



illuminate

Understanding the New Workplace Paradigm

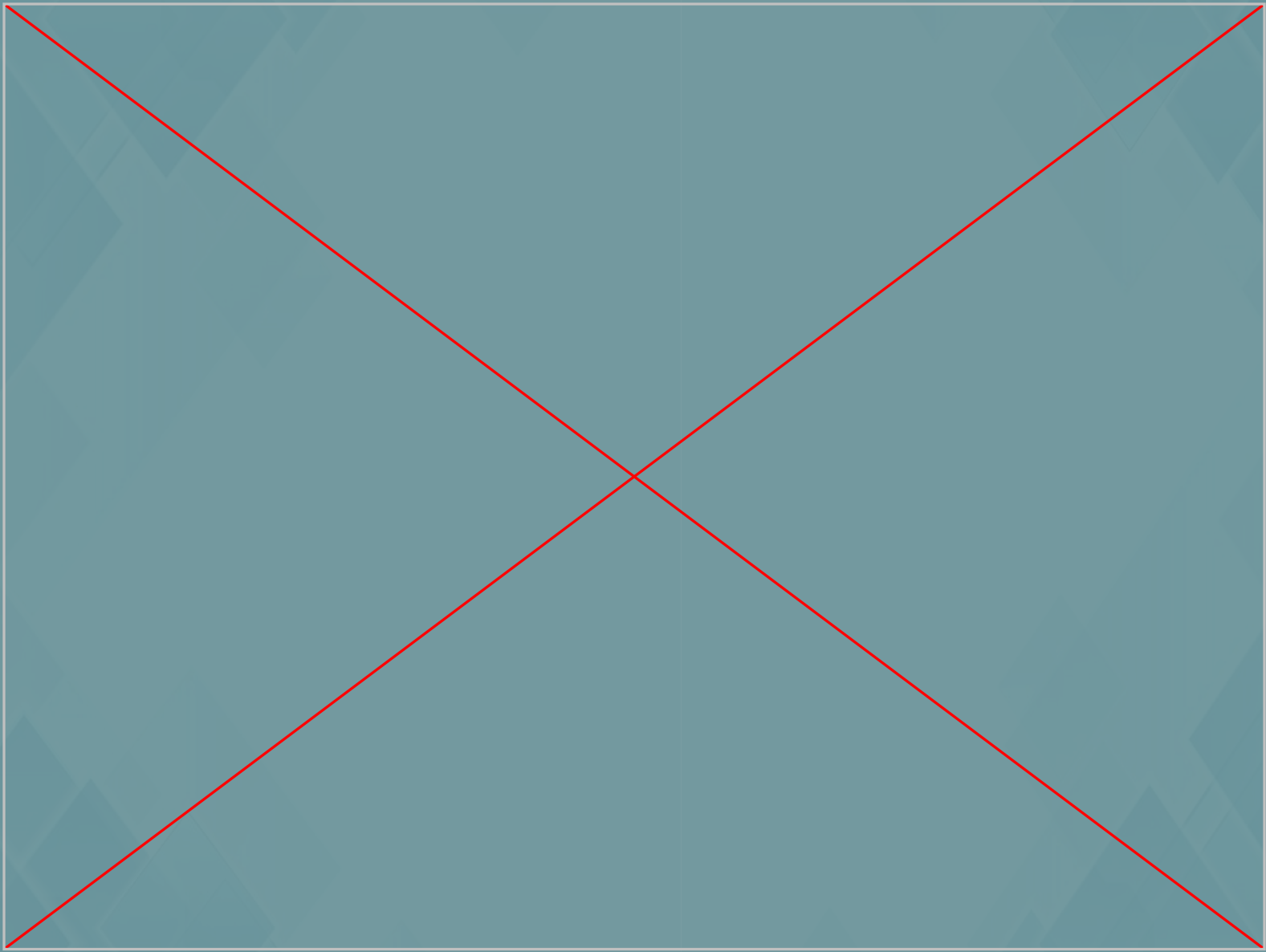
who we are





Scan the QR Code to read a case study and testimonial.





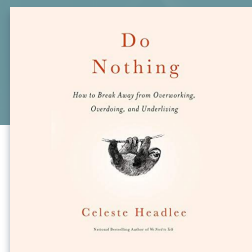
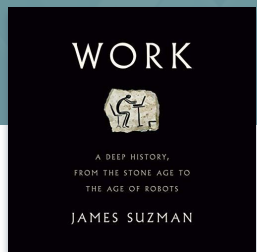
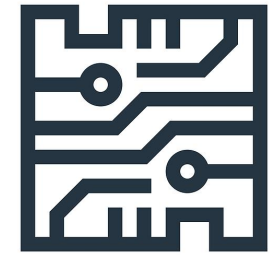
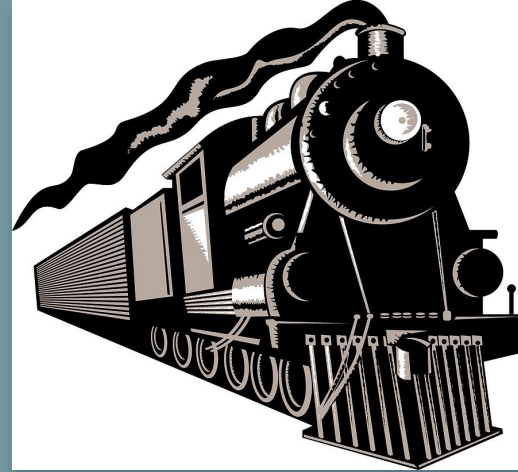
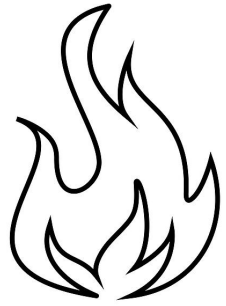
reexamining the paradigm

