

CULTURE



Define Culture



1. The beliefs, customs, arts, etc., of a particular society, group, place, or time
2. A particular society that has its own beliefs, ways of life, art, etc.
3. Lastly, and what we will review today ~ a way of thinking, behaving, or working that exists in a place or organization

Key Words Affecting Culture



∞ Integrity

∞ Respect

∞ Honesty

∞ Accountability

∞ Attitude

Integrity



- ❧ The quality of being honest and having strong moral principles; moral uprightness
- ❧ Integrity involves moral judgment and character, honesty and leadership values. Individuals who show integrity in the workplace not only understand right from wrong but they practice it in all they do.

Golden Rule



- ☞ Treating others the way you want to be treated is the core principle of the golden rule and an example of how workers can display integrity in the workplace. Practicing the golden rule ensures that disturbances that may distract or offend others remain at bay while in a work setting. The golden rule is a reflection of respect for others.

Honesty



☞ Honesty is an optimal example of integrity in the workplace. Honesty encourages open communication between employers, employees and co-workers. It leads to effective relationships in an organization. When workers are honest about the various aspects of their jobs that need improvement, employers can take action and help. Employers that are open about company policies and changes that affect the organization are more trustworthy from the employees' perspective.

Accountability



- Accountability is being responsible or answerable for an action.
- Accountability allows employees to exercise autonomy with the expectation that they will feel more invested in the organization and, therefore, will perform better, more efficiently and more creatively

Lead by Example



Employers and employees can display integrity in the workplace through leading by example. When individuals lead by example, they set the foundation for appropriate workplace behavior. Leading by example improves personal awareness, sensitivity to others and accountability which are all necessary for ethical behavior and integrity.

Attitude



- ☞ Attitude which represent ones belief, feeling and ideas, action, tendency towards object and ideas.
- ☞ What a person feels about something, about a place, a situation or an idea is called attitude.

Nature of Attitudes



- Attitudes are learned
- It is the feeling, Beliefs of individual and groups.
- These feelings and beliefs are defined ones Predispositions towards given aspects of the world.
- It is not permanent it can changed; however attitudes are generally not easily changed

Characteristics



- Attitude can be characterized in three ways:
 - First, they tend to persist unless something is done to change them.
 - Second, attitudes can fall anywhere along a continuum from very favorable to very unfavorable; are gradually acquired over a period of time.
 - Third, attitudes are directed toward some object about which a person has feelings(sometimes called “affect”) and beliefs.

Do Attitudes cause Behavior?



❧ Answer: Not very well!

❧ Attitudes have a stronger affect on behavior if they are:

❧ important

❧ specific

❧ accessible

❧ social pressure reinforces the attitude

❧ you have experience with the attitude

Choose your Attitude



- ☞ Your choice of attitude can decide the out come of your life.
- ☞ Negative thoughts have no power unless you empower them.

Conclusions about Attitude



- ❧ Attitudes do not predict single behaviors
- ❧ Attitudes are related to multiple behaviors (behavioral patterns)
- ❧ Attitudes influence behavior through influencing intention
- ❧ Intention is the better predictor of behavior
- ❧ In order to understand intentions and behaviors, one needs to know about beliefs and attitudes
- ❧ This is essential in relation to attitude: Change

The Choice is YOURS



☞ With a Bad attitude;

☞ you can never have a positive day

☞ With a Positive attitude;

☞ you can never have a bad day

So...Accept Responsibility



∞ I am responsible...

....For who I am

....For what I have

....For what I do



❧ First question:

❧ What thoughts are filling your head... would you label them as positive or negative?

❧ Thoughts are very powerful. They affect your general attitude and Your attitude can also affect people around you.

