

A meme featuring Austin Powers from the movie "Austin Powers in Goldmember". He is shown from the chest up, wearing his signature dark-rimmed glasses and a wide, open-mouthed, excited expression. His hair is messy and brown. He is wearing a blue velvet jacket over a light blue button-down shirt. The background is a soft-focus purple and blue.

WHERE'S MY
MOJO?

Clearstream International S.A.
Lunchtime Forum
19th September 2018

ABOUT ME

Joanna West

MSc Applied Positive Psychology, BSc (Hons) Psychology,
Cognitive Behavioural Therapy, Level I Gottmann Couples
Therapist, Certified Professional Stress Management Coach,
Certified Mindfulness and Meditation Teacher

Work in private practice, Flourish, owner of Flourish LAB, co-founder of English Online Help service for parents and children (KJT.lu)

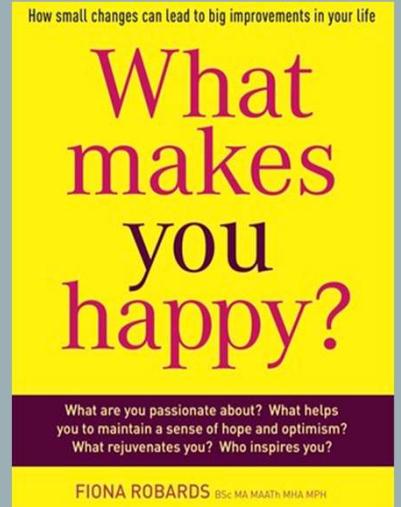
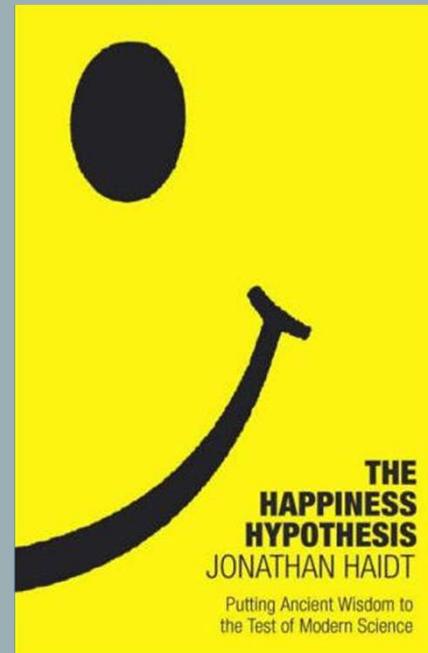
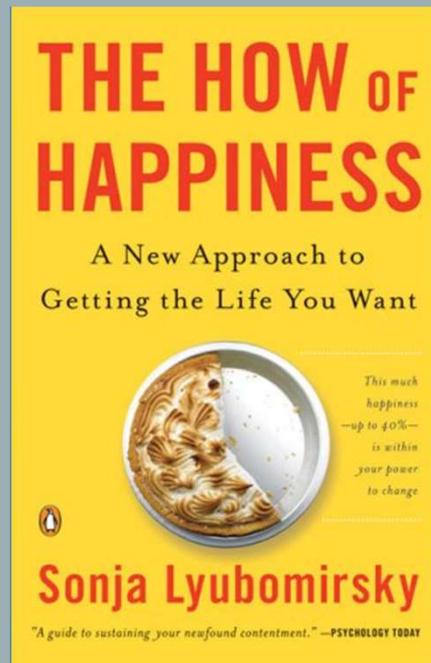
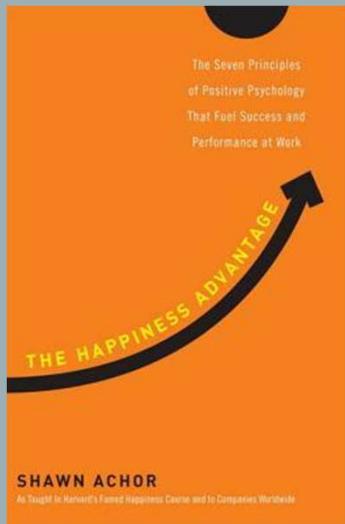
Specialised in working with adults and teenagers
Treating depression, anxiety and burnout

Current project with Women in Digital - designing virtual reality environments for anxiety relief

