 30) I feel at a loss to understand why people react the way they do.
- ___ 31) My emotions affect my ability to focus on what I need to get done at home, school or work.
- ___ 32) Hard work always pays off.
- ___ 33) After completing a task, I worry that it will be negatively evaluated.
- ___ 34) If someone is sad, angry, or embarrassed, I have a good idea what he or she may be thinking.
- ___ 35) I don't like new challenges.
- ___ 36) I don't plan ahead in my job, schoolwork, or finances.
- ___ 37) If a co-worker is upset, I have a pretty good idea why.
- ___ 38) I prefer doing things spontaneously rather than planning ahead, even if it means it doesn't turn out as well.
- ___ 39) I believe most problems are caused by circumstances beyond my control.
- ___ 40) I look at challenges as a way to learn and improve myself.
- ___ 41) I've been told I misinterpret events and situations.

- ___ 42) If someone is upset with me, I listen to what they have to say before reacting.
- ___ 43) When asked to think about my future, I find it hard to imagine myself as a success.
- ___ 44) I've been told I jump to conclusions when problems arise.
- ___ 45) I am uncomfortable when meeting new people.
- ___ 46) It is easy for me to get "lost" in a book or movie.
- ___ 47) I believe the old adage "an ounce of prevention is worth a pound of cure".
- ___ 48) In most situations, I believe I'm good at identifying the true causes of problems.
- ___ 49) I believe that I have good coping skills and that I respond well to most challenges.
- ___ 50) My significant other and/or close friends tell me I don't understand them.
- ___ 51) I am most comfortable in my established routines.
- ___ 52) I think it's important to solve problems as quickly as possible, even if that means sacrificing a full understanding of the problem.
- ___ 53) When faced with a difficult situation, I am confident that it will go well.
- ___ 54) My co-workers and friends tell me I don't listen to what they say.
- ___ 55) If I decide I want something, I go out and buy it right away.
- ___ 56) When I discuss a "hot" topic with a co-worker or family member, I am able to keep my emotions in check.

PART B

Now add the scores according to the following:

Causal Analysis	
Add scores on the following items:	Add scores on the following items:
Item 12 _____	Item 1 _____
Item 19 _____	Item 41 _____
Item 21 _____	Item 44 _____
Item 48 _____	Item 52 _____
Positive Total _____	Negative Total _____
Positive Total minus Negative Total = _____ (This is your Causal Analysis score.)	
Above Average: A score higher than 8 Average: A score between 0 and 8, inclusive Below Average: A score lower than 0	

Emotion Regulation	
Add scores on the following items:	Add scores on the following items:
Item 13 _____	Item 2 _____
Item 25 _____	Item 7 _____
Item 26 _____	Item 23 _____
Item 56 _____	Item 31 _____
Positive Total _____	Negative Total _____
Positive Total minus Negative Total = _____ (This is your Emotional Regulation score.)	
Above Average: A score higher than 13 Average: A score between 6 and 13, inclusive Below Average: A score lower than 6	

Empathy	
Add scores on the following items: Item 10 _____ Item 34 _____ Item 37 _____ Item 46 _____ Positive Total _____	Add scores on the following items: Item 24 _____ Item 30 _____ Item 50 _____ Item 54 _____ Negative Total _____
Positive Total minus Negative Total = _____ (This is your Empathy score.) Above Average: A score higher than 12 Average: A score between 3 and 12, inclusive Below Average: A score lower than 3	

Impulse Control	
Add scores on the following items: Item 4 _____ Item 15 _____ Item 42 _____ Item 47 _____ Positive Total _____	Add scores on the following items: Item 11 _____ Item 36 _____ Item 38 _____ Item 55 _____ Negative Total _____
Positive Total minus Negative Total = _____ (This is your Impulse Control score.) Above Average: A score higher than 0 Average: A score between -6 and 0, inclusive Below Average: A score lower than -6	

Optimism	
Add scores on the following items: Item 18 _____ Item 27 _____ Item 32 _____ Item 53 _____ Positive Total _____	Add scores on the following items: Item 3 _____ Item 33 _____ Item 39 _____ Item 43 _____ Negative Total _____
Positive Total minus Negative Total = _____ (This is your Optimism score.) Above Average: A score higher than 6 Average: A score between -2 and 6, inclusive Below Average: A score lower than -2	