24 Quotes on Life Success



- ❧ “ The difficulties of life are to intended to make us better, not bitter
- ❧ “ Wise men talk because they have something to say; Fools, because they have to say something.” Plato
- ❧ “ If everyone is thinking alike then somebody isn’t thinking.” General George Patton
- ❧ The best way to appreciate your job is to imagine yourself without one.” - Oscar Wilde

You cannot control what happens to you, but you can control your attitude toward what happens to you, and in that, you will be mastering change rather than allowing it to master you. - Brian Tracy



- ❧ “ A person always has two reasons for doing anything.- a good reason and the real reason.” J.Pierpont Morgan
- ❧ “ Decisiveness is not in itself a virtue. To decide not to decide is a decision; to fail to decide is a failure.”
- ❧ “ Effort and courage are not enough without purpose and direction.” John F. Kennedy
- ❧ Excellence is not a skill. It is an attitude.
~Ralph Marston

“ Experience is not what happens to a man. It is what a man does with what happens to him”
Aldous Huxley



- ❧ “ Good decision comes from experience, and experience comes from bad decision”
- ❧ “ Everyone’s allowed an occasional failure – except the skydiver, of course. ”
- ❧ “ Success is never final, failure never fatal.”
- ❧ If you don't like something, change it. If you can't change it, change your attitude. - Maya Angelou
- ❧ When one door of happiness closes, another opens; but often we look so long at the closed door that we do not see the one which has been opened for us. - Helen Keller



- ❧ “ It is easier to be honest with others than with ourselves. ”
- ❧ “ Forgive your enemies, but never forget their names.”
John F. Kennedy
- ❧ Attitudes are based on assumptions. In order to change attitudes one must first change one's assumptions
- ❧ When it comes to positive thinking... Attitude is everything



- ❧ The positive thinker sees the invisible, feel the intangible and achieves the impossible.
- ❧ Having a positive attitude can help in those hard and trying times
- ❧ Treat everybody as the most important person in the world.
- ❧ "It is not the years in your life, but the life in your years that counts."
- ❧ "Life is change. Growth is optional. Choose wisely."

What is it that determines our work culture and attitude?



- ❧ Our expectations. Not only of ourselves but of other people too.
- ❧ Acceptance is a difficult task but acceptance can lead to greater inner peace.
- ❧ A mistake: we make is that of comparison.
- ❧ Comparison leads to jealousy or arrogance. Neither of these are very good attitudes to subscribe to.

How to develop a good work culture?



- ❧ Say You Can Do it
- ❧ Never Say it's not Possible
- ❧ Do Not Complain With Your Team
- ❧ Hard Work

A SMALL TRUTH TO MAKE LIFE 100%



∞ If A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

∞ Is Equal to

∞ 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25
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Then...



☞ Hard Work H+A+R+D+W+O+R+K

$$8+1+18+4+23+15+18+11 = 98\%$$

☞ Knowledge K+N+O+W+L+E+D+G+E

$$11+14+15+23+12+5+4+7+5 = 96\%$$

And...



☞ Love L+O+V+E

☞ $12+15+22+5 = 54\%$

☞ Luck L+U+C+K

☞ $12+21+3+11 = 47\%$ (don't most of us think this is the most important ???)

So what does make 100%



☞ Then what makes 100% ?

☞ Is it Money ? ... NO !!!

☞ M+O+N+E+Y

$$13+15+14+5+25 = 72\%$$

☞ Leadership ? ... NO !!!

☞ L+E+A+D+E+R+S+H+I+P

$$12+5+1+4+5+18+19+9+16 = 89\%$$



☞ Every problem has a solution, only if we perhaps change our attitude. To go to the top, to that 100% , what we really need to go further... a bit more...

Finally...



∞ ATTITUDE A+T+T+I+T+U+D+E

$$1+20+20+9+20+21+4+5 = 100\%$$

It is OUR ATTITUDE towards Life and Work
that makes OUR Life 100% !!!



- ❧ "Life is change. Growth is optional. Choose wisely."
now at this moment... what do you want most
- ❧ If you had to move 3000 miles away; what one thing
would you miss most?
- ❧ What is something you have always wanted since you
were a kid?
- ❧ What have you done that you are truly proud of?
- ❧ What could society do without?



- ❧ What word best describes the way you've spent the last month of your life?
- ❧ Who makes you feel good about yourself?
- ❧ What's a common misconception people have about you?
- ❧ What is one thing right now, that you are totally sure of?
- ❧ What do you want to remember forever?
- ❧ If you could change one thing, what would it be?



- ❧ What are you holding on to that you need to let go of?
- ❧ If Death gave you 10 more years to live but you would have to be completely disconnected from your family, would you make the trade?