

**Creating a Positive Workplace:**

How to Motivate Yourself, Your Team and Your Organization

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As workplace expectations increase – energy levels can sometimes struggle to keep pace – and it has many ramifications. It not only affects morale, productivity and patient satisfaction, it is also takes a personal toll. Everyone knows what it’s like to feel worn-out, tired or bored and some are on the verge of burn-out and defeat. So how do we re-energize ourselves, our teams and our organizations to meet growing demands?

# THE FOCUS

This course looks at current scientific research regarding specific behaviors that leaders can practice building stamina, create enthusiasm and increase motivation to keep themselves and their teams engaged and successful at what they do.

# INTRODUCTION

**Neuroscience** and work conditions:

* A culture where people feel stressed creates Cortisol, which results in depression, anxiety & burnout
* A culture that is uplifting creates Serotonin, Oxytocin, Dopamine & Endorphins and leads to high engagement & productivity

**THE CULTURAL CONDITIONS FOR MOTIVATION:**

**Empowerment** (self-management skills)  
*produces serotonin*

**1**

How to stop obsessing about things How to calm the brain down

How to be more optimistic How to be more appreciative How to live in the moment

**2**

**Belonging** (relationship skills)  
*produces oxytocin*

How to clarify expectations

How to support and encourage

How to celebrate success

How to resolve differences

**Challenge** (development skills)  
*produces dopamine & endorphins*

**3**

How to set realistic goals

How to set stretch goals

How to tap into passion How to focus effort