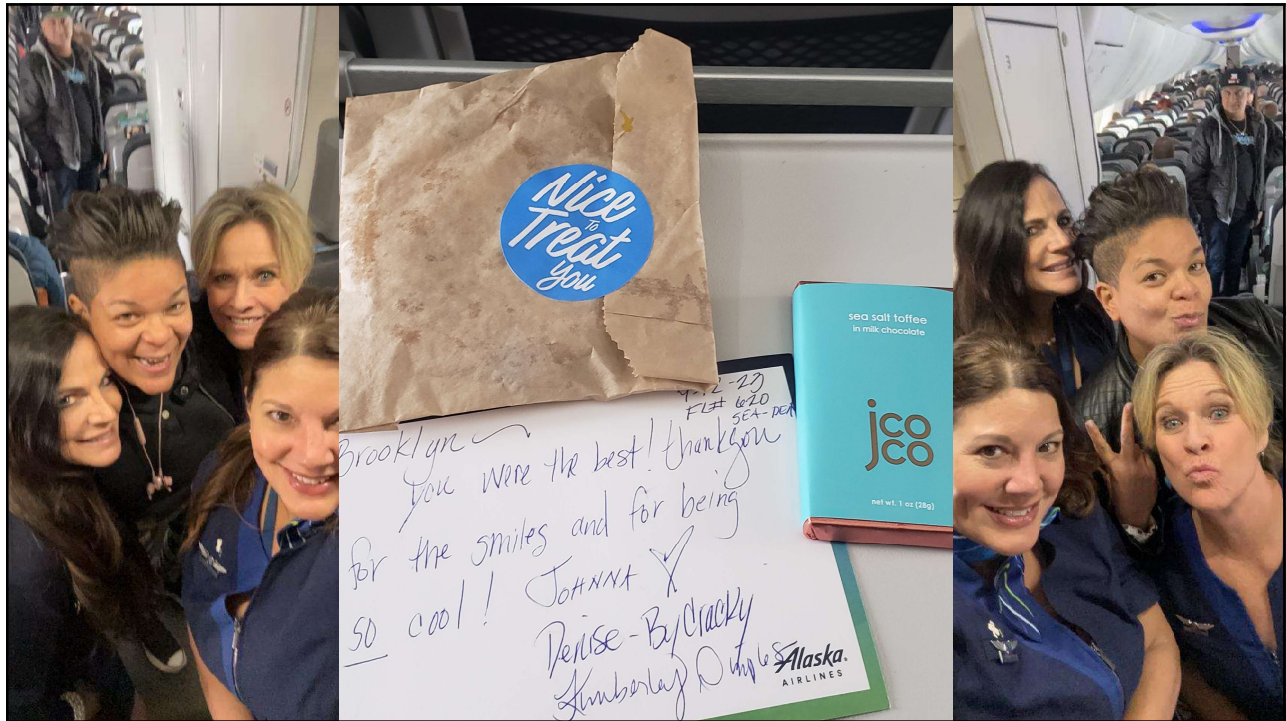


The Future of Work: Creating a Culture of Meaning



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The Current State of Culture at Work

- Challenges with engagement & retention
- Social justice and equity
- Mental health and wellness
- Personal growth and development
- Innovation and change



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What's Missing?

- **Psychological Safety**



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What is Psychological Safety?



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What it looks like

- Fun
- Engagement
- Connection
- Relationships
- Creativity
- Collaboration



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Definition: *Able to Risks without Ridicule*

Blue Zone

- Take risks
- Express ideas
- Speak up/ask questions
- Admit mistakes



Red Zone

- Negative consequences
- Retaliation
- Put downs
- Not included

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Psychological Safety meets Positive Psychology

Blue Zone

- Able to Participate (Included)
- Able to Learn
- Able to Contribute
- Able to Challenge



Orange Zone

- Create inclusive culture/Invite
- Use bright ideas
- Celebrate contributions
- Act on feedback

Results through Relationships

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THOUGHTS

- We become what we think
- Thoughts are energy
- Energy creates reality




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EMOTIONS


- Subconscious (0-7 yrs. old)
- Emotions are at the root of thoughts
- Responsible for results



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HAPPY CHEMICALS: D.O.P.E.




DOPAMINE OXYTOCIN SEROTONIN ENDORPHINS

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DOPAMINE:
REWARD CHEMICAL

- Complete tasks
- Self care
- Eat great food/Fuel v. Feed
- Celebrate small wins



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OXYTOCIN:
THE LOVE HORMONE

Play

Hugs

Give a compliment
(Virtual Hugs!)



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SEROTONIN: MOOD STABILIZER

Dance Baby!

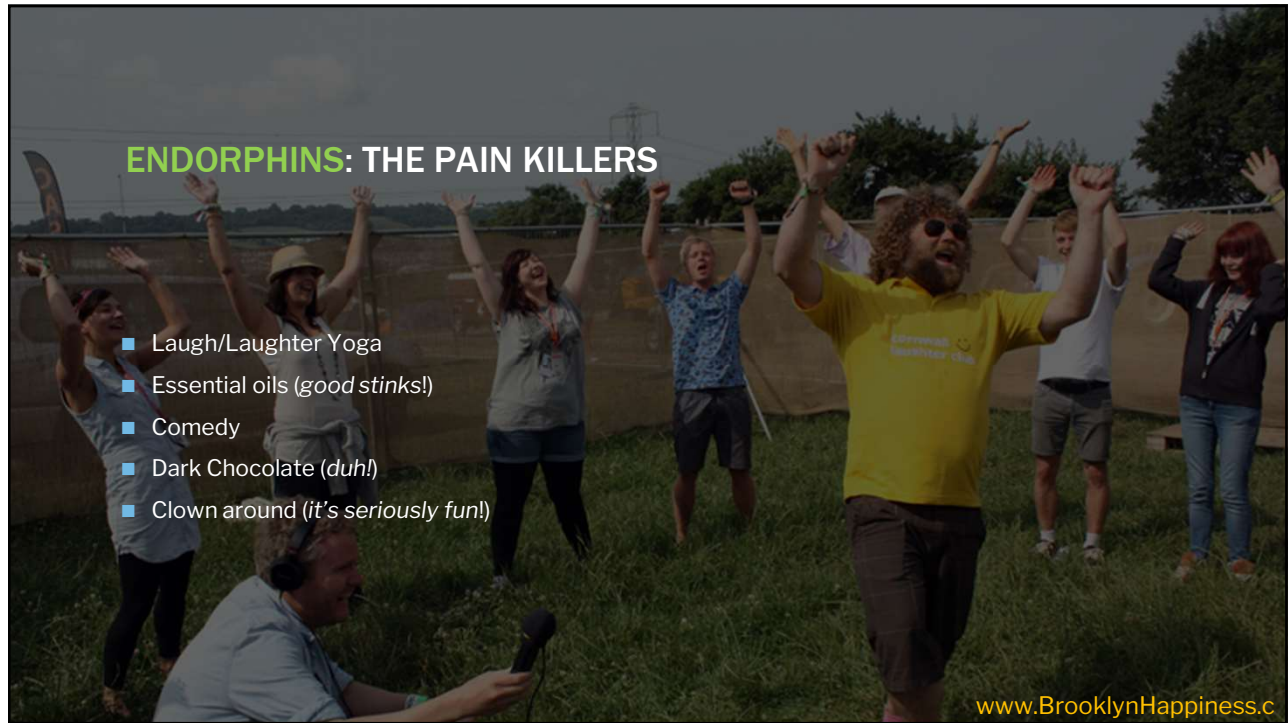
Meditate

Hug tree



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