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PowerShell Conference Europe

Next Up:

Traci Sewell and Stein Petersen

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Better, Wiser and Good:

Cultivating Empathy and Support in Our Interactions

Traci Sewell and Stein Petersen

MALMÖ 25

Many thanks to our sponsors:

Jane Street

KNOWLEDGE
FACTORY

Traci Sewell

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Traci
She/Her

- I am a tech-adjacent psychotherapist who loves enabling others to unlock the power of the human brain
- My therapists have four legs – two equine and three feline
- I live in the beautiful countryside of the South of England
- I do DE&I things for the community

tracisewell.com

Stein Petersen

- Managing Delivery Architect @Capgemini
- Agile and DevOps Practitioner
- PowerShell saved my Terraform

He/Him

#PTMF

I like the C4 Model

I am here on free will

- @ { github.com/bohem1
  linkedin.com/in/steinpetersen

New tools for the toolbox

The window of tolerance

The w00t now....

The window of tolerance

The w00t now....

Optimal response to everyday life, ability to self regulate and self soothe

Window of Tolerance

Fight / Flight Response

Emotional overwhelm, stressed, anxious, panic, feeling threatened, unsafe, anger, chaos, hypervigilance

Hyper Aroused

Dysregulation – I can't calm down

Optimal response to everyday life, ability to self regulate and self soothe

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Dysregulation – I can't calm down

Optimal response to everyday life, ability to self regulate and self soothe

Window of Tolerance

Dysregulation – I feel that I am shutting down

Freeze Response

Shutting down, numbness, shame, feeling stuck, disconnect, depressiveness

Hypo Aroused

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Hypo Aroused

It’s a me thing

- The Window of Tolerance is individual
- Hyper (High Energy) – Calm down
- Hypo (Low Energy) – Move around
- Practice strategies in peace time

What about teams?

High Performing Teams

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MALMO

Optimal Productivity
Purpose and Values
Healthy Conflict
Open Communication
Enthusiasm
Support and Challenge
Sense of Purpose
Dedication
Manage Conflict
Communication
Positive Atmosphere
Inclusive Thinking
Pride in the Company
Respect and Trust
Morale
Open and Clear Communication
Clear Goals
Results Fanatics
Behavioral Awareness
Adaptability
Engagement
Shared Leadeship
Defined Roles
Continous Learning
Empowerment
Participative Leadership
High Level of Collaboration
Decision-Making Ability
Effective Working Procedures
Valued Diversity
Openness to Innovation
Constructive Conflict
Balanced Participation
Trust and Mutual Respect
Relationships and Communications
Shared Vision
Decide and Commit
Building on Differences
Effective Decision Making
Diversity
Recognition and Appreciation
Psychological Safety
Open and Trusting
Flexibility and Adaptability
Decision-making Power
Flexibility
Cooperative Realationship
Ability to Surmount Challanges
Personal Excellence

The first team

The first team

The first team

The second team

The second team

The story

The story

The story

The story

What came out of this

Good teams start with you

It’s your team

THANK YOU FOR SHARING THOSE DIFFERENT TEAM EXPERIENCES.....

AND FOR THE VALUABLE TOOLS WE CAN TAKE AWAY

TEAMWORK TOOLS – POSITIVE DYNAMICS

A random group of people……

- WILL NOT AUTOMATICALLY BECOME A TEAM
- WILL NOT LIKE EACH OTHER ALL THE TIME
- WILL NOT ALWAYS AGREE WITH EACH OTHER

UNREALISTIC EXPECTATIONS

- **Impossible deadlines**
- **Always-on availability**
- **Demanding perfection**
- **Unclear or constantly shifting goals**