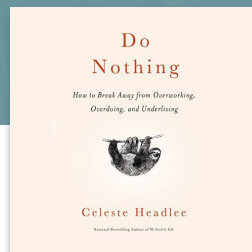
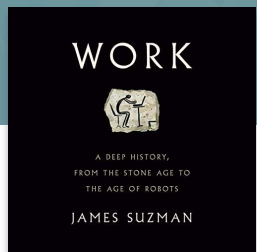
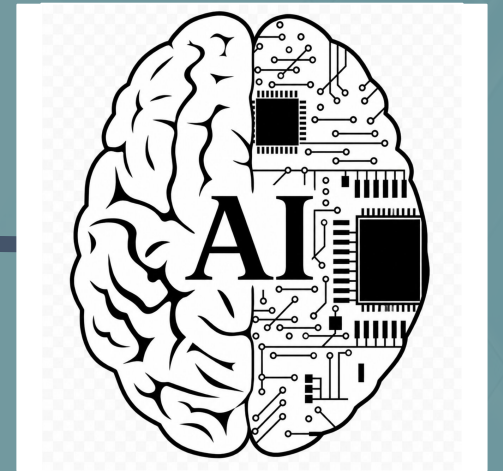
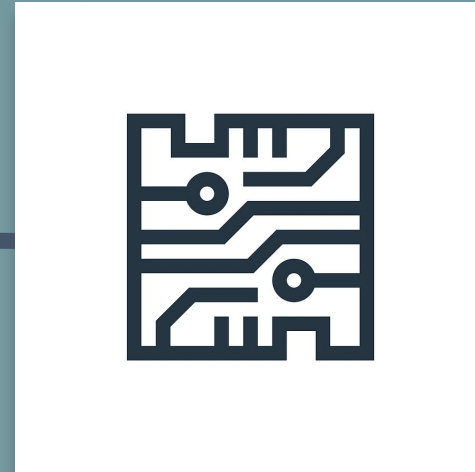
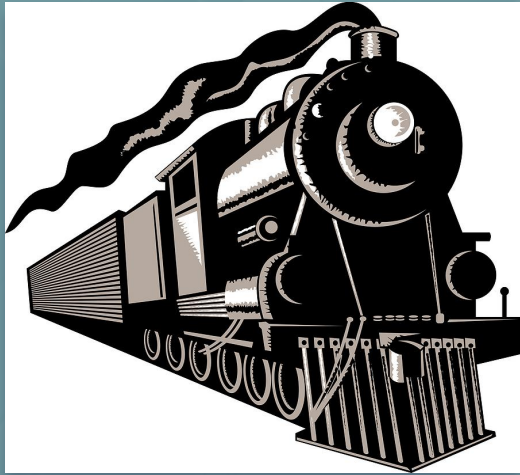
how we got to a place where workplace wellness is suffering

**“Those who fail to
learn from history
are doomed to repeat it”**

- Winston Churchill

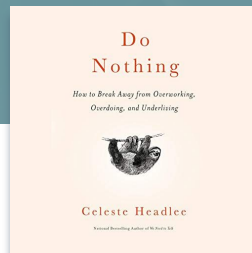
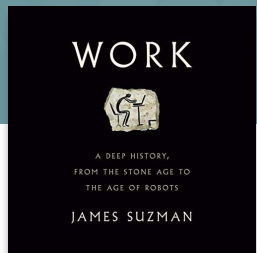








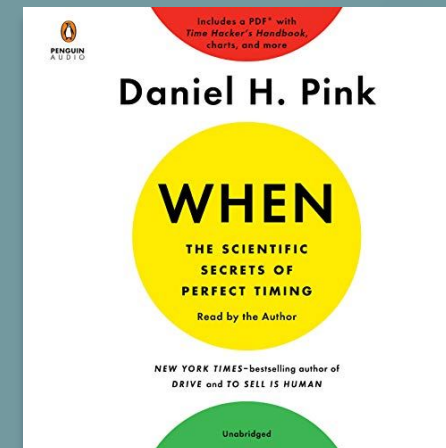
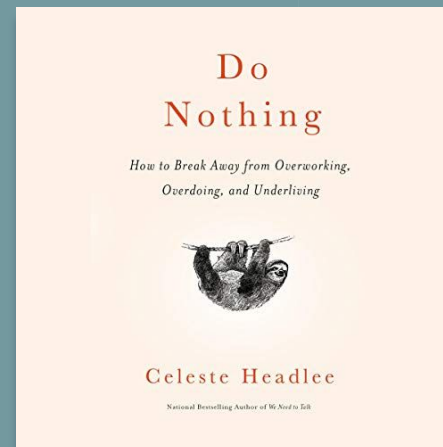
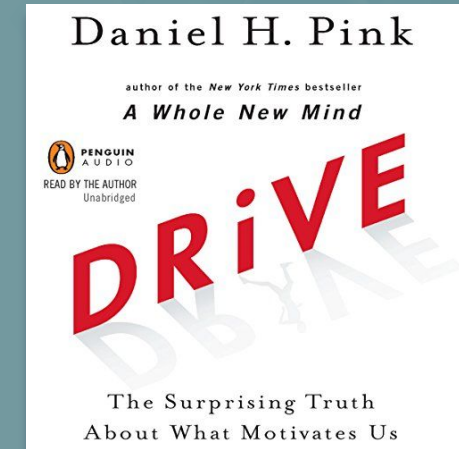
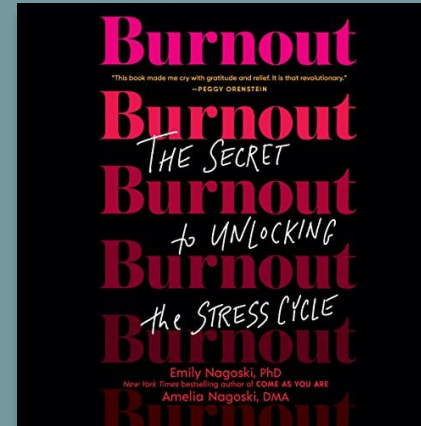
=



why we need to reexamine this



how we did this



Pew Research: Productivity Pay Gap

Enter Our Book Giveaway!

