



## Belief Creates Reality

At LaPD Solutions, we believe that the statement "Belief creates reality" suggests that our beliefs can shape and influence the world around us. It highlights the idea that our perception of reality is not purely objective but can be subjective and influenced by our beliefs, thoughts, and attitudes. We also believe it is connected to the "Self-fulfilling prophecy". ([Click here](#) for our handout).



In this context, "belief" refers to a strong conviction or acceptance of something as true or accurate, even without concrete evidence. It implies that our beliefs and the influence of others can affect our thoughts, emotions, actions, and the outcomes we experience in life.

We argue that our beliefs can profoundly impact our reality, shaping how we perceive and interact with those around us and even the facts and truths that are plain to see for others. It really is that powerful. If you've ever heard someone say, "They live in their own world", that is often quite an accurate phrase, as they do. Their belief is their reality in their world.

In the case of Workplace Saboteurs ([click here](#) for our handout), the impact can be hugely harmful and destructive, causing toxicity in teams and must be managed quickly and correctly. Or if someone believes they are unworthy or destined to fail, they may inadvertently sabotage their own efforts or miss out on opportunities. When our belief is linked to negativity, we need to address this. This is the case with Imposter Syndrome. ([Click here](#) for our handout).



So, if someone believes that they are being treated unfairly even when they are not or that everyone is ganging up against them when they are not, they are far more likely to exhibit the malicious behaviours of a workplace saboteur. This is because they feel it is the only way they can gain any form of revenge against their manager/leader, organisation, or the people they work with.



Whereas in a more positive light, if someone strongly believes they can achieve a particular goal, they are more likely to take actions that align with that belief and, in turn, increase the likelihood of success. They are more likely to fulfil their own prophecy.

Overall, "Belief creates reality" suggests that our beliefs can have a powerful impact on our perception, actions, and, ultimately, the experiences we have in life. By cultivating positive and empowering beliefs, we can enhance our well-being, improve our capabilities, and create opportunities for growth and success. This is what our organisations should be aiming for.

To ensure this "belief creates reality" produces positive results in the workplace, all managers and leaders must know, understand, and employ the Pygmalion effect, which in turn should create the Galatea effect (Self-Fulfilling Prophecy) in those we are developing. This must be completed in a positive manner to help those they manage or lead to develop and believe in their abilities. This will create highly productive employees who are far more engaged and happier in their work.



All our programmes are underpinned with EI for good reason. It is the catalyst for positivity, clean communication, psychological safety and employee engagement.