



**OPTIMAL  
HUMAN  
FUNCTIONING**



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# Welcome Message

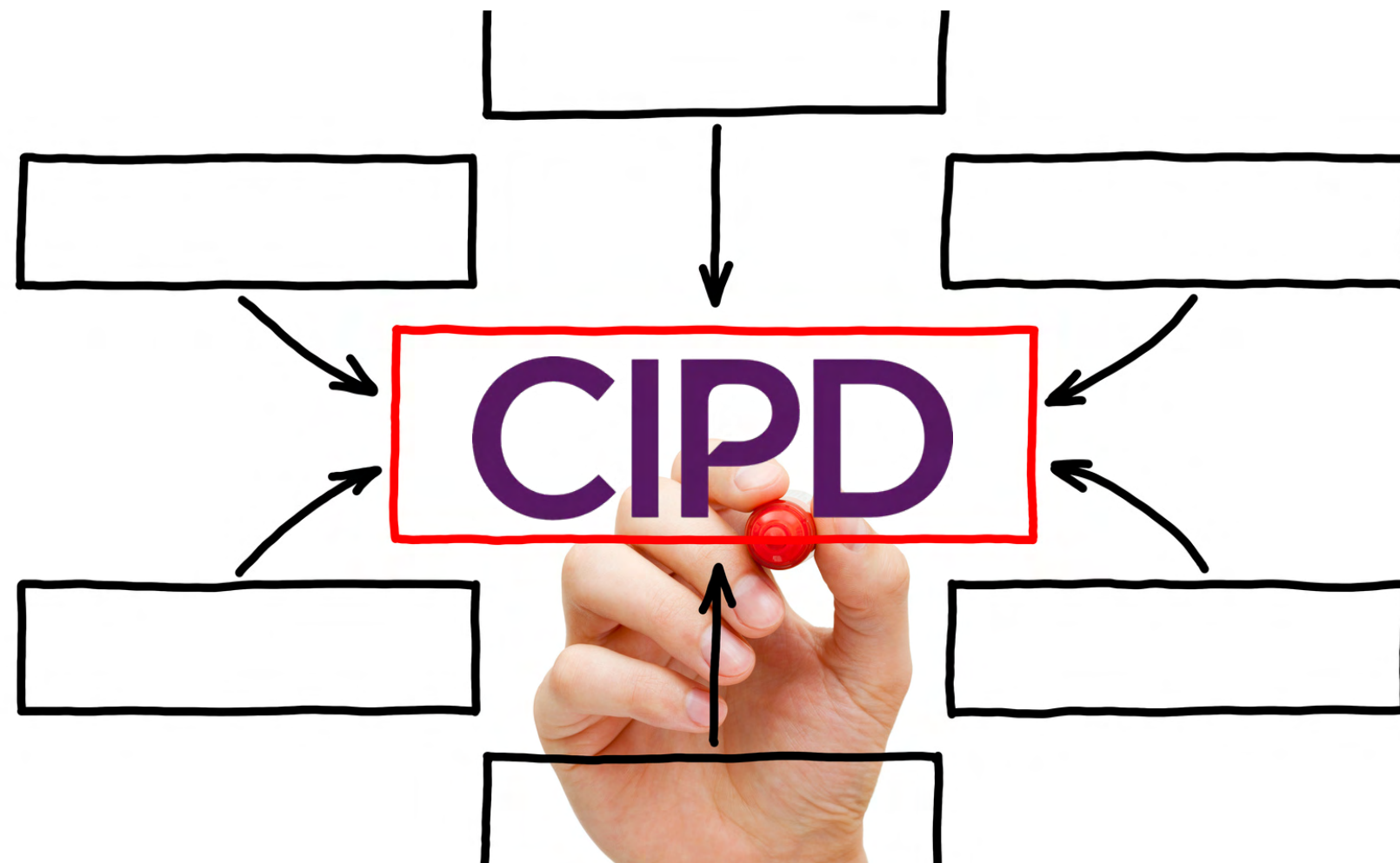
## Introduction

We work with a range of organisations and individuals, from all over the world. The main focus of our work is unlocking the power of ***Optimal Peak Performance***, by combining the power of ***Psychology***, ***Leadership Capability*** and ***Inclusive Cultures***. We are excited to to share our insights and findings with you today.



# Overview - 4 Sessions

Join us for 4 FREE sessions in June...



01

What is optimal human functioning?