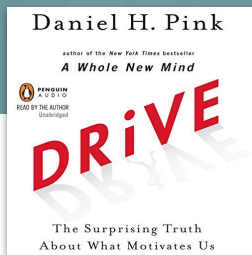


WORKPLACE INNOVATION NEWSLETTER

One Theme. One Tool. Once a Month. Simple, relevant, and designed for real workplaces.



how we did this

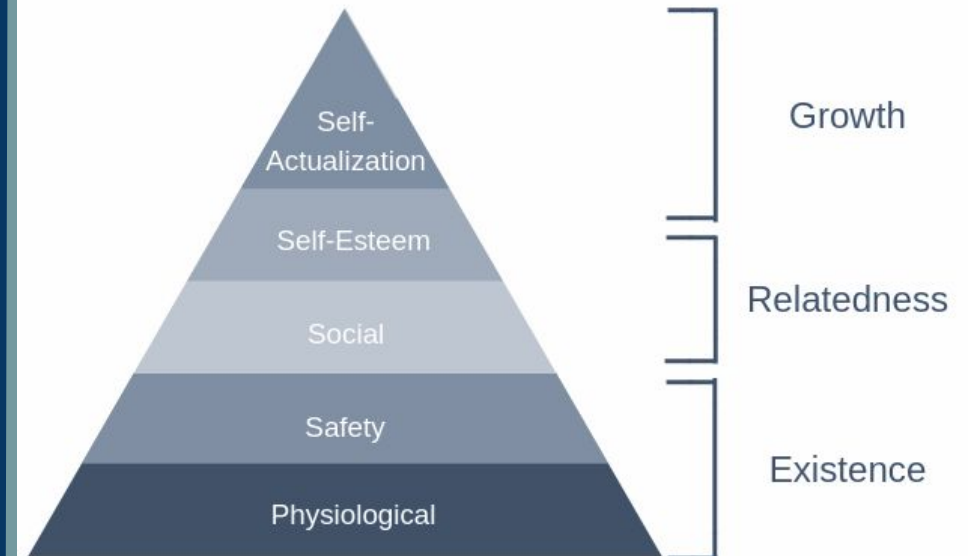


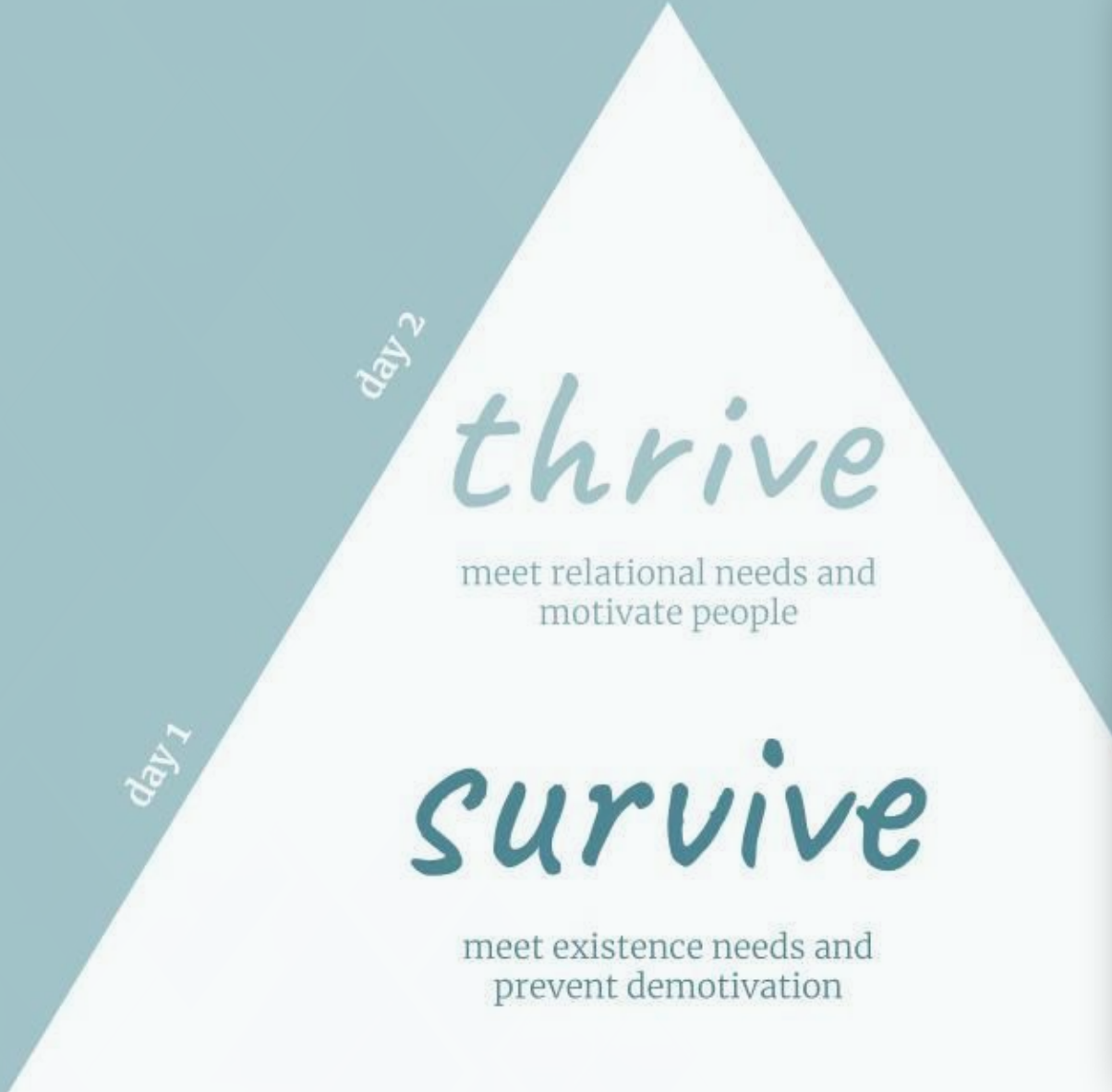
Pew Research: Productivity Pay Gap

the way things are organized



ERG Theory of Motivation





thrive

meet relational needs and
motivate people

survive

meet existence needs and
prevent demotivation

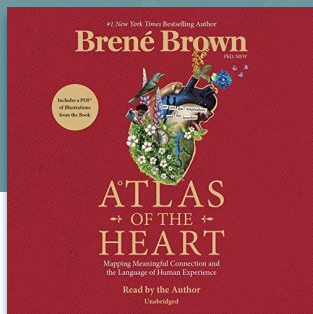
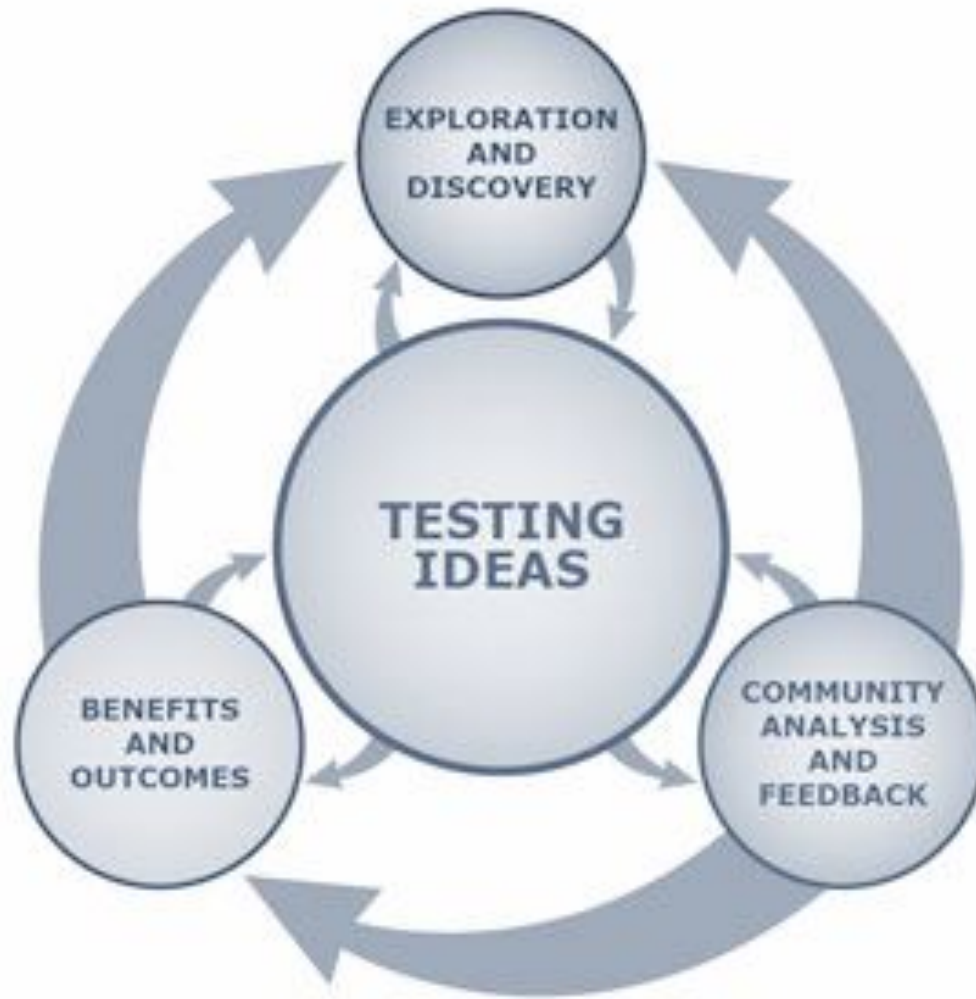
Step 2: Let's Motivate People – Creating a Thriving Workplace

- Social Threats & Rewards
- Meeting Relational Needs:
 - Communication
 - Psychological Safety
 - Empathy & EI
 - Values
- Meeting Growth Needs:
 - Autonomy
 - Flexibility
 - Time Management
 - Ends vs. Means
- Innovating the Workplace – Experiment Design & Implementation

Step 1: Let's Keep People from Being Demotivated– Creating a Workplace that Meets Existence Needs

- History of Workplace Engagement and Wellbeing
- Assessing Your Workplace Wellbeing
- How to Design a Workplace that Meets Existence Needs:
 - Sleep
 - Stress
 - Living Wages & Financial Wellness
 - Safety