Reaching Out	
Add scores on the following items: Item 6 _____ Item 8 _____ Item 14 _____ Item 40 _____ Positive Total _____	Add scores on the following items: Item 16 _____ Item 35 _____ Item 45 _____ Item 51 _____ Negative Total _____
Positive Total minus Negative Total = _____ (This is your Reaching Out score.) Above Average: A score higher than 9 Average: A score between 4 and 9, inclusive Below Average: A score lower than 4	

Self-Efficacy	
Add scores on the following items: Item 5 _____ Item 28 _____ Item 29 _____ Item 49 _____ Positive Total _____	Add scores on the following items: Item 9 _____ Item 17 _____ Item 20 _____ Item 22 _____ Negative Total _____
Positive Total minus Negative Total = _____ (This is your Self-Efficacy score.) Above Average: A score higher than 10 Average: A score between 6 and 10, inclusive Below Average: A score lower than 6	

REFLECTION 3: BECOMING THE AUTHOR OF YOUR LIFE

(Adapted from "The Power Of Resilience" [2004], Dr. Robert Brooks and Sam Goldstein, McGraw-Hills, NY.)

Now that you know about the people who should matter more in your life, and how you manage your resilience, you can start creating the life you wholeheartedly deserve!

Here are the things to do:

1. Change the negative script in your life – Identify the negative scripts and assume the responsibility to change them.
2. Define short- and long-term goals related to the particular issue(s) you are facing.
3. Consider new scripts or plans of action that accord with the goals.
4. Select from these scripts the one you believe has the greatest probability of success. This step also requires considering criteria for assessing the success of new scripts.
5. Anticipate the possible obstacles that may interfere with the achievement of your goals, and consider how these obstacles may be handled.
6. Put the new scripts into action and assess their effectiveness.



REFLECTION 4: DO YOU HAVE THE RIGHT ATTITUDE TO THRIVE IN ADVERSITY?

(Adapted from "Resilience At Work" [2005], Salvatore R Maddi and Deborah M Khoshaba, AMACON, NY.)

It is important to have the right attitude in life no matter what you want to achieve.

Look at the following True/False questions. There are 3 sets of 6 questions, each set pertaining to a different aspect of attitude.

Score a point each time you answered "True" to a question.

Total your scores for each set of questions.

Which set gave you the highest score? This would indicate which attitude you veer towards.

Add your scores for "Denial And Avoidance" and "Catastrophic Reactions And Striking Out". Divide this grand total by 2. Compare this number with your score for "Commitment, Control And Challenge".

Here are the questions:

Attitude 1: Commitment, Control And Challenge

1. Do you wake up in the morning excited by the thought of going to work?
2. Despite cherishing the past, do you look forward to a changing future?
3. Do you feel that your input at work makes a difference in how things turn out?
4. Do you rely on yourself to figure out how to solve problems that arise at work?
5. Do you anticipate changes at work as something which are bound happen, and part and parcel of work?
6. Do you see both your company and yourself trying to grow and do better?

Attitude 2: Denial And Avoidance

1. Do you feel most comfortable with clearly defined work tasks?
2. Do you feel most comfortable with little change in work task or environment?
3. To stay calm and happy, do you put work problems out of your mind?
4. Do you escape from work problems by distracting yourself with daydreams and other fun activities?
5. Does work stress you? If so, are you unsure as why?
6. Do you work to pay your bills and nothing more?

Attitude 3: Catastrophic Reactions And Striking Out

1. At times, have you tried to undermine co-workers by devaluing their work tasks or personal characteristics in front of supervisors or management?
2. When you are part of a work team, do others' ideas and contributions threaten you?
3. Have you ever passed off as your own a co-worker's ideas or work products?
4. Do you over-personalize workplace changes?
5. Do you feel unappreciated and hurt when a supervisor highlights an area of work in which you need more growth?
6. Do you use problems outside of work to maneuver co-workers and supervisors into relieving you of work tasks?

After you know which attitude you tend to follow, what can you do further to improve on it?

REFLECTION 5: STRENGTHENING YOUR HARDY ATTITUDE

(Adapted from "Resilience At Work" [2005], Salvatore R Maddi and Deborah M Khoshaba, AMACON, NY.)