Today



02

Creating flow at work?  
(Positive emotions & Engagement)

03

What makes people stay?  
(Relationships)

04

What matters most?  
(Meaning & Accomplishment)



# Today's Session

## Content

**01.**

Optimal Human  
Functioning

**02.**

The 'Secret' behind  
the DATA

**03.**

The most powerful  
model in psychology

**04.**

Overcoming the  
'Negativity Bias'

**05.**

How to create  
'Authentic Engagement'

**06.**

Let's share 'best  
practice' as a group

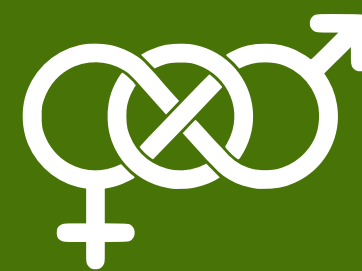




# Our Work

## Change is hard

People often talk about disruption and driving change, however change can be slow to achieve. Our work combines the power of psychology, leadership capability & high performing inclusive cultures; all of which take hard work, authentic motivation and effective performance management systems.



**C-Suite Gender Balance**

**\$12tn**  
**In additional GDP**

A 2019 McKinsey analysis finds that companies in the top quartile for gender diversity on executive teams were 25 percent more likely to have above-average profitability than companies in the fourth quartile—

# What is... 'Positive Psychology'

And why it matters so much

1. Positive experiences (like happiness, joy, inspiration, and love)
2. Positive states and traits (like gratitude, resilience, and compassion)
3. Positive institutions (applying positive principles within entire organizations and institutions)

**Wellbeing & Mental Health**



**Talent Attraction & Retention**



**New Business & Profitability**







## Value

How we manage the human being sounds like an obvious place to start. However, time and again our work highlights issues with motivation, engagement and a lack of understanding regarding, the needs of the individual



# Optimal Human Functioning

Starting with the person



## What do we need to thrive?

Unless we understand and can be honest about what the human being needs in order to survive and thrive, we will never unlock peak performance



## Self-Determination Theory

All human beings need 3 x things to achieve their optimal performance. This relates to all aspects of their lives, from relationships to their career and their feeling of self-worth

# Self Determination Theory

The 3 things all human beings need...



## **Autonomy** Do I matter?

Do I matter? Am I trusted to make decisions? Do people listen to me? Do I have the freedom to explore?

***Is it safe for me to fail?***



## **Connectedness** Do I belong?

Do I belong? Am I supported? Am I part of something bigger? Do I share a purpose? Have I got a tribe?

***Is it safe for me to fail?***



## **Competence** Can I perform?

Do I have the skills I need? Can I perform the tasks? Can I solve the problems? Can I inspire those around me?