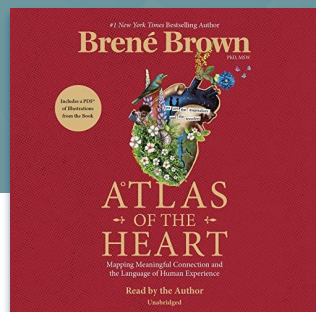
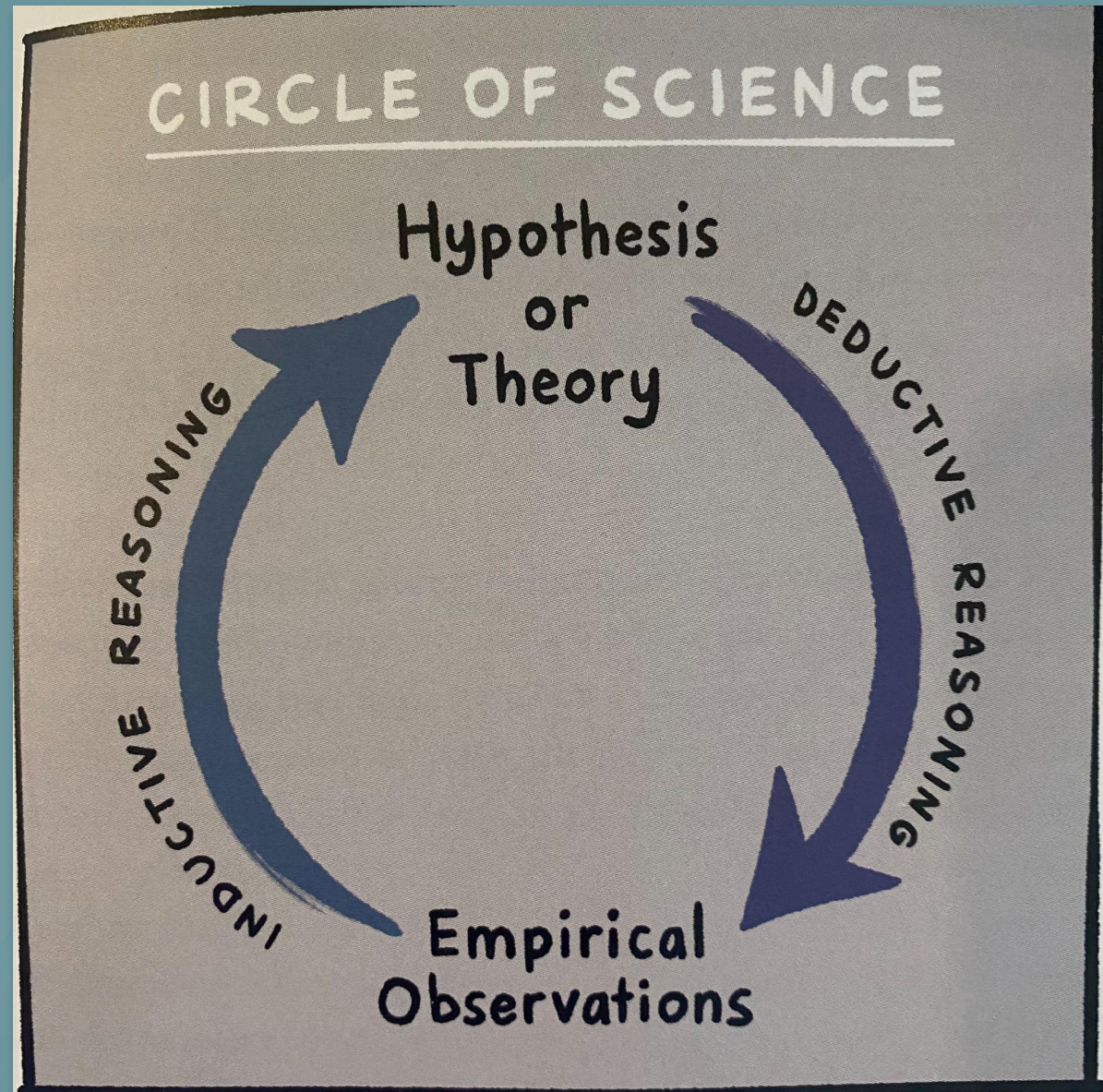
How science works



resources we have for you

- books we cite most often
- web page with all resources to take back to the office and use
- participant handouts for awareness, activities, & application





we practice instead of preach





you have to survive to be able to thrive
meeting existence needs

assessing your workplace's wellbeing

pop quiz!

quiz! psychological safety

Strongly Agree <-----> Strongly Disagree

1 2 3 4 5 6 7

If I make a mistake on this team, it is often held against me.

1 2 3 4 5 6 7

Members of this team are not able to bring up problems and tough issues.

1 2 3 4 5 6 7

People on this team sometimes reject others for being different.

1 2 3 4 5 6 7

It is not safe to take a risk on this team.

1 2 3 4 5 6 7

It is difficult to ask other members of this team for help.

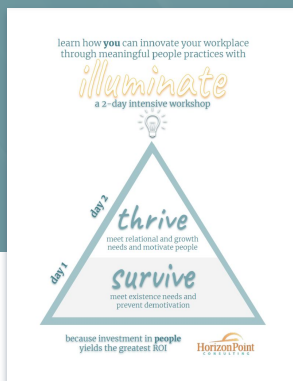
1 2 3 4 5 6 7

People on this team would/have deliberately undermine(d) my efforts.

1 2 3 4 5 6 7

My unique skills and talents are not valued and utilized working on this team.

