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## Supporting Positivity in a Challenging Environment

In life we are all faced with adversity – how can one remain positive when obstacles continue to get in the way? As adults, we spend so much of our time working, and with today's difficult social climate, there are many more challenges and stressors than ever before. Whether you are a leader or follower in your organization, how can you best support positivity? Supporting positivity on a daily basis will help your team begin looking on the brighter side of situations. Remember, positive energy is contagious!

## Show Gratitude and Practice Thankfulness

Share with your team members the little things you are grateful for, whether it be about life, work, or just waking up to see another day. A genuine note of gratification from one person to another “just because” is one of the greatest feelings ever. If you have ever received a note that simply said, “Thank you for everything you do,” how did that make you

feel? How about sharing that positive feeling with your team or with someone in a different department? Small gestures and random acts of kindness go a long way when creating a positive culture and building relationships.

## Find the Positive in a Negative Situation

One of the biggest challenges in daily life is finding something positive in a negative situation. Some questions that can be asked include:

- Where is the opportunity in this situation?
- What is in my control?
- What can I learn from this situation?

Negativity happens. Sometimes it is unavoidable. However, positivity is a choice! The sooner you can learn how to reframe a negative situation, the more time you'll spend in a positive space.

## Develop Genuine Relationships

Fostering genuine relationships is essential for a positive work environment. We generally spend more time at work than with our own family. Developing genuine relationships at work can improve teamwork and collaboration, positively affect morale, and increase productivity. When genuine relationships are formed, trust and respect will be earned at all levels of leadership/management in an organization.

## Celebrate Little Wins

Little wins equal progress. How do you leverage

progress to boost motivation? Recognition and celebration. Examples include bringing in and sharing donuts, coffee, cupcakes for the group, or even celebrating clever milestones such as “Pi Day” on 3/14. Showing recognition and celebrating small wins when appropriate will lead to greater victories.

## Encourage Fun!

Loosen up and have fun! Creating a fun work environment is great for culture. A fun workplace leads to a safe environment for learning to occur and allows for receptive feedback. Establishing fun in a workplace encourages a healthy mindset.

## Finally...

With all that is going on in the world today -- a pandemic, polarizing politics, the fight for social justice, and so much more -- we need to accept and encourage an open, fun, and positive workplace. Whether you are a leader in your department or brand new to the team, exemplify the culture you crave. Work on building a culture of positivity, inclusiveness, and belonging. I can promise you that if you are sincere with your intentions and authentic in your practice, all will recognize your efforts.

LIVE with purpose! LAUGH often! LOVE one another!



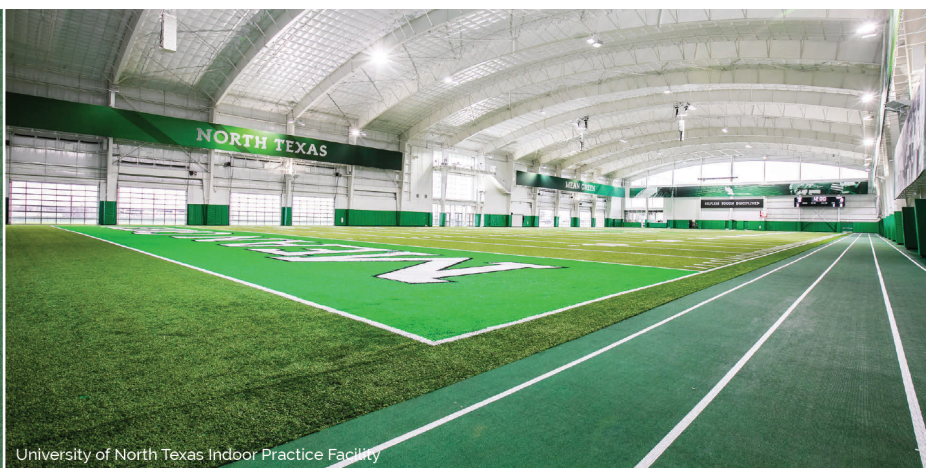
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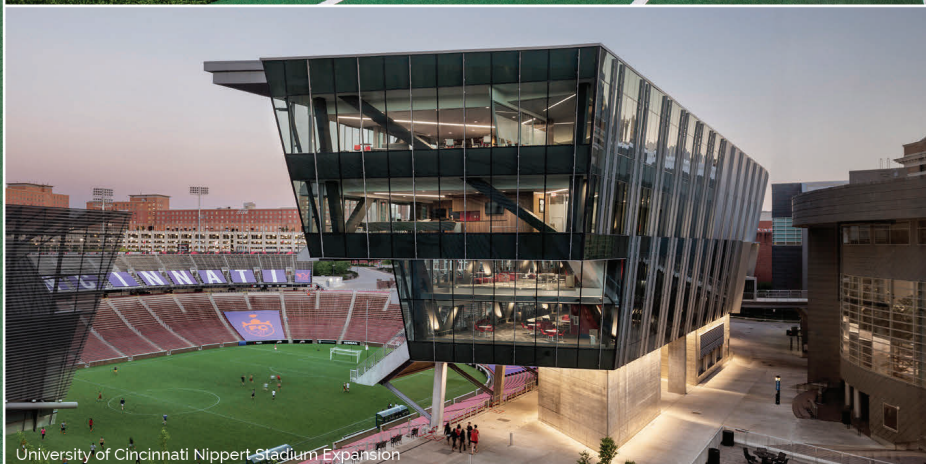
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