***Is it safe for me to fail?***



# Data Secrets

*What talent demands,  
post-pandemic*

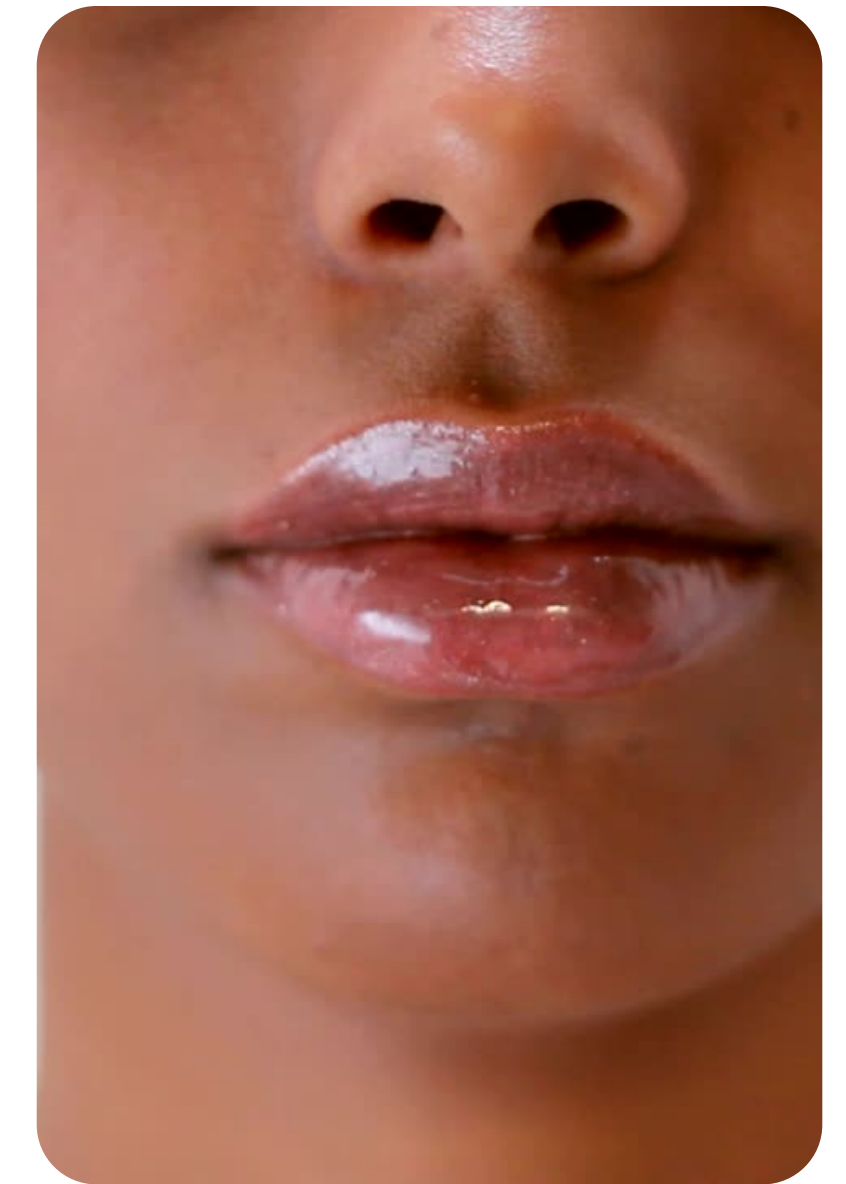


## Online talent requirements

Using some of the world's most powerful AI, we have access to post-pandemic search requirements

## Work-Life Balance

The landscape has changed and organisations that fail to recognise the trends will underperform



## Inclusion, Representation & Progression

Generational & social expectations will directly impact the survival & profitability of organisations in the next 10



## Value

If you think 'Self Determination Theory is wishy washy or happy clappy; don't take our word for it... look at some of the top search terms used by talent when researching roles in 2022!