HAPPINESS IS EVERYWHERE

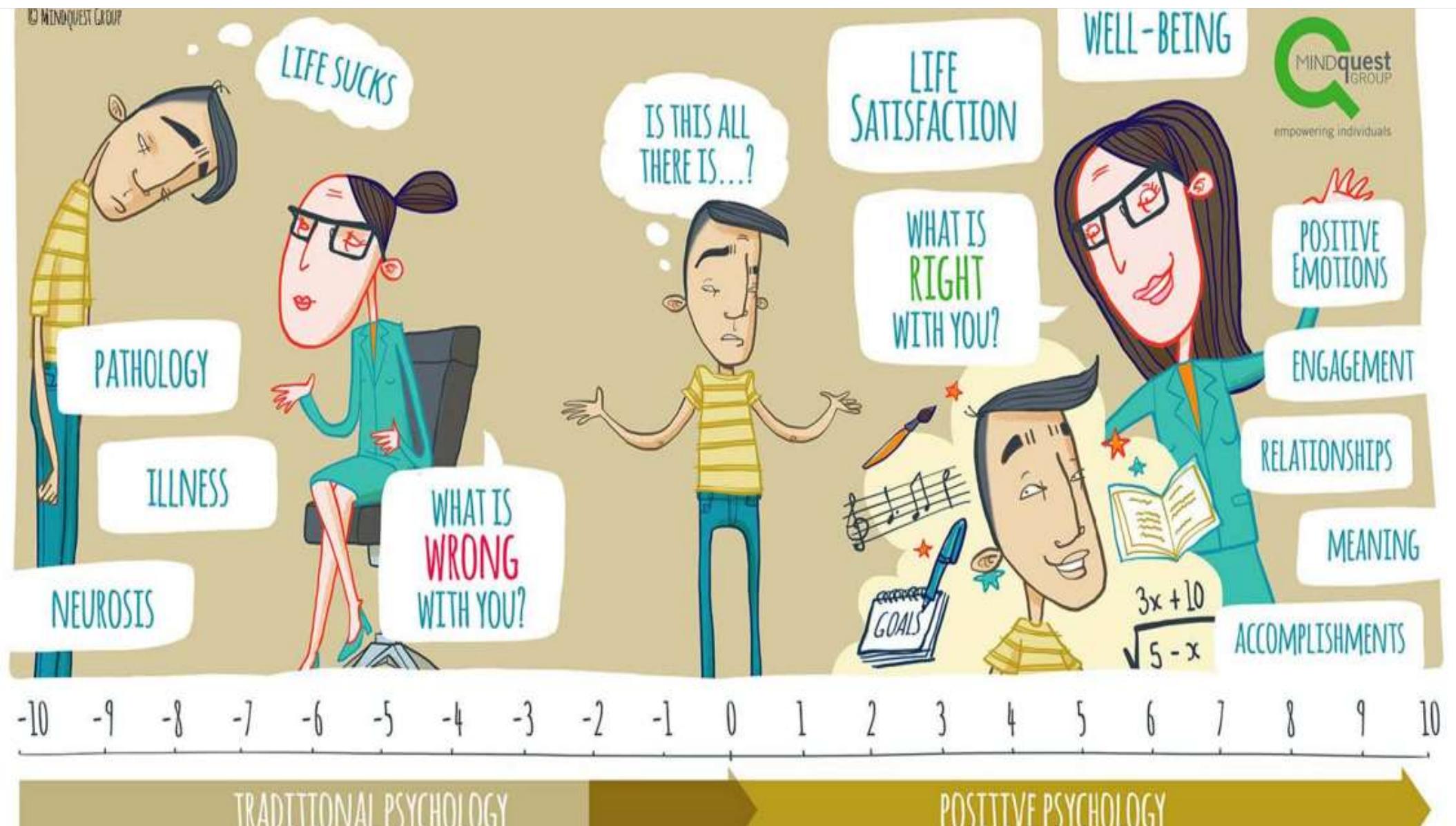


YELLOW IS THE NEW BLACK





WHAT IS POSITIVE PSYCHOLOGY?



POSITIVE PSYCHOLOGY

is the study of life satisfaction & effective human functioning

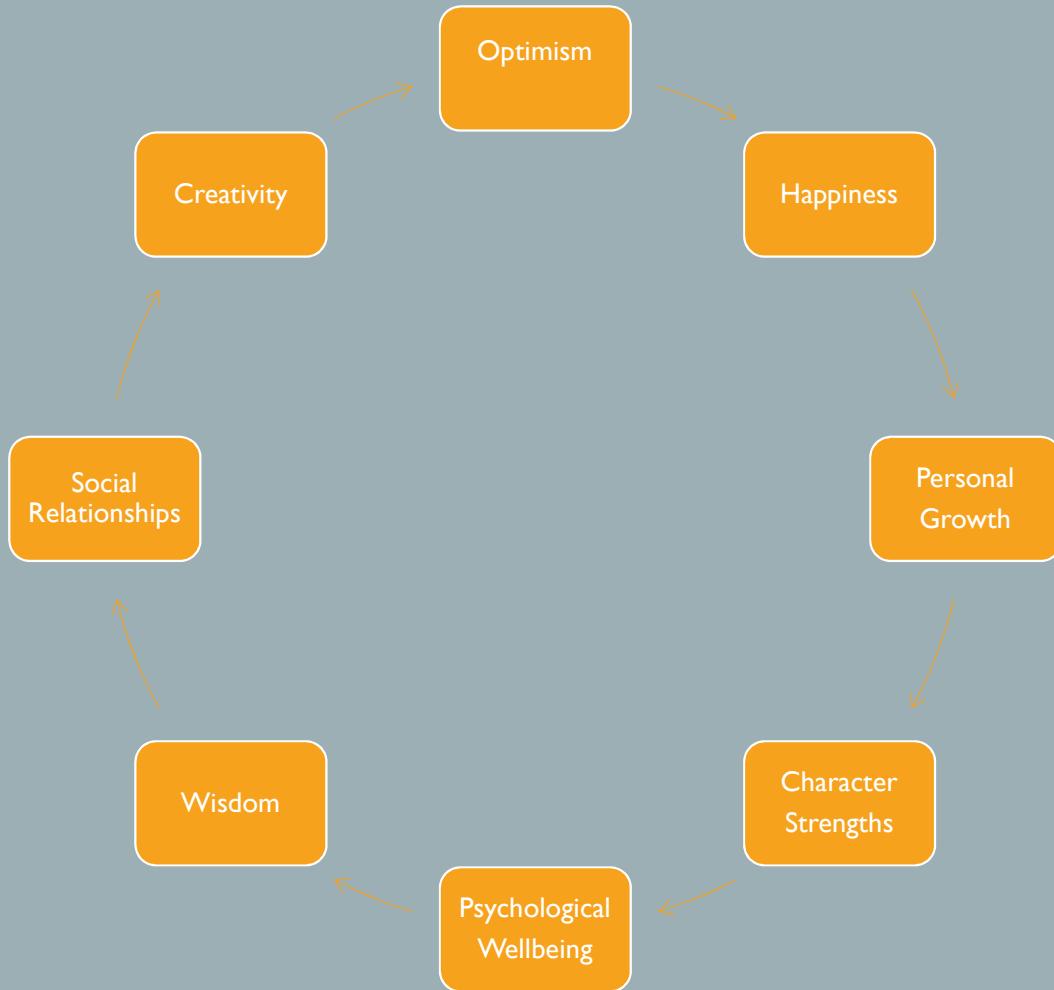
is an applied approach, researching, creating and testing interventions

