



WHY PEOPLE STAY 'RELATIONSHIPS'



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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?

02

Creating flow at work?
(Positive emotions & Engagement)

03

What makes people stay?
(Relationships)

04

What matters most?
(Meaning & Accomplishment)

Today



Today's Session

Content

01.

Recap the
PERMA model

02.

75 year old:
Harvard Grant Study

03.

The greatest predictor
of human wellbeing

04.

Psychological Safety

05.

Fostering 'Curiosity'

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.

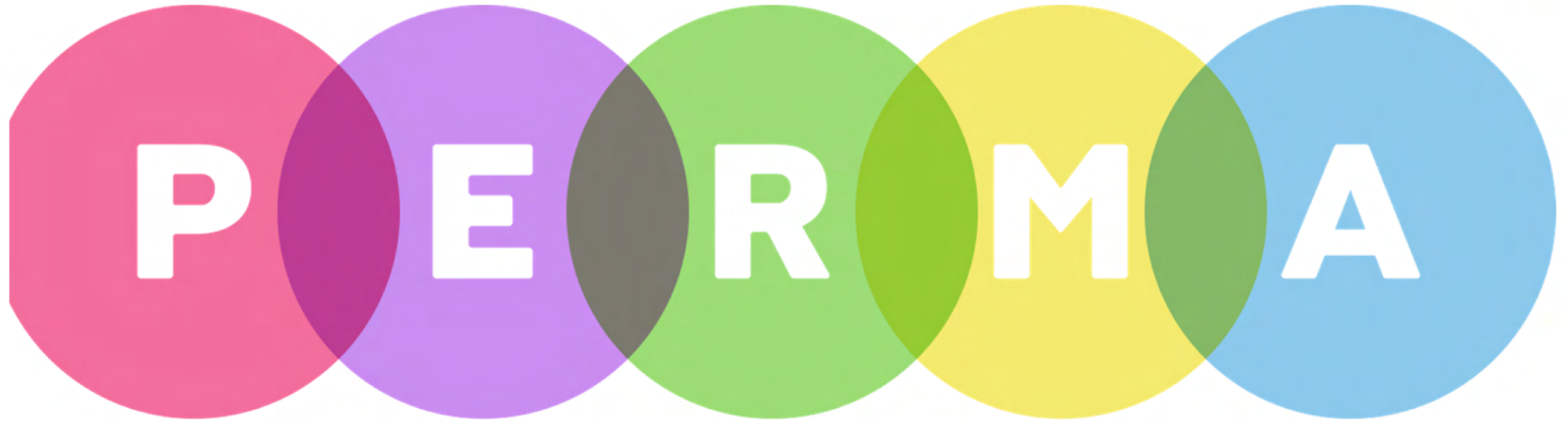


C-Suite Gender Balance

\$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—

RECAP



Positive Emotions

Engagement

Positive Relationships

Meaning

Accomplishment

I N C L U S I O N

What does the 75 year old, Harvard Grant Study show us?

Following participants over 75-years!

Emotional intelligence when dealing with setback predicted how well men aged both physically and psychologically

Healthy adaptation mechanisms:




1. **Altruism** – A commitment to others' wellbeing – increases our empathy
2. **Anticipation** – Anticipating a positive outcome – exercising optimism
3. **Suppression** – Consciously postponing impulses or decisions – applying consequential thinking
4. **Sublimation** – Finding outlets to express feelings that promote growth and good decisions