- Flexible working
- Diverse workforce
- Personal development
- Coaching & Mentoring
- Culture fit
- Employer recognition
- Wellbeing policy
- Control of destiny
- C- Suite gender
- Ability to influence





**Psychology  
is Powerful**  
The most effective model







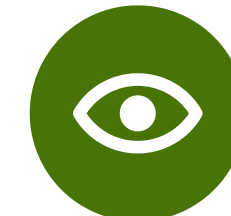
## Value

In certain situations the negativity bias is very useful. In fact in evolutionary terms it is what kept us alive. However, without using our emotional intelligence to understand how and when to use it, we will underperform



# Negativity Bias of the Brain

How is it impacting you & your work?



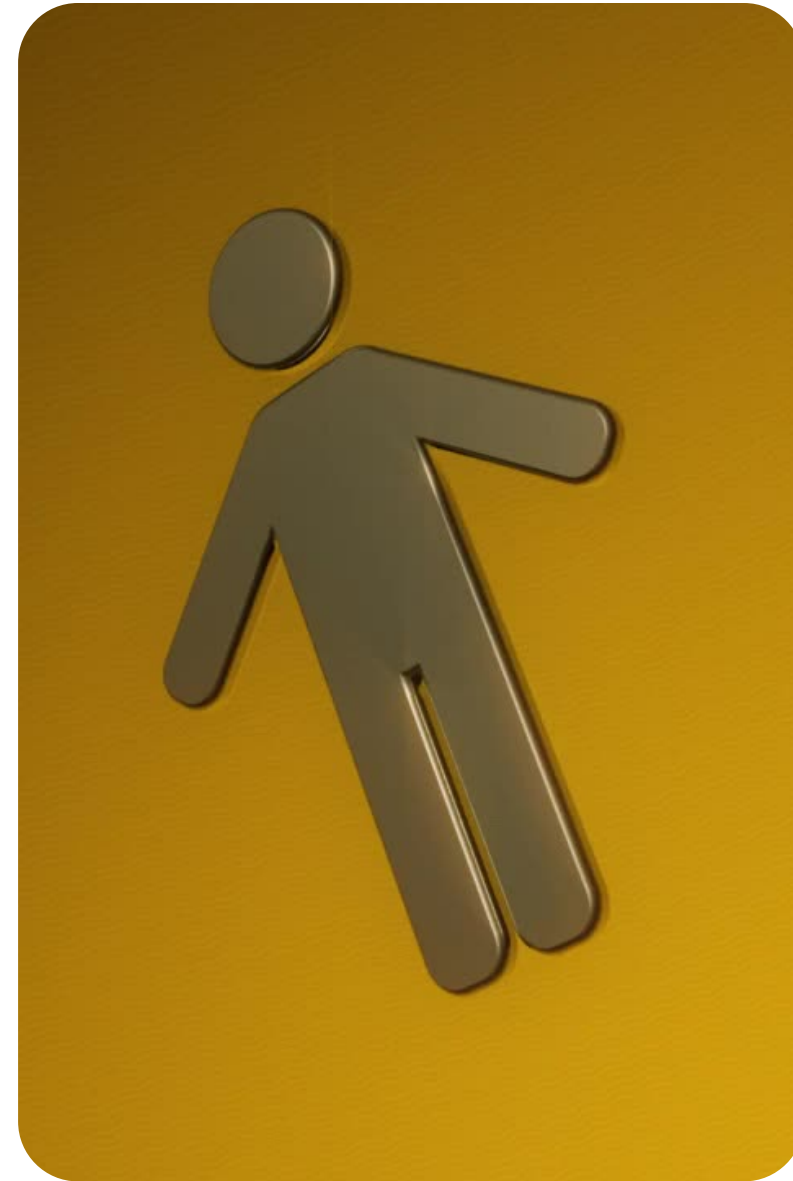
What is the negativity bias?