is research-based and is appropriate to everyone

gives us different tools to improve our thoughts, behaviours, and emotions

& WHY IS IT SO IMPORTANT?





TODAY'S WORKPLACE

Technological developments have created huge shifts in

- How we work
- Where we work
- When we work

TODAY'S WORKPLACE NEEDS

Companies need to rely on their employees for

- Creativity
- Innovation
- Unique intellect
- Personal strengths

THE REALITY

“Always-on, multi-tasking work environments are killing productivity, dampening creativity and making us unhappy”

McKinsey & Co



HOW BAD CAN IT BE?

300 million

POSITIVE PSYCHOLOGY AT WORK



POSITIVE PSYCHOLOGY FOSTERS

- Performance
- Motivation
- Engagement
- Conflict resolution skills
- Original thinking
- Staff retention

IF ONLY ...

THEN I WOULD
BE HAPPY

IF ONLY I ...

Optimism 😊

Self esteem 😊

Living in a warm climate 😊

Old age 😊

Youth 😊

Money 😞

Gender 😞

Close relationships 😊

Marriage 😊

Work 😊 😞

Sleep 😊

Religion/Spirituality 😊

Meaning & purpose 😊

Being healthy 😊

Education 😞

Physical attractiveness -

HOW?

COVER THE BASICS



Eat.



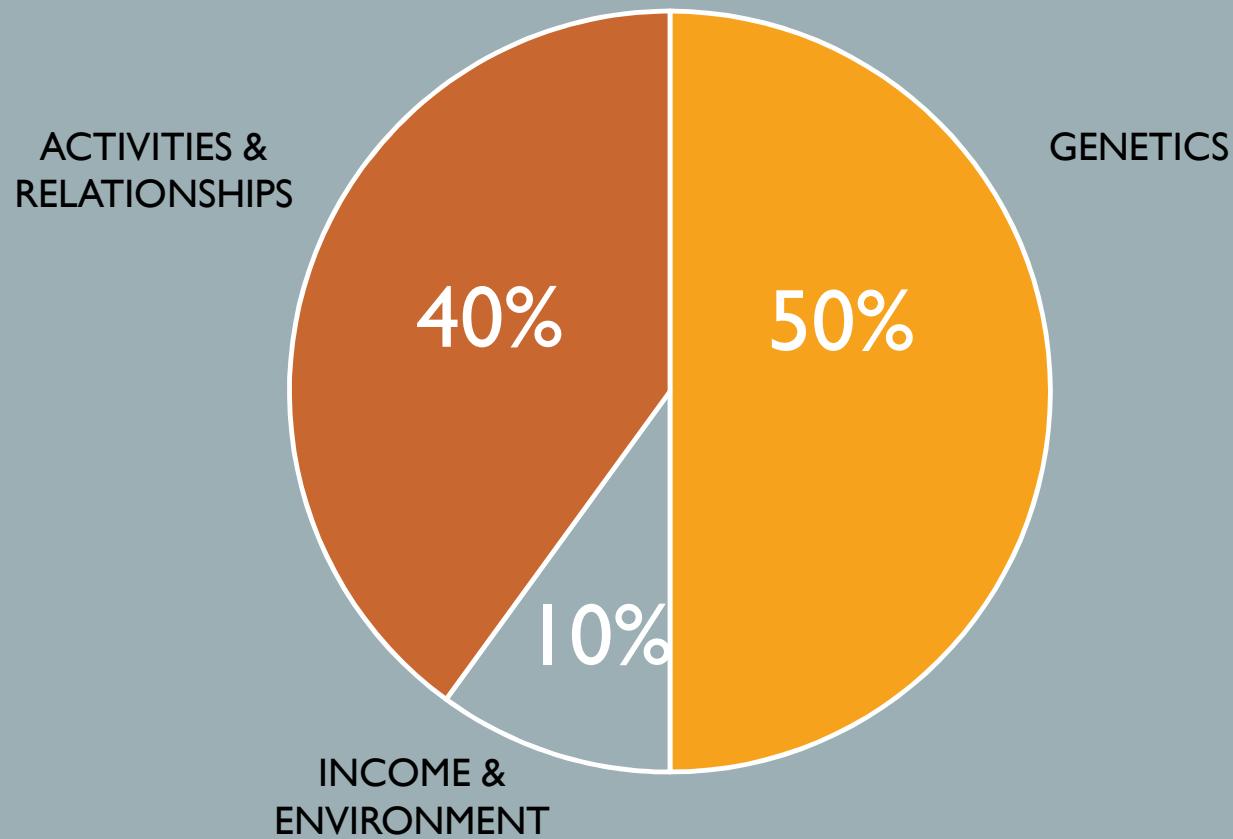
Sleep.