Agree terms and expectations

SETTING BOUNDARIES

OPEN COMMUNICATION

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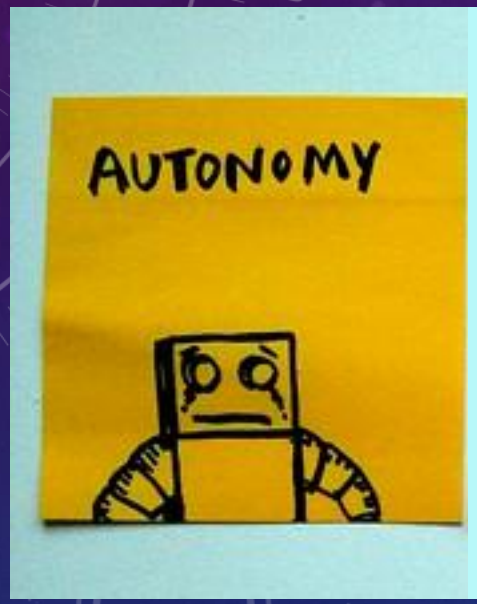
RECOGNIZE EFFORTS AS CONTRIBUTIONS

LEVERAGE INTRINSIC MOTIVATORS

ENABLING AUTONOMY



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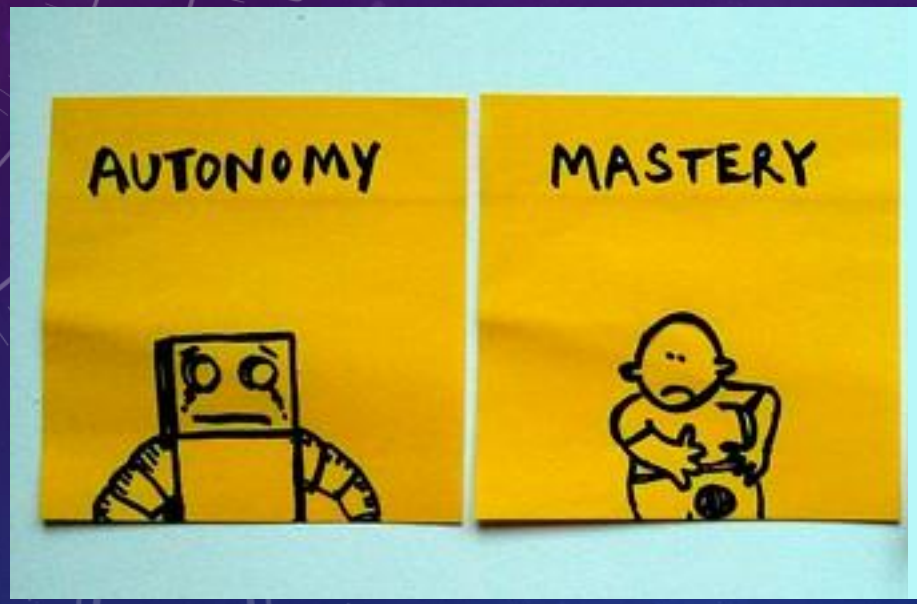
ENCOURAGING MASTERY



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PROVIDING PURPOSE

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TEAMS CAN DEVELOP POSITIVE DYNAMICS BY:

- **Agreeing on terms and expectations**
- **Setting boundaries**
- **Open communication**
- **Recognising efforts as contributions**
- **Leveraging intrinsic motivators**
- **Enabling autonomy**
- **Encouraging mastery**
- **Providing purpose**