How do we overcome it?

# How to lead people to success

- Challenge the bias
- The 3x P's of Optimism

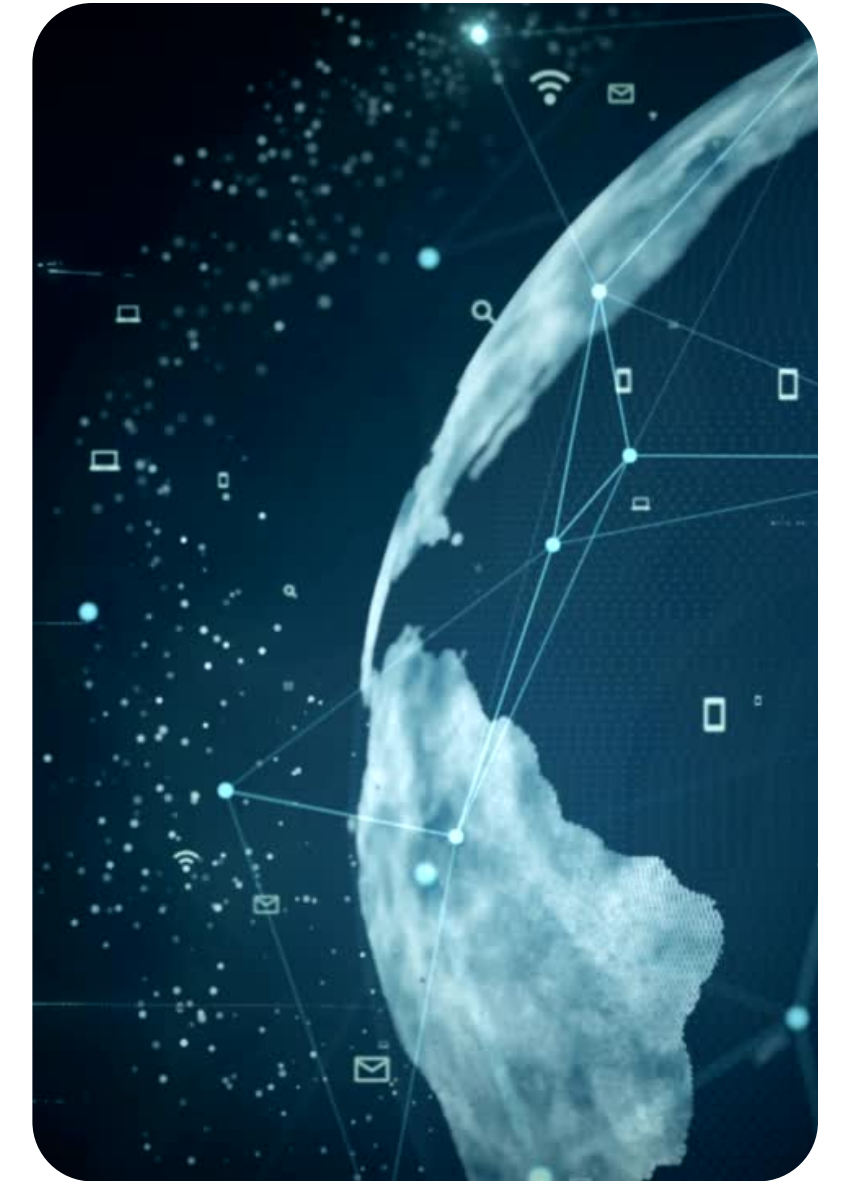
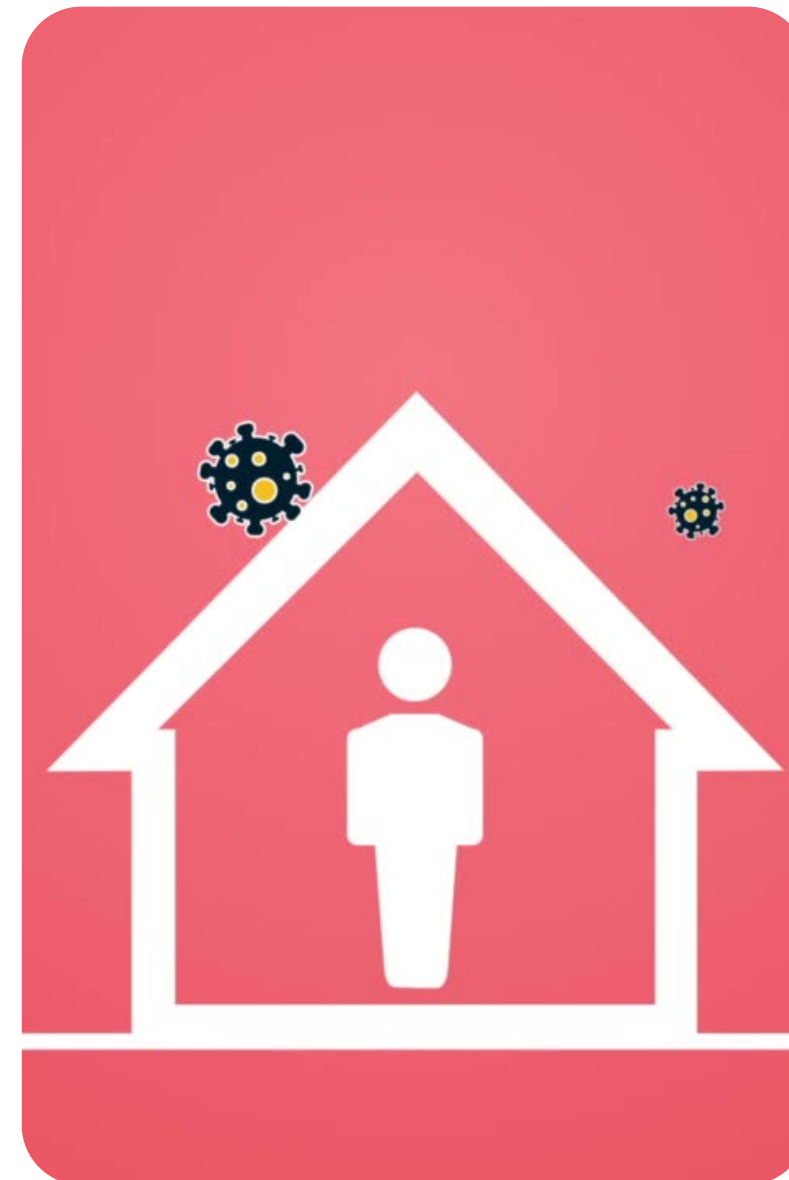


## Personal

Is it all my fault?

## Permanent

Is this going last forever?



## Pervasive

Is this going to affect everything in my life?

