Changing Behavior in the Workplace and Developing an Entrepreneurial Spirit and Attitude
1. Decrease stress
2. Increase focus
3. Getting along with others
4. Negotiating skills
5. Creativity and problem solving
6. Changing behavior and developing an entrepreneurial spirit
Goals # 1 & 2

- Decrease stress and increase focus
- Positive and negative stress
- Work related stress
- Type A and B personalities
Exercise

Posture

Improve compliance
Food and Nutrition

- Overcome cravings
Science behind stress reduction techniques

Passive observation
Letting go of control
Depression to Happiness

- Positive thoughts lead to positive results
Rational Thought

- Prefrontal Lobes
Anatomy of Emotion

- Thalamus
- Visual cortex
- Central gray area of midbrain
- Auditory cortex
- Basolateral amygdala
- Central amygdala
- Pons
- Medulla
- Spinal cord
Three Levels of Communication

- Content
- Emotion
- Power
Goals # 3, 4 and 5

- Getting along with others
- Problem solving
- Creativity
- Negotiation
Creativity and Negotiation

- Sit side by side
- Marriage encounters
- 10 point system of coming to an agreement
Problem Solving Skills

- Parallel and Lateral Thinking
Parallel Thinking

Facts
Positive Thinking
Creative Thinking
  Reversal
  Juxtaposition
Negative Thinking
Emotional Thinking
Overview
What Does Comedy, Creative Thinking and Problem Solving have in Common?

Reversal
Jokes
Credit Card Companies and Creativity
Health Insurance Companies and Creativity
Ketchup Bottles and Creativity
Preventing Crime with Creativity
Problem Solving at Work
Goal # 6

- Changing behavior at work
- Developing an entrepreneurial spirit
Respect Staff

If you were the employer what would you change?
- this is the most important thing employees want a new boss to ask

Find and Label Success in Every Employee
> Students labeled successful vs. low potential
Constructive Compliments

- Don’t say, “you’re a genius”

- Say, “Everyone listened intently to your report. The statistics you gave drove home the point

- You showed so much ingenuity by …

- You showed how much you care by …
Which Personality Would You Choose?

Problem Solving
- Fixed Personality
- Growth Personality
Feedback Should Be

- Specific about what you are recognizing

- Timely
  - The more you wait the smaller the impact
  - Don’t forget the power of intermittent reinforcement

  - Monopoly Game
Changing Behavior

- Antecedent
- Behavioral
- Consequences
Why paychecks do not Motivate Employees

Hint:
- What do million dollar athletes have in common with your employees?

- Law of Diminishing Returns
  - New house
  - New car
  - Raise
Rank of importance to Employees

- Feeling Appreciated
- Being in the Loop
- Being productive and growing
  - Leads to job security

- Money
Bonus Material

- The importance of relationships and humor in your life
Relationships

- Increased healing power
- Decrease in interleukin 6
- Improved wound healing
Humor

- Improved immune system
- Memory enhancement
- Turn frustration into humorous dramatizations
- The power behind a smile
Goals Covered

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