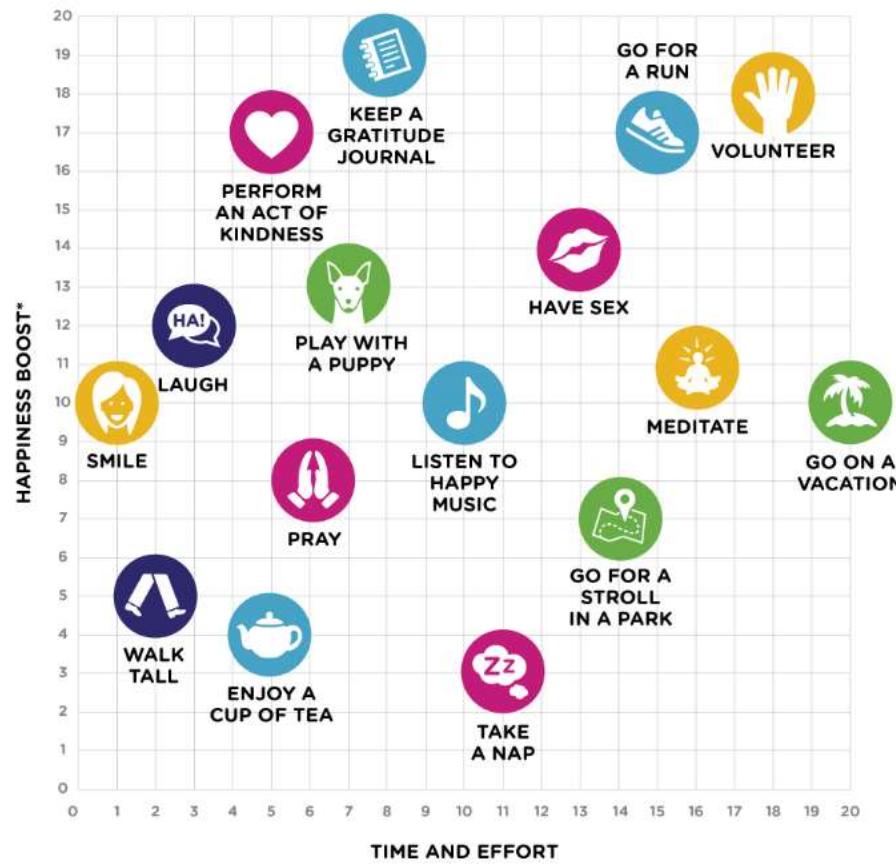
Move.



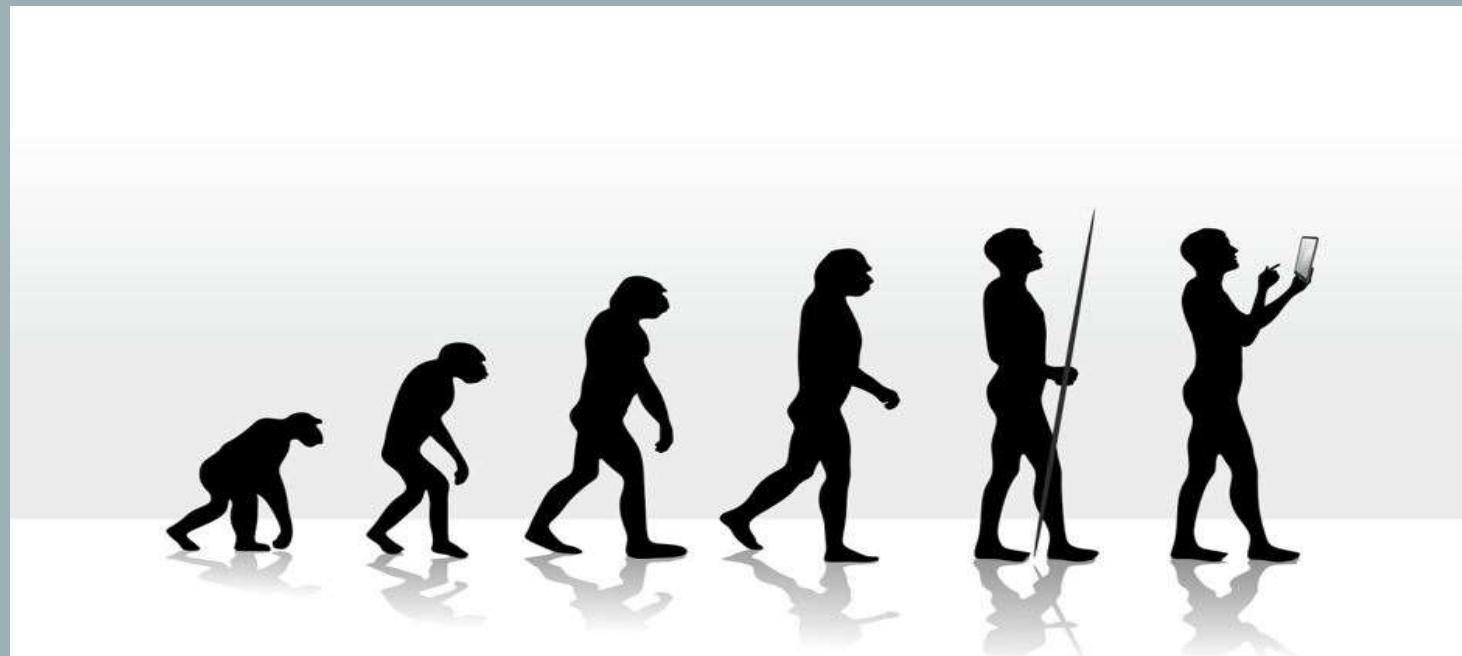
HAPPINESS IS FIXED, RIGHT?