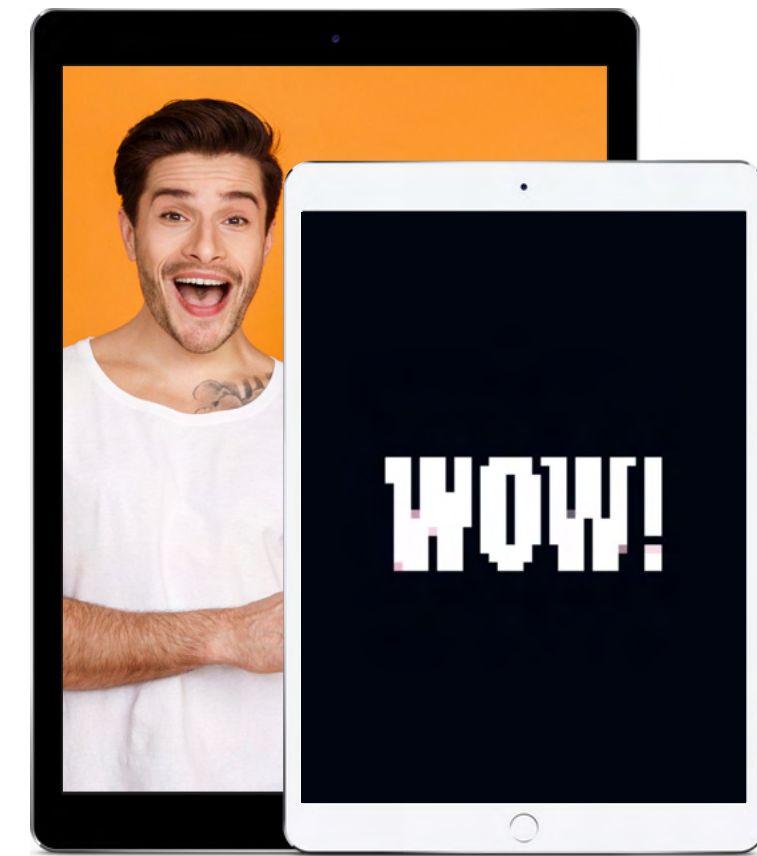


# The model that will change everything

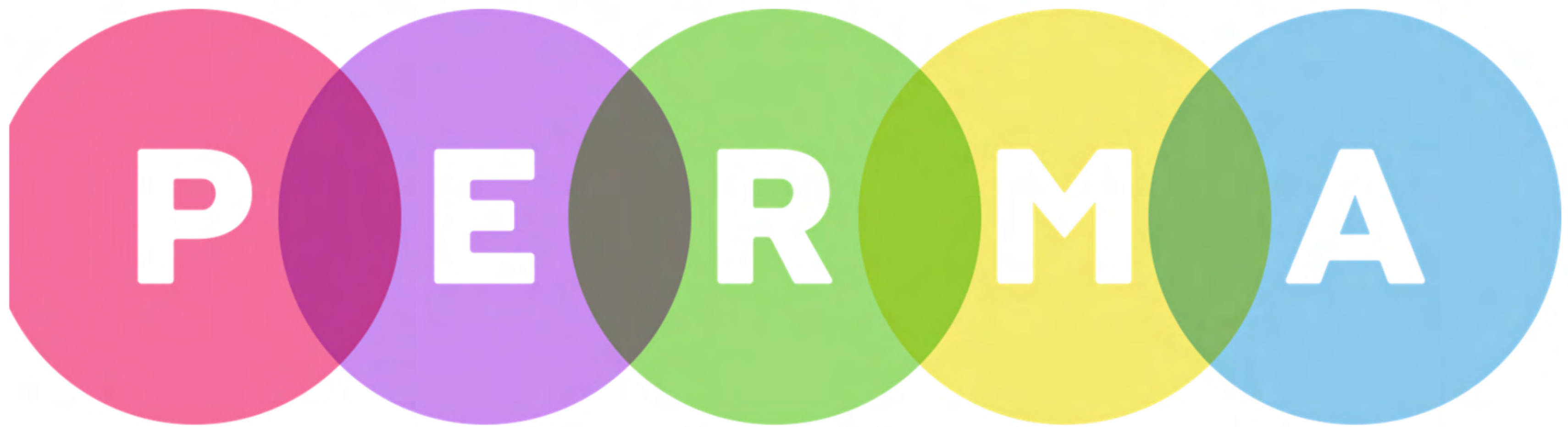
Embed PERMA in everything you do...



Can you guess  
what each letter  
stands for?







