

Fold me

"A balance of giving and receiving is essential to keeping your energy, mood and motivation at a consistently higher level"  
- *Doreen Virtue*



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# VIRTUOUS POSITIVE ENERGY

 Varies

 Varies

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# The Heliotropic Effect

There is recent research that shows that positive energy is an example of the heliotropic effect. All living systems are inclined toward or attracted to that which is life giving – toward positive energy – and are disinclined toward or avoid that which is life-depleting or life-endangering. All human beings flourish in the presence of positive energy.

According to the research Kim Cameron shared in his book, *Positively Energizing Leadership*, he created the following formula.



## What is virtuousness?

Virtuousness includes altruism, compassion, generosity, gratitude, integrity and kindness. Here are some ideas for growing virtuousness in your work and life.

- Offer love, support and concern to someone else
- Keep a gratitude journal and/or express gratitude and recognition toward someone else
- Write a letter of gratitude to another person each week for three weeks

## Virtuousness examples continued:

- Every time employees/someone demonstrates outstanding performance, give them two awards, one to keep and one they can give to recognize someone else
- Create a gratitude wall – a space where people can write down things that went well, appreciation, acts of kindness
- Send gratitude cards or letters to recognize good work
- Be visible, open to feedback and suggestions for improvement
- Make deposits into someone's emotional bank account by listening intently, acting with kindness, clarifying expectations, keeping commitments, not waiting to be asked, apologizing, being present

## Build positive energy within your teams by asking these questions:

- What are the most effective ways to enhance positive relational energy in a team, a family, or an organization?
- In what ways can individuals and organizations take advantage of the heliotropic effect?
- What are the most notable attributes of virtuousness you've observed or practiced and how would you help someone or yourself become more virtuous?