1 2 3 4 5 6 7





the research behind it

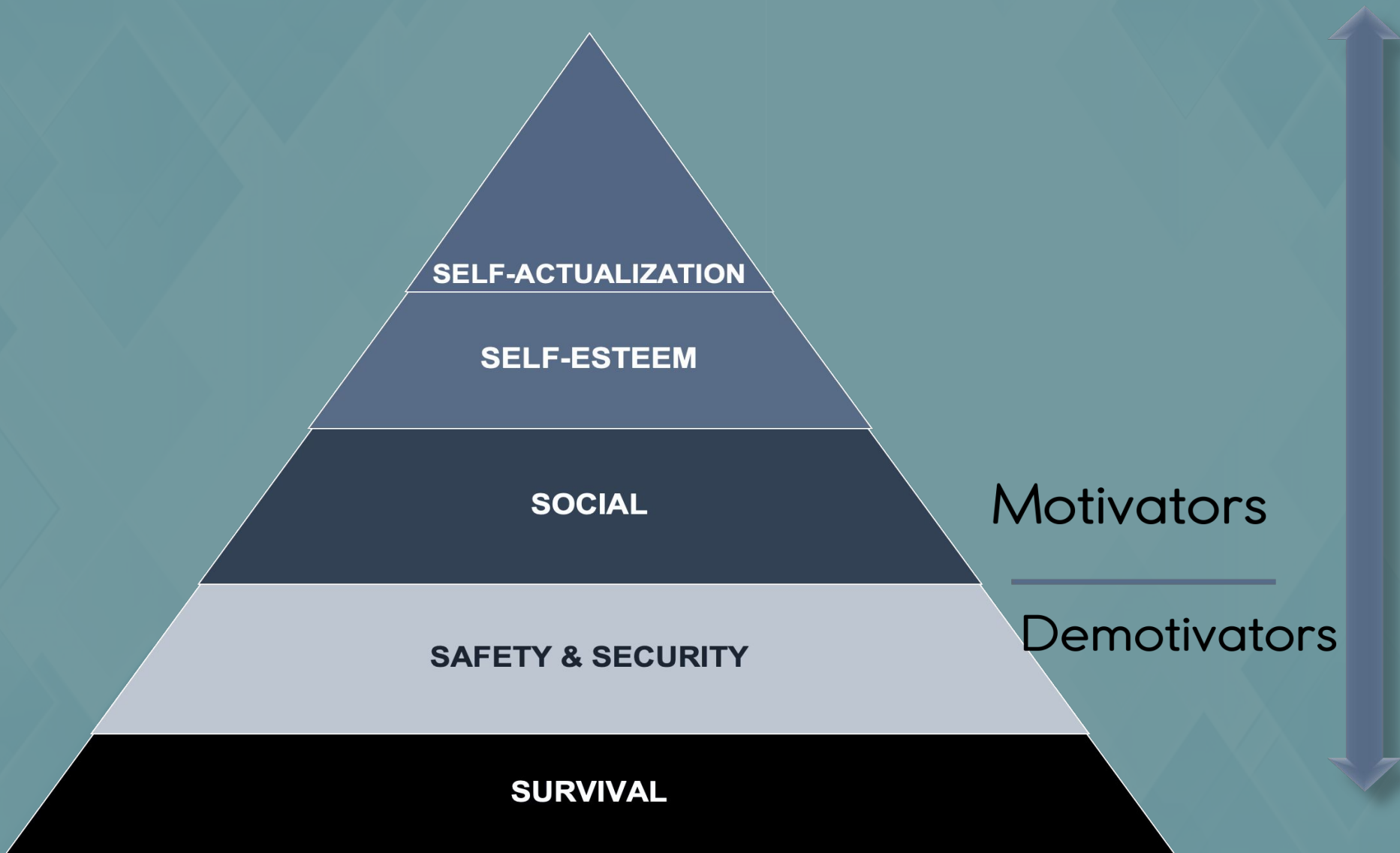
a needs-based approach to workplace wellness

the research behind it

a needs-based approach to workplace wellness

- Maslow's Hierarchy of Needs
- ERG Theory
- Brain Science– NLI, Burnout, Solid Ground
- Herzberg's Hygiene and Motivation Factors





hygiene factors

- Policy
- Supervisor
- Work Conditions
- Salary
- Status
- Security
- Personal Life

Dissatisfaction

No Dissatisfaction

motivation factors

- Achievement
- Practice
- Work Itself
- Responsibility
- Advancement
- Personal Growth