**Positive  
Emotions**

**Engagement**

**Positive  
Relationships**

**Meaning**

**Accomplishment**

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# Positive Emotions



## Value

Creating a culture where your people experience positive emotions is the sign of a great leader and a high-functioning organization. This leads to the individual having increased peripheral vision, better collaboration & increased creativity



## Fast-track tip

Encouraging social interactions characterised by gratitude & kindness. Helping employees develop strengths

## Data Secrets



Positive Emotions: top search terms

-  •Colleagues
-  •Work team
-  •Work flexibility
-  •Wellbeing policy
-  •Authentic self
-  •Career control
-  •Extra holidays
-  •Workplace culture
-  •Work/ life balance
-  •Emotional intelligence
-  •Mental wellbeing
-  •Passions outside work





# Engagement

  
Value

Creating a culture where engagement is high, feedback is 2-way and employees voices are heard and acted upon is critical. Lots of organisations think they are good at this already which can create a false positive when compared against their attraction, retention and progression performance

  
Fast-track tip  
Offer optimal challenge to meet skillset

## Data Secrets

Engagement: top search terms



-  •Learn new skills
-  •Personal development
-  •Ongoing learning
-  •Improving skills
-  •Projects outside comfort zone
-  •Encourage innovation
-  •Increased responsibility
-  •Coaching & Mentoring
-  •Knowledge transfer
-  •Workspace

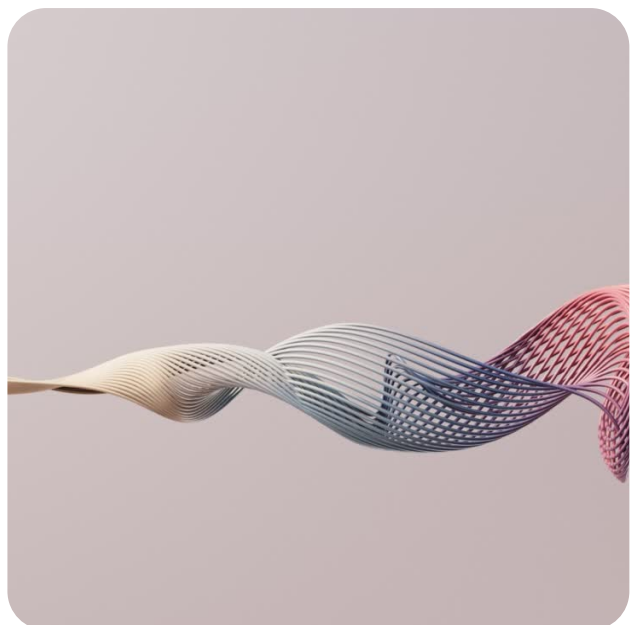






# Authentic Engagement

The power of flow





# Authentic Engagement

The power of flow



Value

If you understand how to harness and create 'flow' you will experience a huge shift in performance, productivity, process efficiency and engagement.




- Optimal challenge meets optimal skill set
- Task neither too easy nor too difficult
- Employees are focused, energised, actively involved & fulfilled by process
- Higher levels of productivity, creativity, and happiness for up to three days after experiencing flow state!
- Clear & defined goals
- Feedback
- Time and space necessary - interruption destroys flow
- What resources can you offer to help employees upskill?

# Relationships

  
Value

Close relationships protect against the adverse effects of stress. Positive interactions fortify the cardiovascular and immune systems. Your brain releases oxytocin (hormone linked to trustworthiness and motivation to help others). Exclusion creates the same response in brain as physical pain. Greatest predictor of quality & longevity of relationships? Active Constructive Responding. How do you celebrate & savour victories together

  
Fast-track tip  
Encourage active constructive responding

## Data Secrets

Engagement: top search terms



-  •Human to human
-  •Nurtures care
-  •Respect & Professionalism
-  •Nurtures trust
-  •Culture fit
-  •Percentage LGBTQ
-  •Diverse hiring
-  •Community culture
-  •Online collaboration
-  •Work politics
-  •Employer loyalty
-  •Mentor vs Training





# Meaning

## Value

Higher life satisfaction & positive affect. Fewer depressive symptoms. Greater levels of hope & better coping/ acceptance. Not always full of positive emotions. Work is a job, career or vocation. We can 'job-craft'. Find purpose in work, connect to end goal, student grant example. Micro-Moments of connection

## Fast-track tip

Help employee stay connected to the end goal

## Data Secrets

Engagement: top search terms



-  •Opinion heard
-  •Find purpose
-  •Integrity
-  •Appreciation of quality work
-  •Employee mentoring programs
-  •Personal religion
-  •Professional inspiration
-  •Socially conscious
-  •Sustainability
-  •Dedicated cause
-  •Responsibility
-  •Employer culture & values



