

## The Power of Words in Shaping Our Workplace: A Leadership Perspective

The phrases we use daily carry more weight than we might assume. They have the power to shape perceptions, influence moods, and define the ethos of our workplace. This is not just about being politically correct; it's about consciously constructing a supportive communication culture. Google's former CEO Eric Schmidt once remarked that how you describe things influences how people feel and behave when interacting with it. Such insights from leadership experts underscore the importance of language in shaping workplace dynamics.

### Rephrasing for Positivity

Anna Taylor's guide, "Evolving from Violent Language," highlights how we can transition from potentially negative idioms to positive expressions. Here's how we can reframe our words:

- Instead of "That's not a bad idea," we can say "That's a good idea."
- Rather than "taking a stab," we can "take the first pass."
- Swap "biting the bullet" for "facing the challenge."

This shift in language moves us away from expressions that originated from violence and conflict towards phrases about taking action, being inclusive, and creating solutions. Neuroscientific studies suggest that positive language can enhance cognitive function and team cohesion, underscoring the scientific basis for this approach.

### The Impact of Language Change

By consciously choosing our words, we can:

- **Improve Communication:** Clear and positive language reduces misunderstandings.
- **Enhance Collaboration:** Supportive language encourages teamwork.
- **Boost Morale:** Respectful and non-violent language contributes to a happier workplace.



### **Incorporating Non-Verbal Communication**

Effective leadership also involves mindful non-verbal communication. Leaders should be aware of their body language, tone of voice, and active listening skills, which are all critical in reinforcing positive verbal messages.

### **Committing to Change**

Language is not just about words; it's about the message we send and the culture we create. It is a personal endeavor as much as it is a collective one. We suggest consciously using phrases that build, rather than belittle, that unite rather than divide. Make everyone feel like they belong.