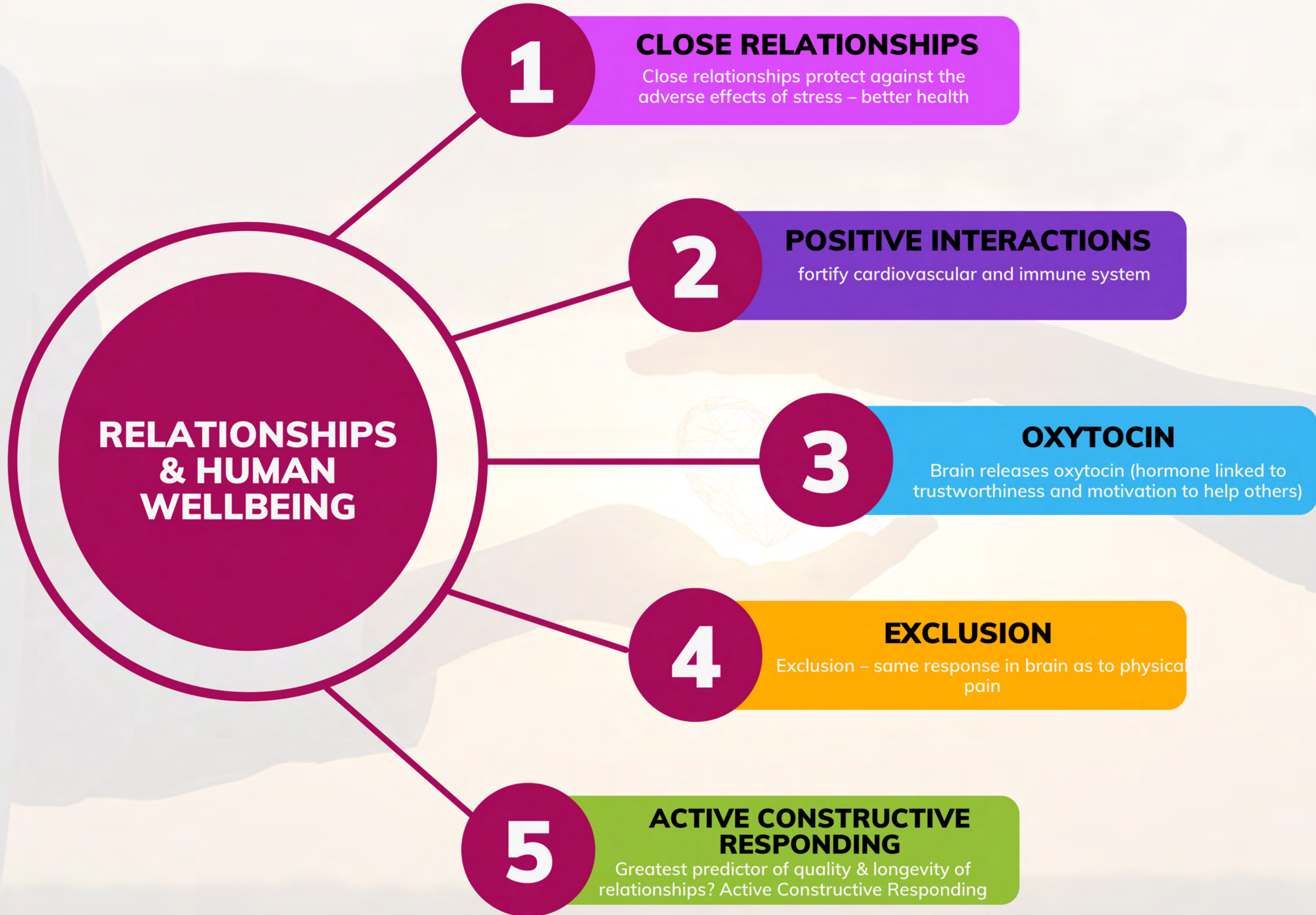
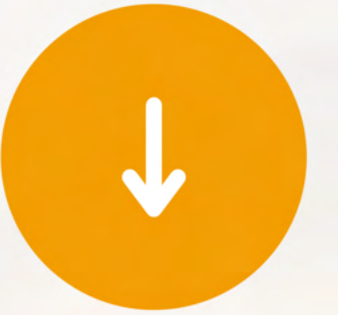


The greatest predictor of wellbeing



Close relationships are:

-  The strongest predictor of life satisfaction
-  Better predictors of long & happy lives, than social class; wealth; fame; IQ or even genes
-  Strong relationships are not only correlated with happiness, but with financial success, physical health & longevity.





Relationships in the workplace



- **As we're designed to connect with others, workplaces are a prime opportunity for this!**
- **Mirror neurons in our brains means moods are contagious**
- **If you see two staff-members giving each other a high-five, your brain will fire as if you were involved**
- **Recent survey by Virgin showed 40 % of staff named their colleagues as the top reason for enjoying work**
- **Emotional contagion**
- **Socializing should be encouraged - doesn't interfere with performance, but enhances it**

RELATIONSHIPS AT WORK

POWERFUL WAYS TO BOLSTER RELATIONSHIPS AT WORK



1.

Show Gratitude

Show gratitude/ appreciation
(Gratitude journal (After 1 week,
people increased happiness level from
15th percentile to 50th percentile)



2.