# Accomplishment

## Data Secrets



Engagement: top search terms

  
Value

Psychology shows **thwarted growth** = emotional, psychological or physical distress. Setting & getting goals boosts **self-confidence & self-efficacy**. Goals must be **self-concordant goal**. Having goals focuses our attention. Increase our persistence. We perceive **failure as temporary setbacks** (and not personal shortcomings)

  
Fast-track tip

Promote Growth Mindset & prime for success with language

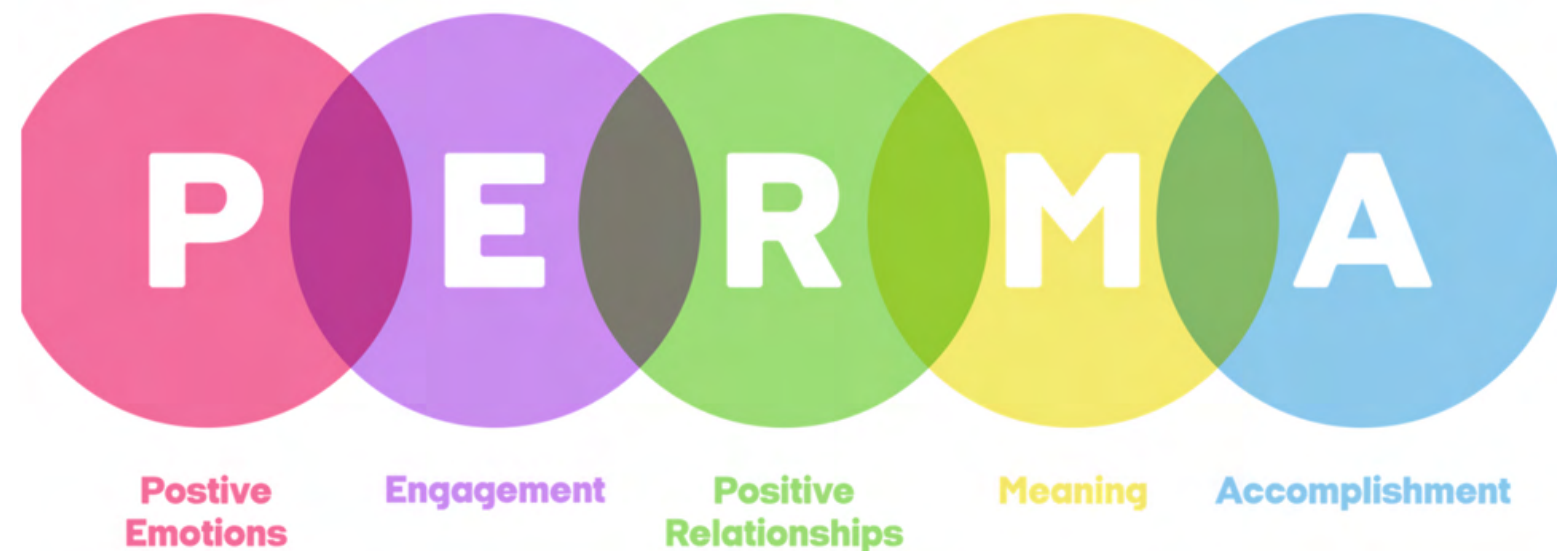
-  •Promotion speed
-  •Career control
-  •Employer feedback
-  •Encourage innovation
-  •Ongoing learning
-  •Challenge & opportunity
-  •Transferable skills
-  •Ability to influence
-  •Strong brand





# Group Discussion

Practical peer learning



Q. What have you done to cultivate PERMA in your workplace?

Q. What has worked well for you and what now do you feel you would like to try?

# Summary

## Key Learning Outcomes

You have covered SO MUCH!



-  Overcoming the Negativity Bias
-  Self Determination Theory
-  PERMA - Model (Optimal Functioning)
-  Practical Application of the PERMA
-  Diversity, Equity & Inclusion
-  Growth Mindset
-  Self Concordant Goals
-  Active Constructive Responding
-  Creating 'Flow' (Engagement)





# Next Sessions

Join for more amazing content



## Session 2

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Creating Flow  
(Engagement)

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- Creating Collaboration
- High Performing Teams
- Inclusive Culture

## Session 3

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What makes people stay?  
(Relationships)

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- Creating Psychology Safety
- Managing Inclusively
- Culture of Wellbeing

## Session 4

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What matters most?  
(Meaning & Accomplishment)

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- Growth Mindset
- Unlocking Intrinsic Motivation
- Exploring the 'Why'

# Contact Us



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