



# Other People Mindset (OPM)

*Identifying and appreciating the good in others*



The Other People Mindset (OPM) is comprised of the five elements intended to help people understand ways to build positive relationships in their own lives.

## WHAT DOES THIS MEAN?

*It's important to deliberately work to identify and appreciate others' character strengths.*

Identifying and appreciating the good in others is a core tenet of the Other People Matter Mindset. This isn't always what comes naturally. Often, it's easier to blame others for our problems or find flaws in others to use as excuses for our own jealousy, bitterness, or resentment. The problem is that this negativity usually leads to problems – for ourselves, for the other person, and for our relationships.

To see the good in others, we must first slow down and take the time to pay attention. Look for the intentions behind people's words and actions. If you feel slighted, you can use perspective and ask, "Did that person intend to hurt me or did they just come across awkward?" It's also useful to see the skills and character strengths others possess. Doing so leverages your appreciation of excellence and strengthens your leadership capacity.

## WHY DOES IT MATTER?

Identifying and appreciating the good in other people helps you see the world through a more positive – and less threatening – lens. If you're constantly seeing the negative traits of people, you're going to think the world is comprised of bad people – and you're going to operate from a defensive posture. This isn't to say that we should be naïve or see the world, and its people, through "rose-colored glasses."

On a group level, identifying and appreciating the good in others is very important. Reciprocity, the social norm of responding to positive actions with a positive reaction, is powerful. If you see the good in another, they're likely to see the good in you. That's a great foundation to start an interpersonal relationship – and a group culture – especially when couched in the vocabulary of the 24 character strengths.

*Individuals who live with this might be described as:*

- Appreciative
- Attentive
- Positive
- Kind
- Caring
- Grateful

*Individuals with this are likely to think, feel, or behave in the following ways:*

- I always try to find the character strengths in other people.
- When a friend or family member gets on my nerves, I remind myself of their good qualities
- When forming teams, I think of the positive traits each person possesses
- I appreciate the excellence in other people.
- When they're down, I help other people see the good in themselves

## QUOTES ON THIS

*"I think for any relationship to be successful, there needs to be loving communication, appreciation, and understanding."*

**-MIRANDA KERR**

*"Let us be grateful to people who make us happy; they are the charming gardeners who make our souls blossom."*

**-MARCEL PROUST**

*"What makes me happy is the appreciation of people around me."*

**-NADIA COMANECI**

*"To express your appreciation, sincerely and without the expectation of anything in return. Truly appreciate those around you, and you'll soon find many others around you."*

**-RALPH MARSTON**