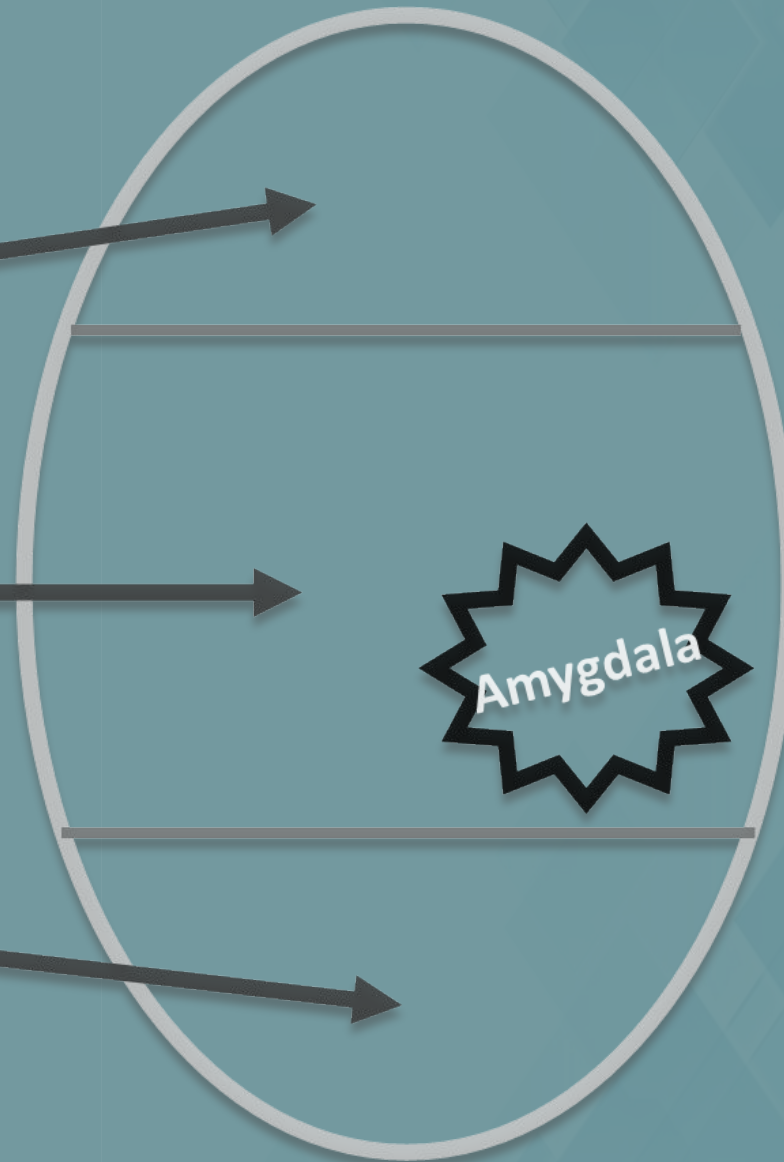
No Satisfaction

Satisfaction

**Brainstem
(reptilian brain)**

**Limbic System
(mammalian brain)**

**Frontal Lobes
(thinking brain)**

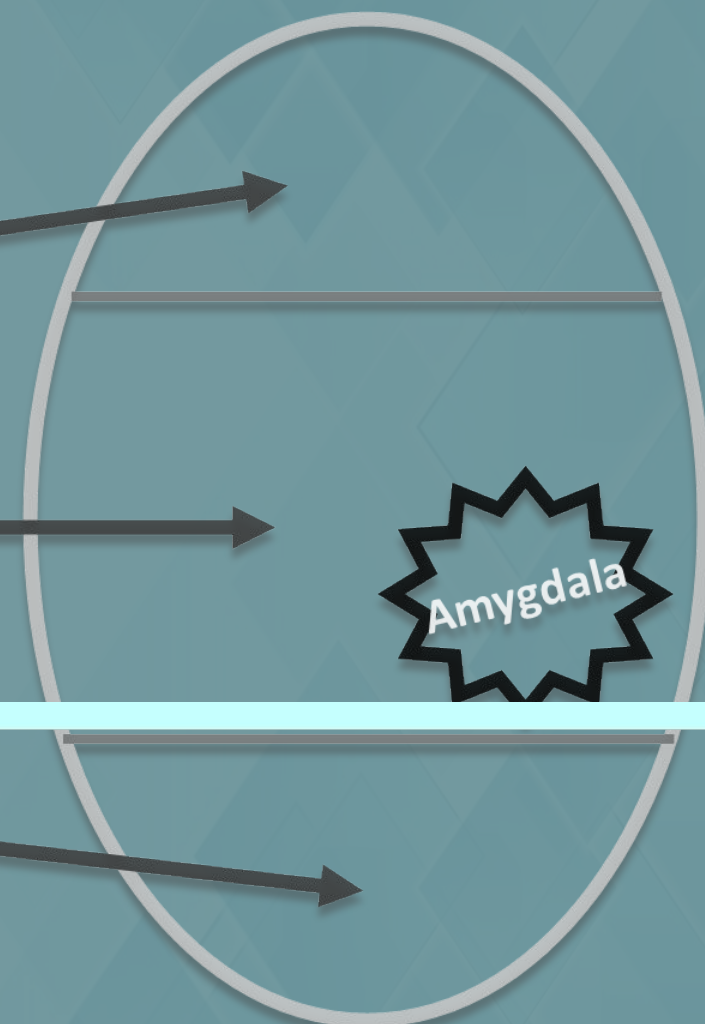


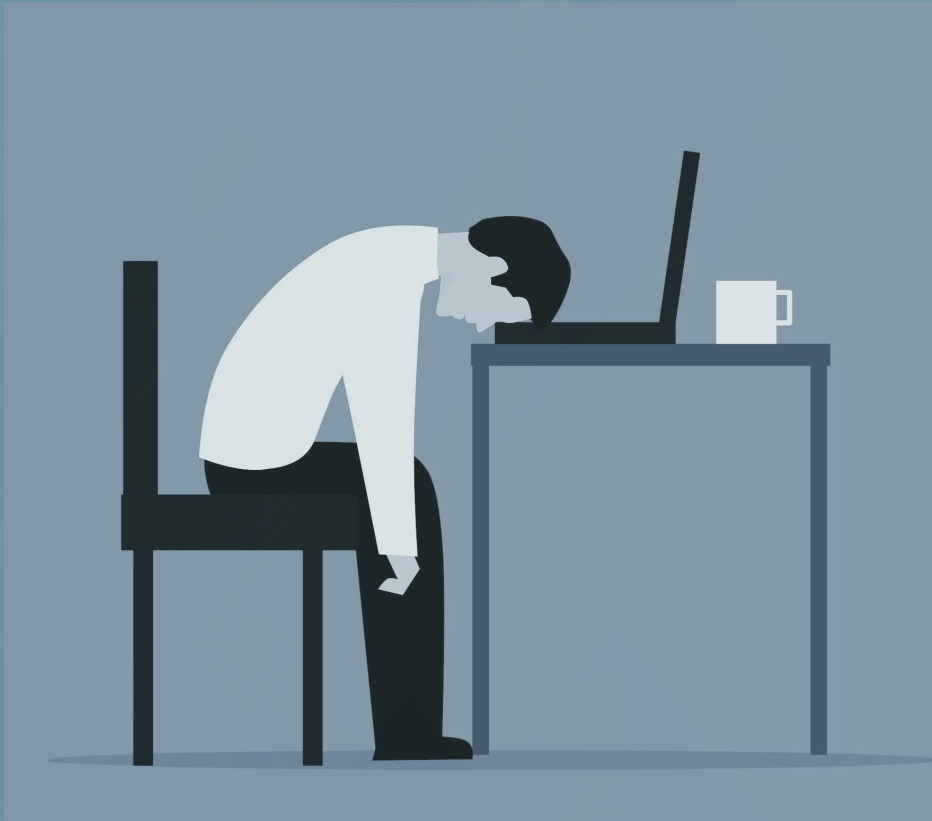


Brainstem
(reptilian brain)

Limbic System
(mammalian brain)

Frontal Lobes
(thinking brain)

