

EXPANDED ANNIVERSARY EDITION



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Father of Strengths Psychology and
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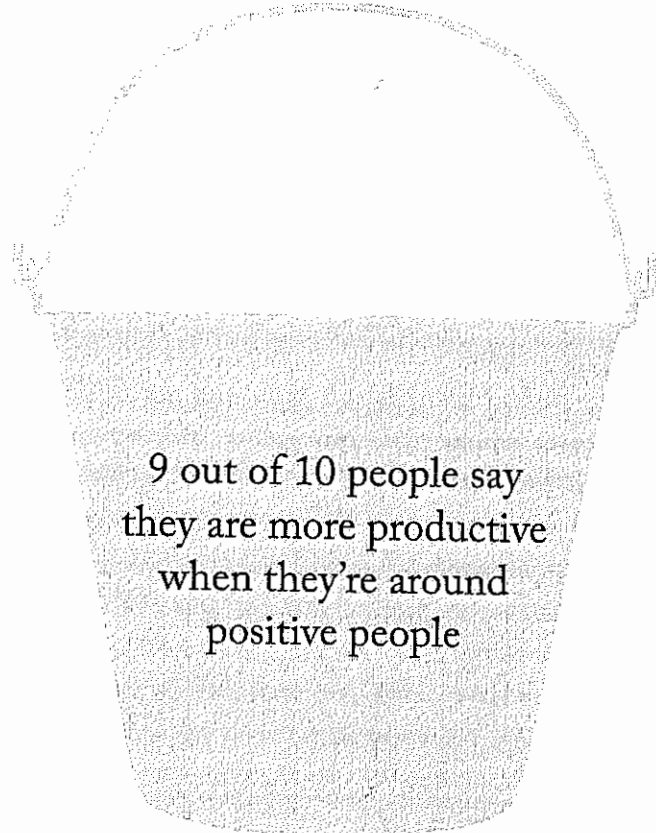
HOW FULL IS YOUR BUCKET?

FROM GALLUP

Tom Rath and Donald O. Clifton, Ph.D.



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9 out of 10 people say
they are more productive
when they're around
positive people

Findings From *How Full Is Your Bucket?*

- Daniel Kahneman, a Nobel Prize-winning scientist, explains that we experience approximately 20,000 moments every day. That means we have many opportunities to fill others' buckets daily.
- Usually, people remember positive or negative moments, and the neutral moments do not stay in their minds. The optimum ratio to keep positive and negative moments in balance is 5 positive interactions for every 1 negative interaction.

Gallup Research:

65% of Americans say they received no recognition in the workplace in the last year.

The Theory of the Dipper and the Bucket

- Each of us has an invisible bucket. It is constantly emptied or filled, depending on our daily interactions with others. When our bucket is full, we feel great. We are productive. We make a positive impact on our workplace. When it is empty, we feel down. We are deflated.
- Each of us also has an invisible dipper. When we do or say things that increase positive emotions in others, we are using that dipper to fill their buckets. Conversely, when we are negative, we are using that dipper to decrease others' positive emotions by dipping from their bucket.
- A full bucket gives us a positive outlook and renewed energy. Every drop in that bucket makes us stronger and more optimistic.
- An empty bucket poisons our outlook, saps our energy, and undermines our will. That's why every time someone dips from our bucket, it hurts us.
- But this works both ways. When we fill others' buckets, our bucket is also filled. And when we dip from others' buckets, our own bucket is emptied in turn. So we face a choice every moment of every day: We can fill one another's buckets, or we can dip from them. It's an important choice — one that profoundly influences our relationships, productivity, health, and happiness.