The right attitude is useless if you do not know how to be more hardy against obstacles, stress or anything else that hinders you from achieving your goals.

Here are some questions you need to ask yourself:

- What stressful circumstance did you encounter? Was the stress acute or chronic? (Remember – sometimes an acute stress reaction stirs up chronic stress.)
- What actions did you take to decrease the circumstance's stress? How did you do this? Did you follow up on opportunities stemming from the stressful situation? What did you do?
- Did your coping efforts include getting supportive assistance and encouragement from other people? Did you reach out to others as well in this process, and if so, how?
- How did you talk about the experience? When reminiscing, observing, planning or evaluating the stress, did you associate the experience with your life direction, purpose, and meaning? Did the evaluation express new insights about circumstances, life and self?
- How did your coping efforts express hardy attitudes? Can you fit what you said or did into commitment, control and challenge? Imagine your future. How do strong attitudes of commitment, control and challenge make a difference in your experience and events? As you go through daily stress, see if you are hardy.



ADDITIONAL NOTES

Research On Stress And Resiliency

(Adapted from "Resilience At Work" [2005], Salvatore R Maddi and Deborah M Khoshaba, AMACON, NY.)

Three Resilient Attitudes:

- **Commitment** – When you are strong in the commitment attitude, you view your work as important and worthwhile enough to warrant your full attention, imagination, and effort. You stay involved with the events and people around you even when the going gets rough.
- **Control** – When you are strong in the control attitude, you keep trying to positively influence the outcomes of the changes going on around you. Rather than let yourself sink into passivity and powerlessness, you do your best to find solutions to workday problems.
- **Challenge** – When you are strong in the challenge attitude, you see change as instrumental in opening up new, fulfilling pathways for living. You face up to stressful changes, try to understand them, learn from them, and solve them. This expresses your optimism toward the future rather than your fear of it.

Two Vital Skills:

- **Transformation Coping** – A common way resilient people broadened their perspective was to see a particular stress as happening to lots of other people. This made them feel less alone in their pain and struggle. They get a firm grip on change and what it really means, then turn the situation to their advantage, as opposed to breaking down or acting precipitously in the face of change.
- **Social Support.**

Additional Hardiness Research

- People with highly developed resilient attitudes – the 3Cs (see above) – perceive stressful circumstances to be less threatening.
- The more resilient people are, the more likely they are to complete tasks in creative ways rather than in routine ways.
- Dealing head-on with stressful circumstances in creative ways results in less physical, mental, and behavioral strain.
- Hardiness is an amalgam of resilient attitudes, coping skills, support-enhancing social interactions, and behaviors.

Stressful Work Context

There is also a two-year study of American computer specialists in China on a training mission. The researcher measured the specialists' levels of hardiness by questionnaire before they left the United States.

In the first six months of their mission, the entire training group experienced culture shock sufficient to impede their job performance and undermine their health. They had concentration and memory difficulties, tendencies toward social isolation, anxiety, and depression, and a range of physical symptoms.

In the remaining year and a half, however, those who were high in hardiness became more resilient, showing performance and health levels equal, if not better, than before they left the United States.

In contrast, those who were low in hardiness recovered more slowly, if at all. Those specialists whom the company sent home due to poor performance had low levels of hardiness.

LESSON —

All baby birds dip when they first fly from the nest, then they stabilize.

Don't give up. What does not kill you, makes you stronger...

CONCLUSION

Man is a social animal.

Since time immemorial, our lives are closely intertwined with each other. We cooperate to hunt, to build lives, to live, to create societies and such. We raise our families and work with each other in organizations and companies for a common goal. Because of the various types of people we run into or associate with for the duration of our lives, our fates may be largely determined by how well we can manage these people, especially those who just exude too much negativity.

Negativity can ruin your life and bring in results that border on the adverse. But by incorporating positive practices in life and by surrounding yourself with the right people, you can surely turn things around for the betterment of your health and wellness, thus bringing you closer to achieving success and prosperity in your life.

I hope that the exercises I incorporated into The Success Circle can help you do just that. So, form your Success Circle now and claim your success and abundance!

Marion Neubronner