Science Says You Have Time For **HAPPINESS**

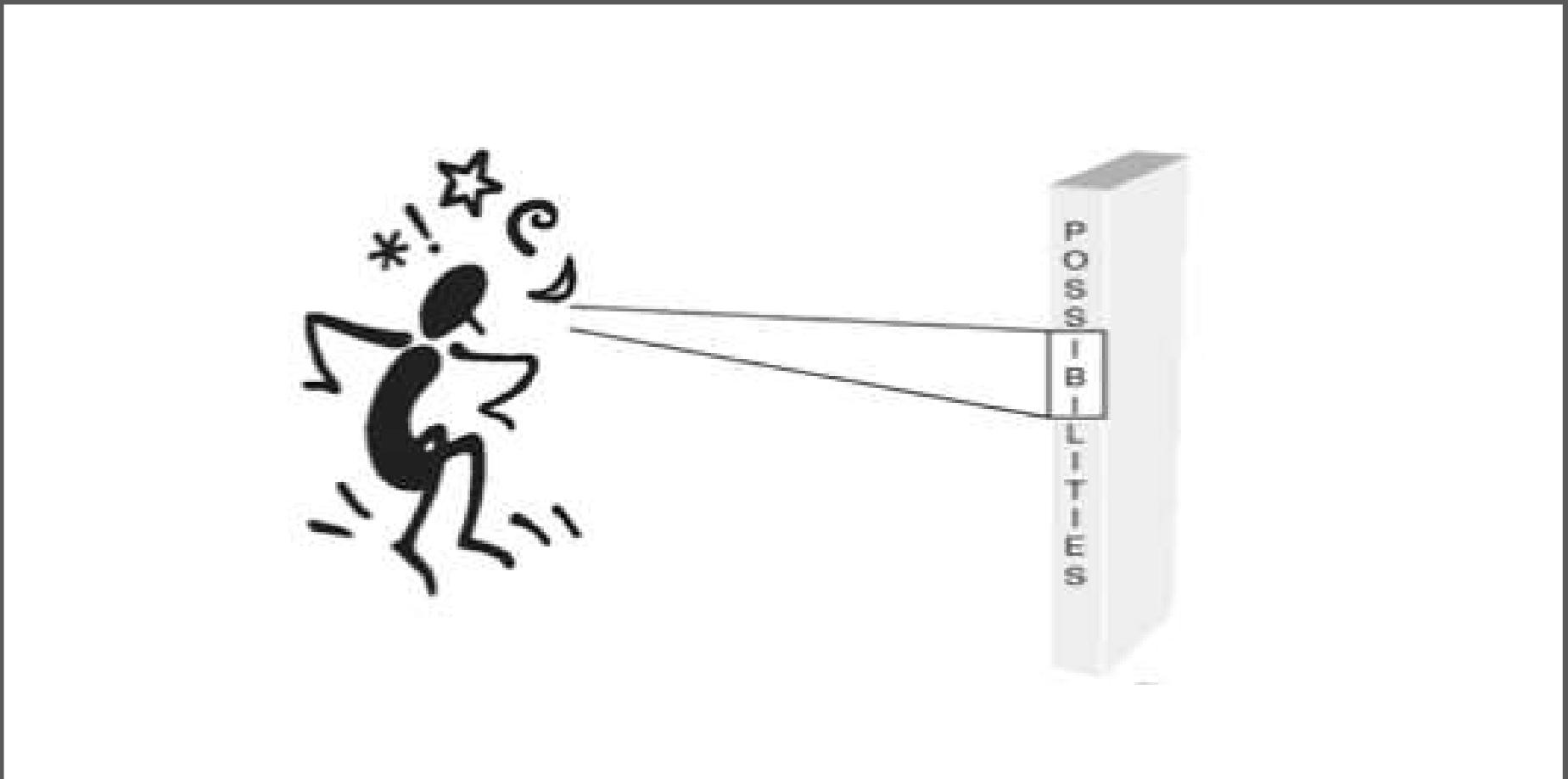


UNDERSTAND WHERE WE COME FROM

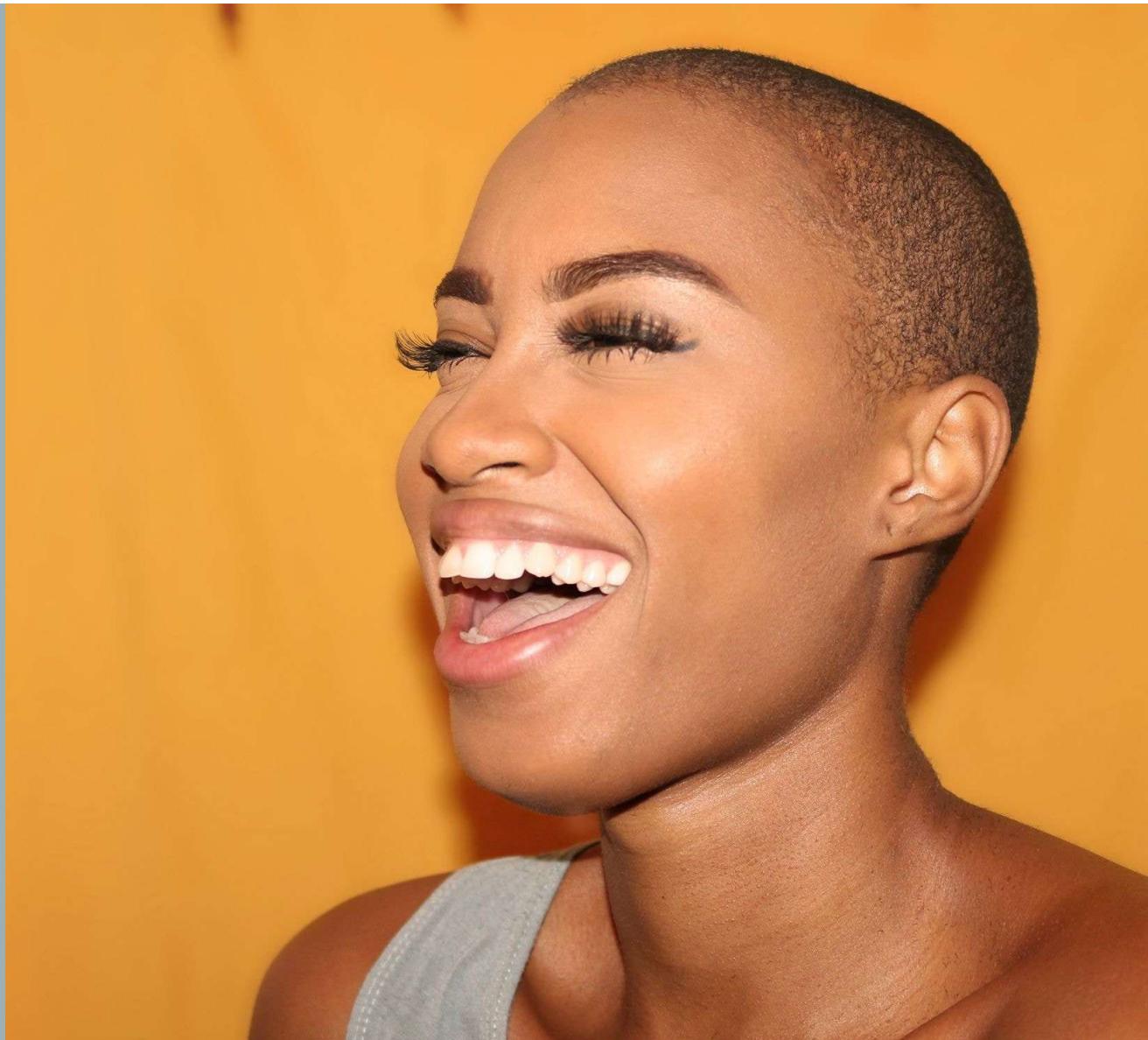


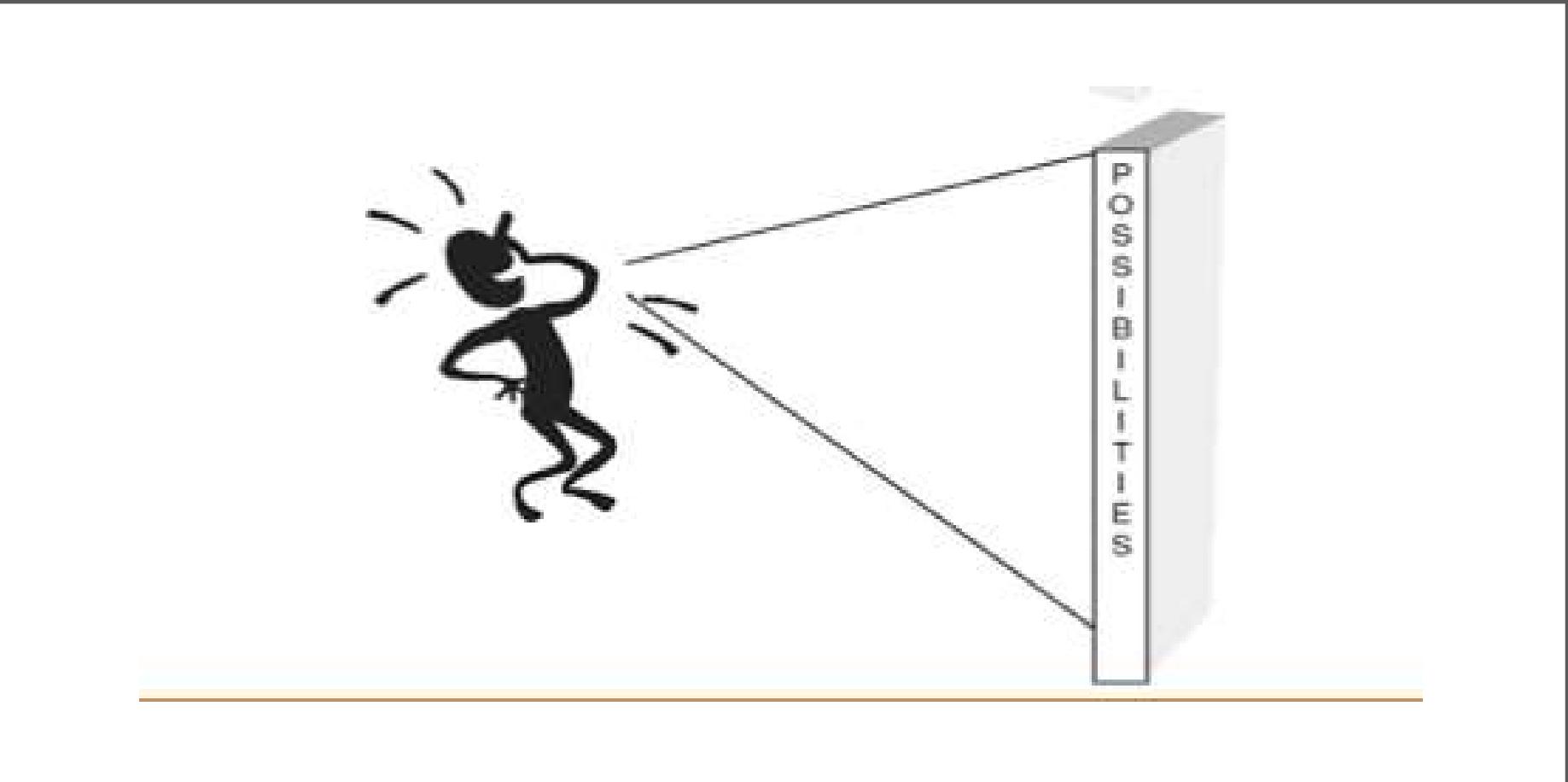
NEGATIVE
EMOTIONS





POSITIVE
EMOTIONS





LOSADO RATIO

Individuals	3:1
Business Teams	3:1
Couples	5:1

HOW DOES
THIS
TRANSLATE
TO THE
WORKPLACE?

CORE CONCEPTS



