



Positive Work Ways Tool

A simple roadmap for applying brain-friendly thinking to leadership, meetings, and change

Implementation Guide - A Simple 3-Step Framework

Why This Works



Change isn't about adding more, it's about shifting how people think, feel, and respond.

By embedding simple, brain-friendly habits into everyday practice, leaders can create ripple effects that strengthen engagement, performance, and culture — without overhauling everything at once. This guide gives you a focused place to start.

Start Small: Shift 1 Habit



Choose one meeting, conversation, or moment where you can show up more intentionally.

- Replace reactivity with reflection
- Use a grounding breath before speaking
- Ask "What does good look like?" instead of "What's the problem?"

💡 *One shift, repeated often, builds new brain pathways.*

Spark Curiosity: Share 1 Tool

Don't teach theory — spark curiosity and maximise impact by sharing a tool. Use it together in real time.



- Try Gratitude Snapshot at the end of a team check-in
- Use the Pause & Pharmacist Check mid-discussion
- Ask a scaling question during a tricky 1:1

💡 *People learn from experience. Share the tool in action, and let it speak for itself.*

Implementation Tips

- Don't overexplain — let the tools do the work
- Invite curiosity, not compliance
- Use real language, not models or diagrams
- Reinforce that these are mindset shifts, not wellbeing add-ons
- Reflect regularly: "What's feeling different already?"



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A practical mindset activity for individuals, teams, and leaders

Strengthen Culture: Embed 1 Practice



- Pick one thing to make regular — even if informal.
- Add a reflective pause to team meetings
- Start performance reviews with “What does good look like?”
- Introduce “brain state check-ins” after busy sprints

💡 *The brain learns through patterns. Small things, done consistently, shape how people think, connect, and perform.*



Where to Use

- In 1:1s, team meetings, strategy sessions
- When onboarding new leaders
- During retrospectives or post-project reviews
- As part of culture, leadership, or change initiatives

Want to take it further?

Ready to bring this work deeper into your organisation?



Read the full book: Positive Work Ways – building a brain friendly business.

Explore a Deep Dive, Lunch & Learn, or leadership programme via positiveworkways.com

