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A lot has been written and said about how positive and enthusiastic attitudes stimulate success. Enthusiasm acts as a fuel for an inner fire that brings about success. Without it, people don't act or accomplish much. The great American writer and philosopher Ralph Waldo Emerson recognized this and once said, "*Nothing great was ever achieved without enthusiasm.*" Research has also confirmed what many believed to be true about attitudes. Mark Murphy is the author of "*Hiring for Attitude*" and has done extensive research on how a positive and enthusiastic attitude influences employees. From his research, he has determined that about half of all new employees fail within 18 months. The key reason why these new hires failed, according to Murphy, was due to a bad attitude. The evidence is clear; it shows that people with a bad attitude will fail in the workplace.

Furthermore, there is no shortage of people wanting a job. However, what often separates those that are being hired and those that are not is enthusiasm. Some of the most desirable companies to work for such as Apple, Google, and the Four Seasons all hire for attitude. These companies are aware that employees with a positive attitude are better workers and are responsible for making them successful. Therefore, they are very selective when hiring people and place attitude over experience. Those employees that struggle to maintain a positive attitude in these and similar companies are often fired.



8. What does enthusiasm act as and bring about?
9. What did Ralph Waldo Emerson say about enthusiasm?
10. What book did Mark Murphy write?
11. What research did Mark Murphy perform?
12. What did Mark Murphy determine from his research?
13. What was the main reason half of all new hires failed?
14. When hiring new employees, what is the most important for top companies like Google and Apple?
15. What are companies aware of when hiring people who are enthusiastic?
16. What happens to employees that develop a bad attitude?

ASSESSMENT
Hiring for Attitude

Name _____

Per. _____ Date: _____

Select the best answer for each:

1. A positive and enthusiastic attitude are essential for

- a. finding an interesting career.
- b. obtaining a job and succeeding at work.
- c. getting into college.
- d. None of the above.

2. What is an enthusiastic attitude?

- a. When a person shows they don't care.
- b. When a person feels bad for other people.
- c. When a person shows good feelings or excitement about doing something.
- d. All of the above.

3. What type of job candidates do employers prefer?

- a. Job candidates with lots of experience but a poor attitude.
- b. Job candidates with little experience but with a positive and enthusiastic attitude.
- c. Job candidates with not enthusiasm but are very skilled.
- d. It doesn't matter to them.

4. At work, companies are aware that a negative attitude

- a. doesn't spread easily or rapidly.
- b. does little damage
- c. spreads easily and rapidly.
- d. rarely occur at work

5. Mark Murphy determined that about half of all new employees fail within the first 18 months mainly because of

- a. not dressing properly.
- b. using their cell phone.
- c. making a minor mistakes.
- d. a bad attitude.

6. Some of the most desirable companies to work for such as Apple, Google, and the Four Seasons all hire

- a. people with the right attitude.
- b. only experienced people.
- c. people that have an advanced education.
- d. only geniuses.

7. Those employees that struggle to maintain a positive attitude are often

- a. promoted.
- b. trained to develop a positive attitude.
- c. fired.
- d. All of the above.

8. What do most employers understand about attitude?

- a. That it is a way of thinking and can easily be changed.
- b. That it is way of thinking and cannot easily be changed.
- c. Is only important for managers.
- d. None of the above.

True or False

9. _____ Bad attitudes hurt a business by causing poor morale and performance.
10. _____ If someone is positive and enthusiastic, it lifts not only their energy, attitude, and spirit but those around them.
11. _____ A positive and enthusiastic worker will not be proud of their job.
12. _____ Showing enthusiasm at work means that you only do your assigned tasks.
13. _____ When problems arise, a positive person doesn't dwell on the problem or waste time complaining about it. Instead, they find ways to solve or fix it.

<p>doesn't dwell on problems solves problems doesn't complain motives others positive encouragement smiles</p>	<p>team player greet people respectful happy to be at work proud of their job takes the initiative</p>
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14. Looking at and using some of the terms and phrases above to assist you, write a paragraph describing how a person at work might show a positive and enthusiastic attitude.