POSITIVE EMOTIONS



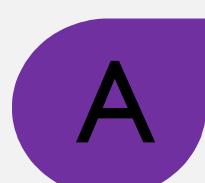
ENGAGEMENT



RELATIONSHIPS



MEANING

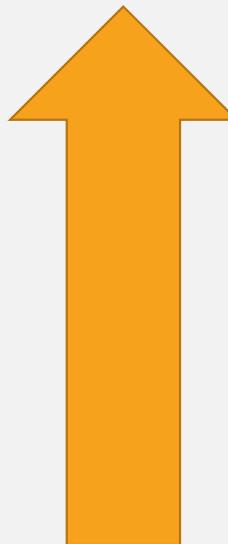


ACCOMPLISHMENT

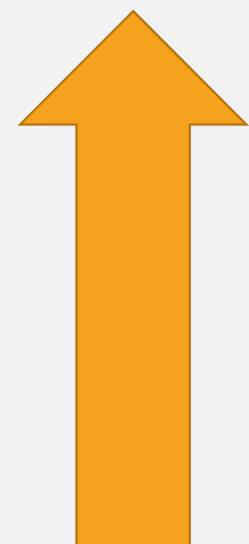


ENGAGEMENT

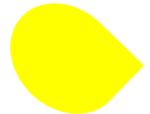
- maximise the extent to which people use and apply their strengths



ENGAGEMENT



ENERGY



RELATIONSHIPS

The greatest way to influence our happiness is to invest in our relationships

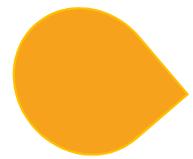
Virgin Survey

40% of participants named their colleagues as the top reason they enjoy their work

&

In 2/3 of cases

- employees increased their productivity
- good relationships at work helped people deal with stressful and difficult work situations



