

Positive Psychology & The Company Man

Supporting Notes: OSLs Presentation, Houston

Children See, Children Do – Role Modelling

Whether we like it or not, we are role models that people look to. Our children, our colleagues, our society. What role model are you going to be?

Measurements

Cortisol & Melatonin – Cortisol is the body's stress hormone. High Stress = High levels of cortisol. Melatonin assists in the regulation of sleep and is a contributing factor of our ability to deal with stress. When these are both elevated our ability to deal with stress quickly diminishes. Low levels of each indicate an absence of self induced stress.

Metabolic Markers – An indicator of western lifestyle and western diet. High blood pressure, high cholesterol, high blood glucose -leading indicators of obesity today. Yet, metabolic markers are highly responsive to change in diet and introduced exercise.

Pain Tolerance – Evolutionary Psychologists now believe that positive emotions have a significant effect on our ability to withstand pain. In other words, 'resilience'. Many studies have shown the more positive and optimistic the volunteer the longer the duration to withstand the cold. As was replicated in the Australian study volunteers on average, doubled the time they were able to keep their hands in the ice bucket.

Immunoglobulin A (IgA) – A study out of Harvard, students watched a documentary on Mother Teresa and had considerable increase in IgA samples (via saliva). IgA is a naturally occurring antibody that responds to engaging and compassionate behavior (i.e. volunteering, altruism, giving for the sake of giving, helping others in a community atmosphere).

Brain Scans – Following meditation among volunteers the response from parietal and temporal lobes functioning was huge. A 50% reduction in neural activity, in other words the brain was 'quieter' and able to deal with greater demands placed on it and greater reasoning processes. A result of meditation, time out, the Sultana Test.

Brain Plasticity – Does not suggest that we live in a non-stressed world, rather it suggests we need to learn how to regulate and learn how to improve in the process. Ask any athlete who has achieved anything great.

Angola Drill Team

What led to such a significant and radical change in performance? Keep in mind this was during a period of significant growth, with new rigs, new crews, and new leadership. What drove this change? I would suggest – an engagement of the principles of Positive Psychology.

Positive Psychology

'We are skilled at being depressed. But how do we learn to become optimistic?'

Positive Emotion – As it is critical, non-arguable proven measure, in wellbeing measurement globally. Our ability to see the future with confidence.

Engagement – Are you involved with the other person and do they recognise your involvement as one that is for the benefit and betterment of them?

Meaning – Is what we are working towards and with people recognizable as having a worthwhile effect in the manner in which we carry out the task?

Accomplishment – Participating because you desire improvement. Self-acknowledgement that you have done your best, win, lose or draw. The purpose may well be participating to win but the end result of winning is not the final reward. The reward is the accomplishment.

Australian Army – Positive Belief States

Col Phillips – The belief that sustainable success is only achievable when peoples hearts and minds are engaged in and with your vision. You have to walk it more than you talk it.

Resilience – Despite of all challenges resilience a key contributor to people’s belief that they make a difference in the cause you are fighting for.

Emotional Capital – (from the work of Dr Martyn Newman)

Self Reliance – The emotional power to accept responsibility, back personal judgment

Self Confidence – The ability to maintain self-respect and personal confidence

Relationship Skills – The ability to develop positive expectations of you in others

Optimism – As a strategy as a way of dealing with challenges. What can be

Self-Awareness – The ability to modify behavior dependent on the situation

Self-Actualisation – They have reserves of enthusiasm to draw upon to meet challenges

Assertiveness – Not aggressive, but able to express feelings/thoughts straight forward

Flexibility – Tolerant of others, receptive to new ideas, champions of change

Empathy – The emotional dimension of a situation, create connection with others

Self Control – The ability to manage emotion, restrain action until they conclude their thoughts rationally. Maintain productivity without losing control.

What Makes Us Tick

Hugh McKay – Human behavior, although may make no sense at all to the other person it makes perfect sense to us, in particular when we justify that behavior to ourselves.

What Could You Achieve

Great Human Endeavour – Before it was achieved we doubted it could be done.

Don Geddie – The Right Leadership

What set Don apart? - These key virtues: engagement, belief, reassurance and goal setting

Company Mantra

Qantas – Iceland Volcano, (influence of a value on the corporation). Post WW1 – Founders of Qantas stated, ‘were coming home and were coming home alive’. Still alive today?

Rex Tillerson – 9 November 2010 – Statement to the National Commission on the BP Deepwater Oil Spill & Offshore Drilling. Consistent? Absolutely.

David Cameron & Well Being & Men

Recognition – Success should not be measured by dollars and cents

Men’s Shed Movement – Battling loneliness in Australian rural communities

The Rig – Potentially a very, very lonely place. How do you deal with this?

Causal Factors & Hurt

Data – I would suggest that collectively, as a group, you are now all starting to believe that this vision (hurt free) might actually be achievable. But why back away from the target of zero?

Raising A Child – We all want the best, even when things are disastrous, we never give up. The vision, the goal is worth every ounce of commitment it will take. The child needs direction, guidance and unconditional love and support. Are these not intrinsic needs new employees, new team mates have within the work place in that first 24-48 hrs?

Australian Olympic Team

Evidence – Dr Graham Winter, Chief Psychologist to the Australian Olympic Team in the 2000 Olympics wrote this very short descriptive of how to help business leaders recognise ‘The Zone’ for high performance following his work with elite athletes who could perform regardless of conditions.

Mario’s Welcome

175 – It took a long time until this rig became a high performing team. It’s not that they couldn’t do it; they just were not prepared to do what it took, strip down their egos, move away from habitual behaviour and come together to work under a common vision. Mario was the motivator. Resilient, optimistic, positive and with a great sense of humor.

Company Man

Now It’s Over To You.

Your behavior, observed and not observed, directly affects behavior that in turn affects safety on an hourly basis.

You have one shot, more often than not, of creating a positive impression. Make it a good one and make it one that encourages others to lead.