Acts of kindness

Do random acts of kindness (Increase in
oxytocin- 'love hormone'- boosts
optimism, self-esteem, lowers blood
pressure, boosts heart health)



3.

Active Constructive Responding

Active listening & Active Constructive
Responding (the greatest predictor of
all to quality & longevity of
relationship)



4.

Connect outside the workplace

Connect outside the workplace in new
and original ways (role of hedonic
adaptation)



5.

Shared vision

Create a shared vision based on
strengths & values (more later)



Psychology Safety

Nuturing Relationships



Trust

Psychological safety is trust within a group

Free to be yourself

It means being free to show oneself, without fear of consequences



Y, O, U,
A, R, E,
S, A, F, E,
H, E, R, E,

Safe to fail

It is a belief that “one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.”

The benefits of 'Psychological Safety'



Teams with high psychological safety are less afraid of:

- Being candid with one another
- Making mistakes
- Sharing their opinions with their team
- Taking smart risks

Team members:

- Feel like a respected part of their team
- See the value of their work
- Feel accepted for who they are and the unique strengths they bring

Practical Application

What Can We Practically Do?



- Promote development of friendship- 'micromoments of love & connection' (Dr Fredrickson)
- Share personal stories (with emotion)- creates authentic connection
- Demonstrate concern for team members
- Foster respectful debate- appoint a devil's advocate, cooperative conflict (finding win-win etc)
- Provide multiple ways for employees to share their thoughts
- Show value & appreciation for ideas
- Provide space for experimentation & accept failure (foster Growth Mindset)
- Promote self-awareness
- Model curiosity- show people they can ask questions
- Avoid blame- seek solutions
- Appreciate quality work regardless of result
- Help people become less anxious/ less self-critical
- Time /space for concentration
- Allow teams to work in interdependent group- more joy when experiencing flow as this kind of group
- Encourage engagement in intrinsically motivated tasks

Name the strengths

VIA Strengths Categorisation



wisdom

//creativity
//curiosity
//judgement
//love of learning
//perspective



courage

//bravery
//persistence
//honesty
//zest



humanity

//love
//kindness
//social intelligence



transcendence

//appreciation
of beauty
//gratitude
//hope
//humour
//spirituality



justice

//teamwork
//fairness
//leadership



moderation

//forgiveness
//modesty
//prudence
//self-control



Values in Relationships

The role of Values



passion
achievement
learning connection
innovation respect
teamwork excellence creativity
patience integrity
generosity

accountability
authenticity
leadership
fairness
exploration



**CURIOSITY IS
FUNDAMENTAL
TO
RELATIONSHIPS**

1

SOCIAL EXPERIENCES

Curious people = more open to new social experiences

2

PERSONAL GROWTH

Curious people view interactions as source of personal growth

3

CONNECTION

Curiosity encourages positivity, engagement & connection

4

EMBRACE UNCERTAINTY

less curious people avoid uncertainty (jumping to conclusions etc)...