MEANING

Know the

Impact of your Efforts

Create connections between the work
you do and the good it does



ACCOMPLISHMENT

Know your

Team's Strengths

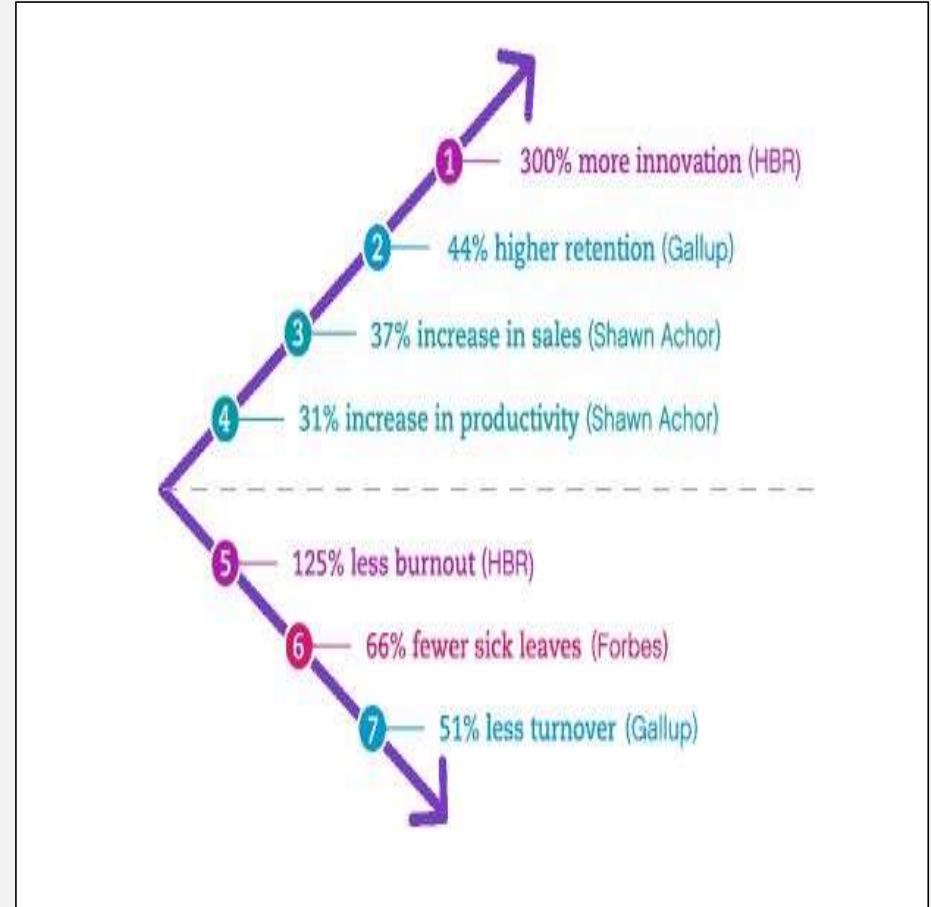
and apply them to personal, work and organisational goals

Working to your strengths is **critical** for

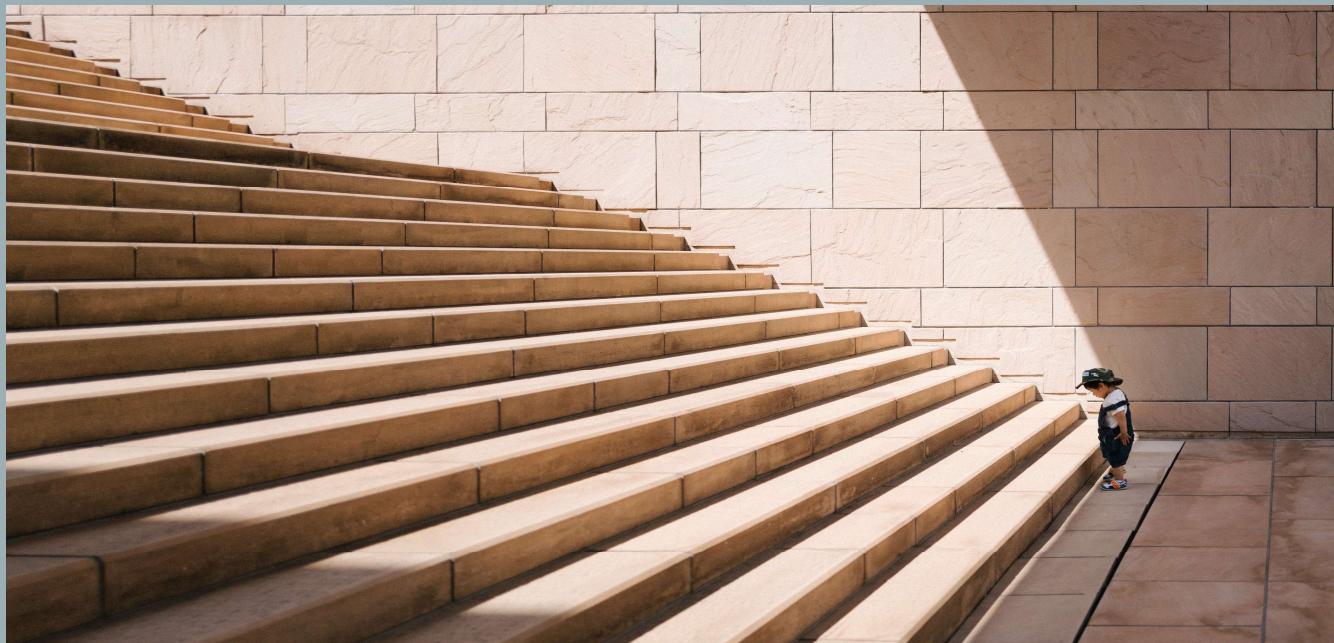
- productivity
- engagement
- motivation
- connection

Celebrate your accomplishments &
those of others

BENEFITS OF IMPLEMENTING POSITIVE PSYCHOLOGY AT WORK



3 STEPS



STEP I POSITIVE EMOTIONS

Laughter is one of the quickest ways you can

- activate the healing effect of positive emotion
- build social connections
- diffuse even the most serious situation

HINT

Encouraging humour in teams leads to more creativity, innovation & improved team performance both immediate & long term



STEP 2 MINDFULNESS

The benefits of Mindfulness in the workplace

- Better mental health of employees
- Higher degrees of creativity & innovation
- Increase in personal responsibility, leadership & decision-making
- Greater levels of emotional intelligence
- Less stress & worry

TOP TIP

Check out UCLA
Mindful Awareness
Research Center for
free guided meditations



STEP 3 THANK YOU

Gratitude or simply saying
'thank you' is linked to

- Strong sense of self-worth
- Increased self-efficacy

Spillover effect

- Increased trust between individuals
- More likely to help each other out



TOP TIP

List appreciations
at the start of
staff meetings