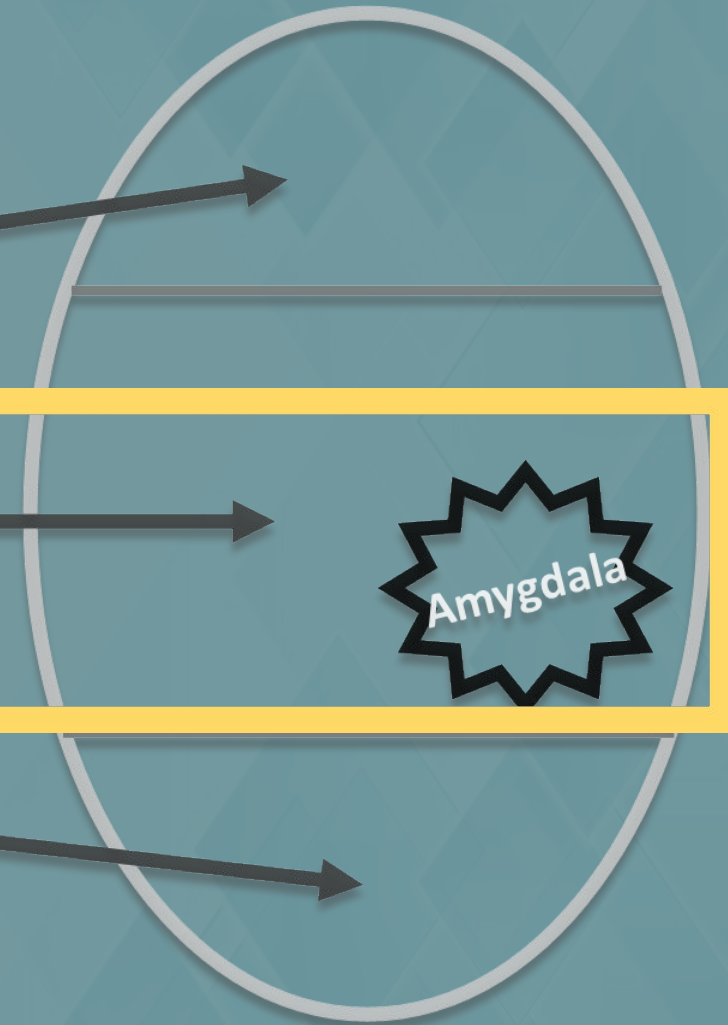




Brainstem
(reptilian brain)

Limbic System
(mammalian brain)

Frontal Lobes
(thinking brain)





Brainstem
(reptilian brain)

Limbic System
(mammalian brain)

Frontal Lobes
(thinking brain)

Amygdala

1. Amygdala perceives a threat

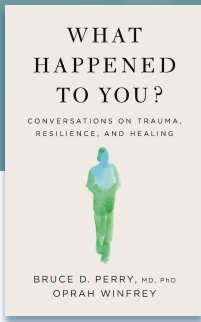
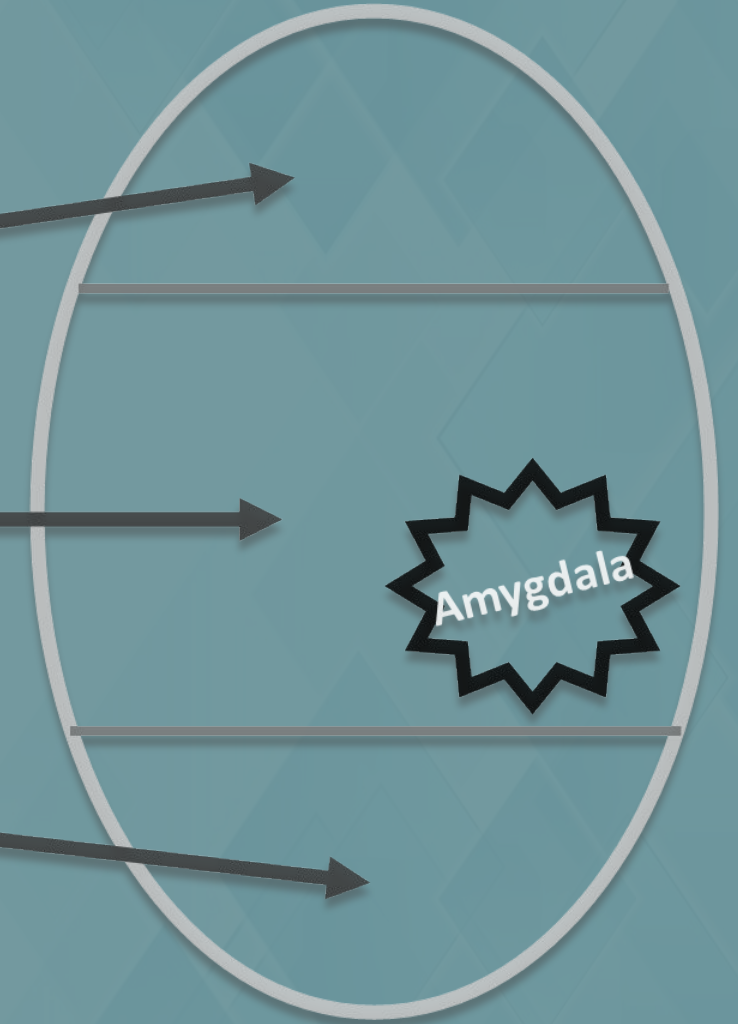
2. Brainstem reacts instinctively

3. Frontal lobes shut down

Brainstem
(reptilian brain)

Limbic System
(mammalian brain)

Frontal Lobes
(thinking brain)



the state of discontent

“It’s no wonder...that losing even more control over their lives made so many workers want to re-exert their autonomy in the only way they could: by quitting.”



NeuroLeadership
INSTITUTE™



what are you currently doing for your own personal wellness and wellbeing?

how are you preventing burnout?

thank you

Lorrie Coffey

lac@horizonpointconsulting.com

Jillian Miles

jmm@horizonpointconsulting.com