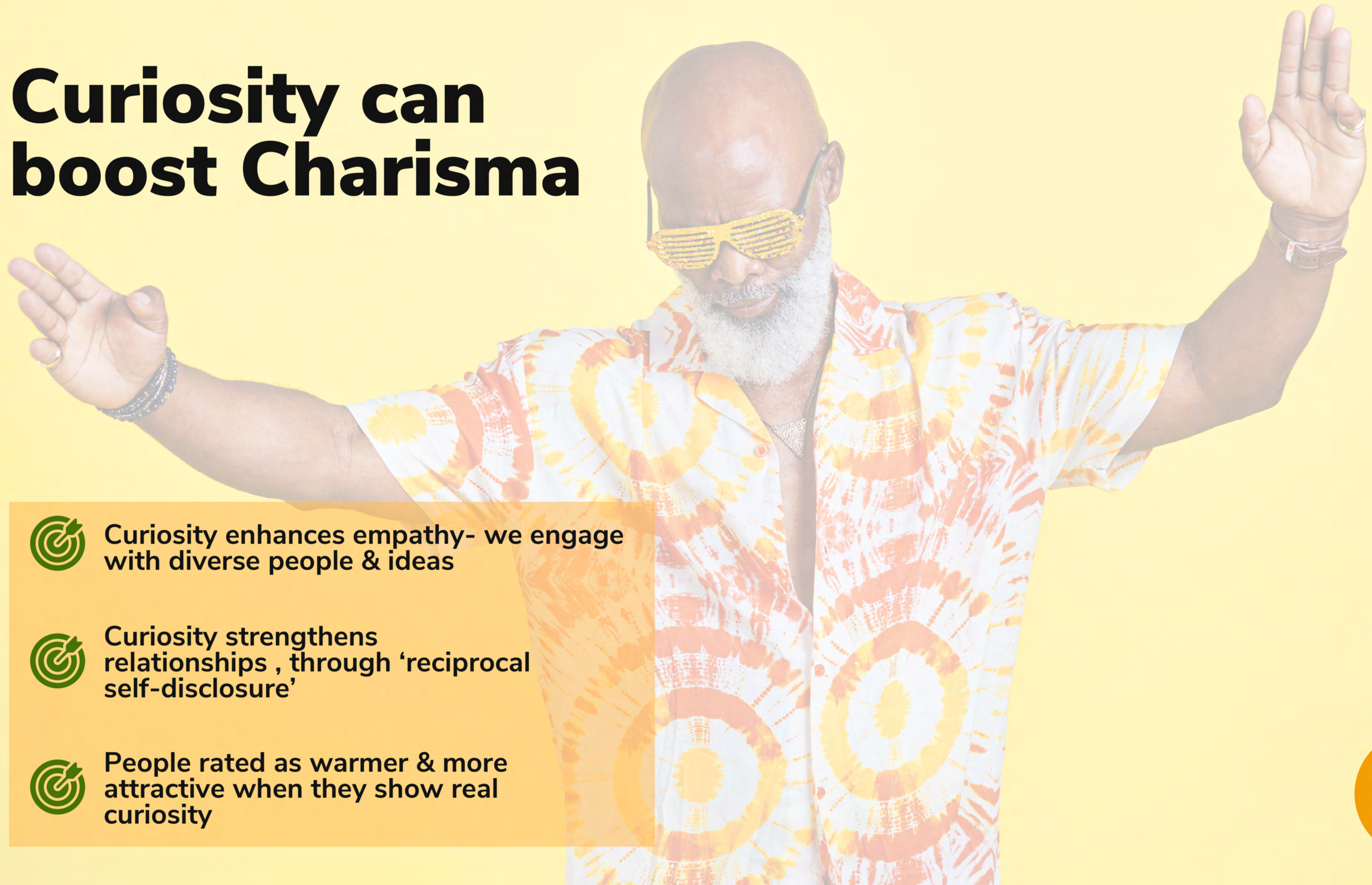
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SOCIAL SITUATIONS

They can navigate difficult social situations



Curiosity can boost Charisma



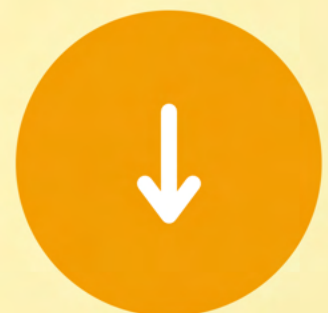
Curiosity enhances empathy- we engage with diverse people & ideas



Curiosity strengthens relationships , through 'reciprocal self-disclosure'



People rated as warmer & more attractive when they show real curiosity



What is the 'Bad News'

What does Francesca Gina say?





Harvard's Francesca Gino's research for HBR explained only around 24% of employees feel curiosity at work on a regular basis. Leaders must make some changes.

(Especially as curiosity also determines engagement, innovation and productivity)



How to promote curiosity at work



-  Reward curiosity & Experimentation – give access to training. Allow autonomy/ give choice
-  Encourage/ promote friendships – support employee-led special interest groups, pair older workers with younger ones, encourage peer-to-peer recognition, promote cross-team collaboration in projects, incorporate friendship time into meetings

Summary



Summary

Key Learning Outcomes

You have covered SO MUCH!

- Recap PERMA
- Wellbeing benefits of positive relationships
- Tangible workplace benefits (Relationships)
- How we enhance relationships in the workplace
- Psychological Safety (continued)
- Character strengths in relationships
- The role of values in relationships
- The power of curiosity in relationships
- Peer review & discussion



Next Sessions

Join for more amazing content



Session 2

Creating Flow
(Engagement)

- Creating Collaboration
- High Performing Teams
- Inclusive Culture

Session 3

What makes people stay?
(Relationships)

- Creating Psychology Safety
- Managing Inclusively
- Culture of Wellbeing

Session 4

What matters most?
(Meaning & Accomplishment)

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