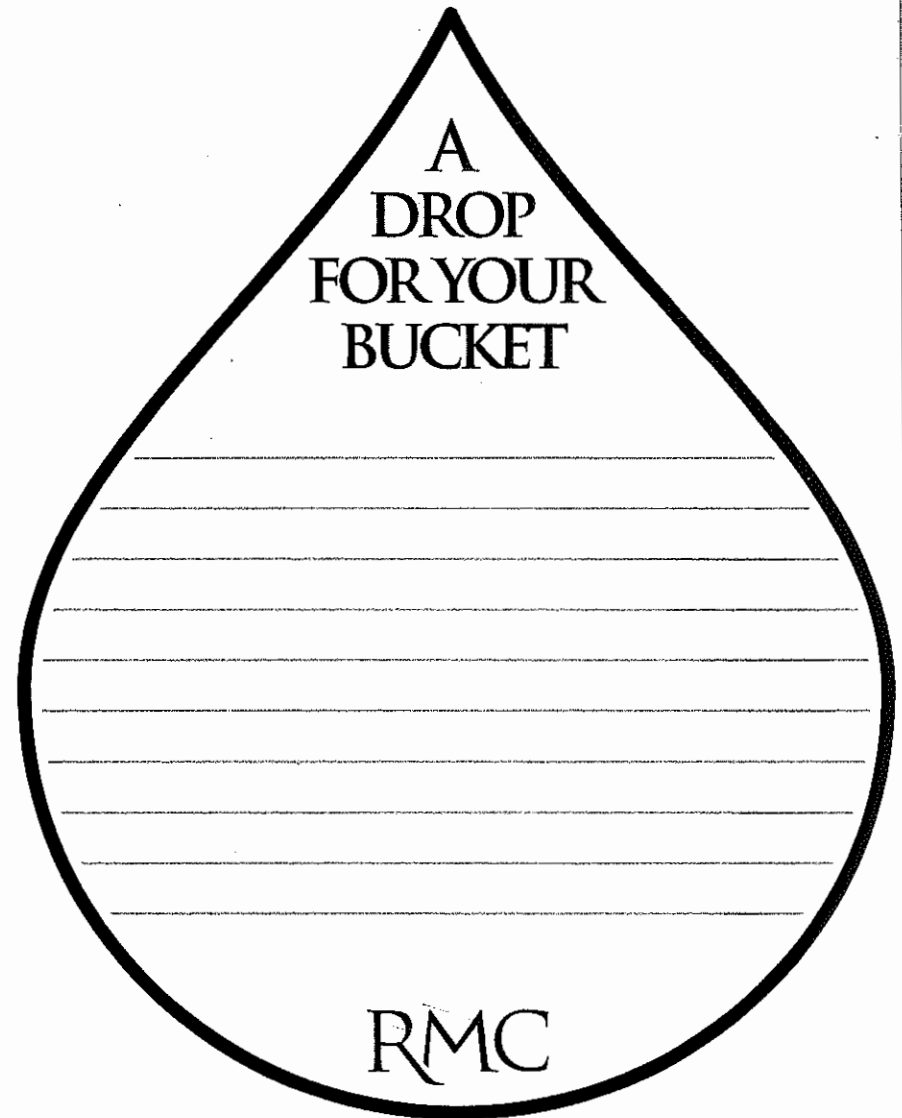
How to Write a Drop

Drops are handwritten, personal messages written on drop-shaped note cards. They're a simple way to share kind words with others, give unexpectedly, and fill someone's bucket.

**DROPS MUST BE
INDIVIDUAL, SPECIFIC, AND DESERVED**

Drops that are not deserved dilute the impact of the drops that are deserved. No one enjoys a hollow compliment. Drops allow you to recognize even the smallest contributions or improvements.

Anyone can give a drop as long as it is individual, specific, and deserved. And everyone can and should be responsible for writing drops.



Positive Impact Test

1. I have helped someone in the last 24 hours.
2. I am an exceptionally courteous person.
3. I like being around positive people.
4. I have praised someone in the last 24 hours.
5. I have developed a knack for making other people feel good.
6. I am more productive when I am around positive people.
7. In the last 24 hours, I have told someone that I cared about her or him.
8. I make it a point to become acquainted with people wherever I go.
9. When I receive recognition, it makes me want to give recognition to someone else.
10. In the last week, I have listened to someone talk through his or her goals and ambitions.
11. I make unhappy people laugh.
12. I make it a point to call each of my associates by the name she or he likes to be called.
13. I notice what my colleagues do at a level of excellence.
14. I always smile at the people I meet.
15. I feel good about giving praise whenever I see good behavior.

Rate Your Bucket Filling

It is not *how many* drops you give, but the quality of the recognition you give. Rate your recognition of others. Give yourself a 1, 2, 3, 4, or 5 on each item; 1 is "not good" and 5 is "very good."

The person deserved the recognition I gave.

The recognition I gave was about a specific thing.

I individualized the recognition. It was something that the person would like.

I found out how the person likes to receive recognition (for example, privately or in front of others).

I thought about the best time to give this person the recognition.

TOTAL

**The higher the score, the higher quality the recognition.
You should always try to improve your score.**