PRACTICE POSITIVE SELFISHNESS

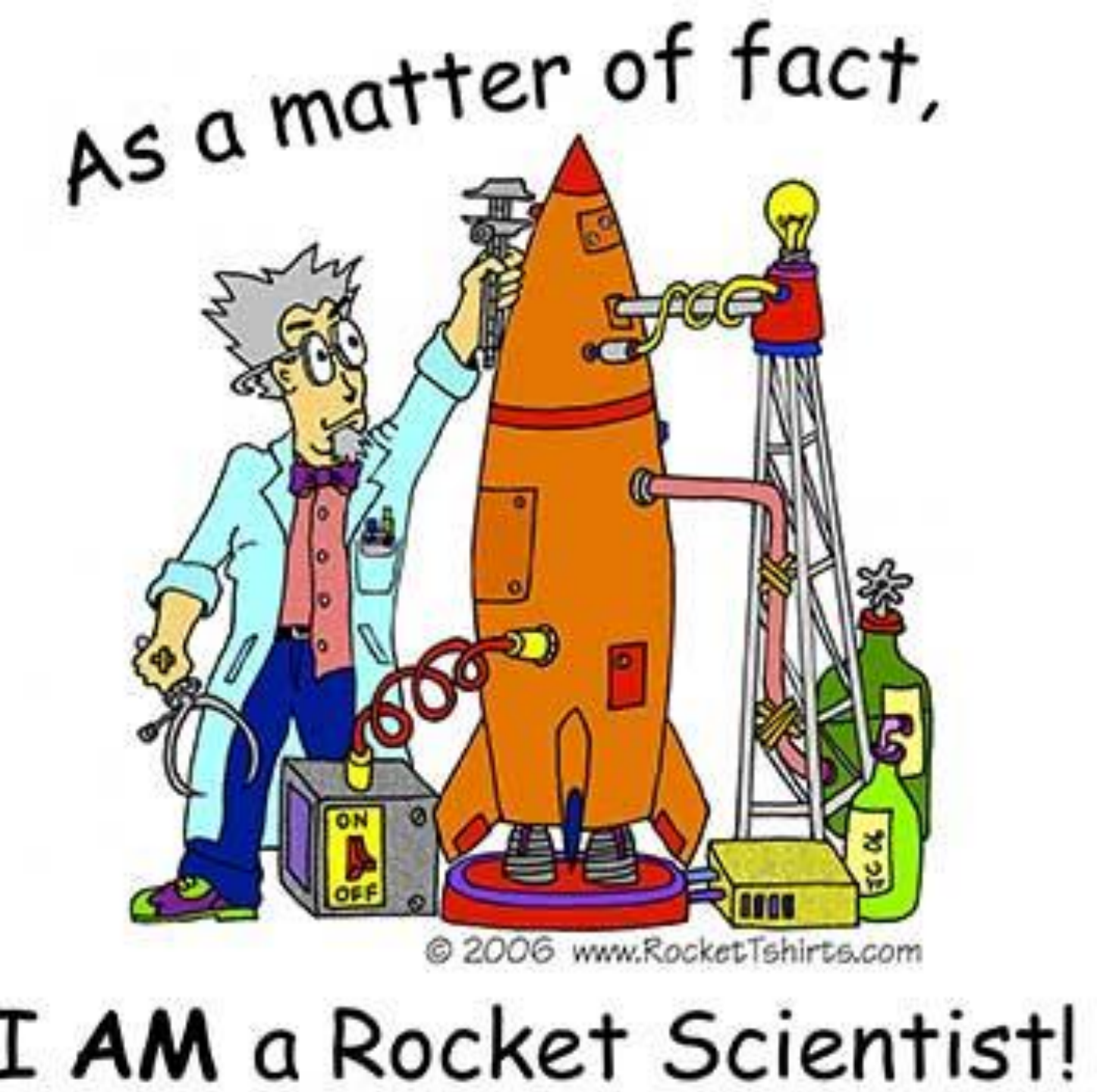
GIVE YOURSELF PERMISSION TO TAKE TIME OUT WHEN NECESSARY

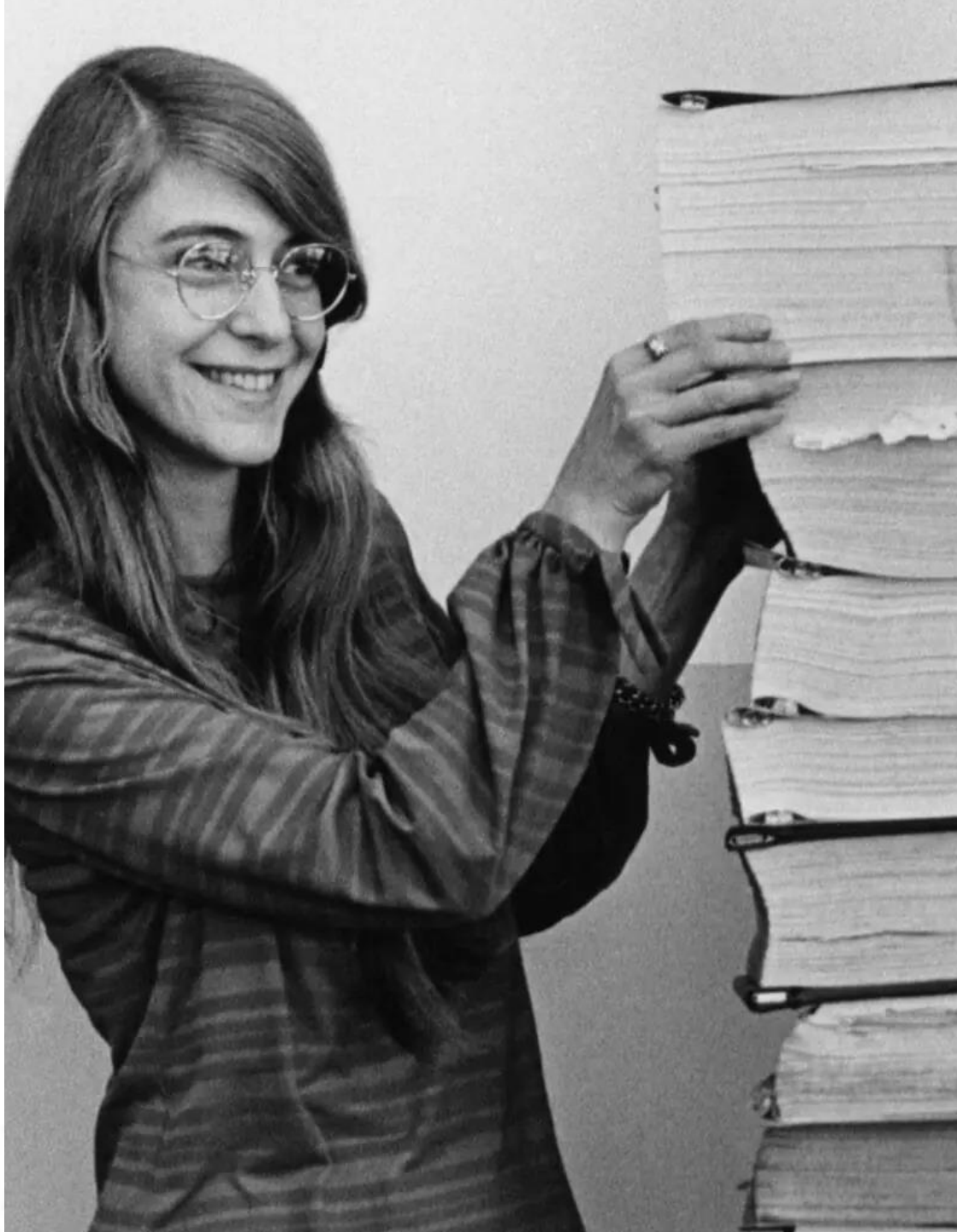
ENJOY GUILT FREE ‘TREATS’

EAT WELL ~ REST WELL~UNWIND WELL

DON’T FORGET MENTAL HEALTH

- Provide Mental Health Resources
- Normalize MH conversations
- Mental Health Days


As a matter of fact,
ON
OFF
© 2006 www.RocketTshirts.com
I AM a Rocket Scientist!



QUESTIONS? EXPERIENCES?

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FEEDBACK IS APPRECIATED

- TELL ME HOW I CAN BE BETTER

Demos

We love Demos!