



BE POSITIVE

A JOURNEY OF A THOUSAND MILES BEGINS WITH ONE STEP  
Lao Tzu





**BE POSITIVE HAS THE AMBITION TO BE  
A "GENERATOR OF BUSINESS TRANSFORMATION",**

THANKS TO EVERYONE'S CAPACITY TO CHANGE, AND TO EMBODY CHANGE.

OUR VOCATION IS TO HELP BRING FORTH THE EMERGENCE

OF NEW WAYS OF THINKING AND WORKING,

WITH NEW ATTITUDES, BASED ON MORE HUMANITY...

AT BE POSITIVE,

WE TAKE YOU THROUGH INDIVIDUAL AND GROUP

TRANSFORMATION PROJECTS BY PROPOSING

AN **INNOVATIVE AND CONCRETE APPROACH** FROM **RECENT SCIENTIFIC STUDIES:**

**POSITIVE PSYCHOLOGY, NEUROSCIENCES, MINDFULNESS.**



The **Be Positive** approach contributes to:

- + Generating **joy**, **confidence**, **engagement**, **collaboration**, **creativity** +
- + **Promoting** a return to **good sense**, to **simple solutions** and to a form of **wisdom** +
- + **Daring to explore** and to **listen** to your **heart**, as a guide for yourself and in relationships with others +
- + **Transmitting tools** with proven effectiveness, supported by scientific studies +



# DIAGNOSE

Because we first see what we look at

## Be Positive offers balanced diagnoses...

We identify the problems and risk factors as well as the positive aspects. Protective factors, sources of satisfaction and motivation... all can be strengthened, amplified. Balanced diagnoses allow us to build action plans that develop the strengths and assets of the company, and thus contribute to a better state of health of the employees and the company.

### OUR ACTIONS

#### Diagnoses of well-being at work, stress and motivation

- + Quantitative surveys through questionnaires
- + Qualitative surveys by group and/or individual interviews
- + Working groups, focus groups.

#### Diagnoses of the atmosphere

of the teams expressing difficulties

### OUR COMMITMENTS & OUR STRENGTHS

- + Utilize scientifically validated questionnaires and methodologies respecting the principles of reference institutions (ANACT, INRS, etc...)
- + Ensure a pragmatic approach:
  - > we take into account the company's context
  - > and provide realistic recommendations,
  - > practical and concrete solutions
- + Propose a diagnostic and solutions on 3 levels: the work organization, the management, the individual
- + Propose 3 types of recommendations on the prevention of psychosocial risks: primary, secondary, and tertiary prevention
- + Rely on our expertise of managerial and organizational advice
- + Apply best practices from experiences in France and abroad

# TRAIN

When one seeks to promote well-being at work,  
Be Positive is a way to get out of the “pessimistic atmosphere”

An unhealthy atmosphere during  
a period of crisis is counterproductive  
to motivation and hope...

It is therefore important to help the leaders,  
managers and employees, to regain confidence,  
to create, to dare! The contributions of positive  
psychology allow us to benefit from a dynamic,  
revitalizing approach, validated by many  
scientific studies.

Positive psychology studies optimal human  
functioning and demonstrates that it is  
possible for each individual to increase  
his or her level of well-being.

## OUR ACTIONS

The well-being at work trainings  
Prevention of psychosocial risks  
And improvement of the Quality  
of Work Life (QWL)

- + Prevent psychosocial risks, improve quality of work life and well-being at work
- + Manage your stress and that of your team
- + Prevent burn-out
- + Manage crisis situations
- + Detect and help employees struggling with difficulties

The Be positive trainings  
The positive psychology and mindfulness  
A resource for professional development

- + Reinforce your management skills with positive psychology
- + Strengthen your emotional intelligence
- + Experience the Zen attitude through mindfulness
- + Drive the change to success
- + Workshops on HR and managerial best practices

## OUR COMMITMENTS & OUR STRENGTHS

- + Analyze the needs with a consulting mindset
- + Propose a customized approach that involves you in the educational choices
- + Ensure a qualified team consisting of experienced professionals in management
- + Apply an innovative approach based on recent scientific findings
- + Transmit simple tools that foster a positive attitude
- + Present a summary of the trainings to help the company continue on its path of continuous improvement

# GUIDE

## THROUGH THE DIFFICULT SITUATIONS

As challenges are unavoidable,  
Be Positive offers another way of looking at difficult situations...

The ideogram of crisis in Chinese displays "opportunity" as well as "danger":  
crisis is an opportunity in a situation of danger,  
an opportunity provided by the danger itself.

We see in this world a whole positive philosophy of life,  
an art of survival in the midst of challenges.

This wisdom, this good sense, can help us  
overcome a crisis and to give it  
a whole different meaning...

### OUR ACTIONS

- + A complete protocol of "crisis management":
- + Assistance and advice to managers and to HR professionals
- + Advice on the rollout and evaluation of psychological support tools
- > Roll out of employee assistance program (EAP)
- > Listening and psychological support hotline
- > Psychologists available on-site

### OUR COMMITMENTS & OUR STRENGTHS

- + Ensure a reactive and structured approach
- + Provide to leaders, managers and HR professionals with coaching and consulting that takes into account the human impacts of sensitive situations, analyze and decide on the right actions to implement, breaks their loneliness and helps to manage their own stress
- + Guide employees struggling with difficulties by offering the most appropriate tools
- + Complete a "post analysis" to identify lessons learned and to promote continuous improvement in terms of prevention.

# COACH

The more the business environment of a company changes,  
the more the manager will be solicited in his or her human dimension

Getting to know yourself better,  
strengthening your forces,  
and being a positive resource to yourself  
and to the group are valuable assets.  
In our eyes, the main tool of the  
Manager is his or herself!  
This path toward yourself often  
provokes a positive management  
attitude transformation.

## OUR ACTIONS

Individual coaching for Leaders, Managers,  
high potentials, HR Directors

- + Development Coaching:
  - > New position
  - > High stakes projects
  - > Management of stress and emotions
- + Problem solving coaching:
  - > Company experiencing significant change
  - > Teams in conflicts
  - > Deterioration of the work atmosphere
  - > Risk of burn-out

## Team Coaching:

- + Share a common vision
- + Unite around a project
- + Improve the overall efficiency of the group
- + Better communicate inside and outside of the team

## OUR COMMITMENTS & OUR STRENGTHS

- + Analyze the needs and propose the coach adapted to the specificities of the mission
- + Ensure the professionalism of the team: Supervised and trained coaches with corporate management experience
- + Establish a three-way contract where the coach, the coachee and the company agree on objectives and complete a post assignment review
- + Guarantee total confidentiality of the content of the sessions
- + Act with respect for the company balance and the managers coached



BE POSITIVE

Because the transformation of companies goes through individual transformation.  
Everyone contributes to society's transformation in his or her own way.  
Like in the Legend of the Hummingbird, each person has his or her part to play...

[www.bepositive.fr](http://www.bepositive.fr)

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