



Positive Leadership

Kim Cameron

1. What does the word "deviant" bring to mind?
2. What does the word "positive" mean to you?
3. Kim uses the phrase "positively deviant performance" in his description of organizations who achieve exceptional results. How can you apply this in your organization?
4. Studies show people in high-performing organizations made more positive than negative statements in their interpersonal relationships. The ratio was typically 5-1. What is the ratio in your organization?
5. Kim speaks of the power of fostering virtuousness. How would you define this? Do you see this as a way to increasing performance? Why or why not?
6. Organizations "exist to eliminate deviance", which keeps performance in the normal range. How does this inhibit a focus on "abundance gaps" and what can you do to overcome it in your organization?
7. Bad is stronger than good! Which do you remember most—positive or negative feedback? Relate this to the way you manage others.
8. Compassion improves bottom line results in an organization. Does this make sense to you? Is your organization compassionate?
9. Kim suggests Reflected Best Self Feedback as a supplement to traditional 360 feedback. We plan to offer it to Café members. Interested?
10. Discuss the Personal Management Interview program Kim outlines in his book.

To listen to the Bookends interview go to: <http://www.bookendsbookclub.net>

