The five drivers of healthy workplaces: Using neuroscience to boost performance and engagement

Abbey Louie
Today’s speaker

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What makes a team effective?
Key drivers of team effectiveness

Google’s Project Aristotle

1. Psychological safety
2. Dependability
3. Structure + clarity
4. Meaning
5. Impact
Marshmallow tower results

Source: Tom Wujec, TED April 2010
The responsibility of leadership is not to come up with all the ideas, but to create an environment in which great ideas can thrive.

Simon Sinek
To access your team’s best work, enhance and don’t threaten their social well-being
SCARF Model

Source: David Rock, Neuroleadership Institute
Status

Our relative importance to others

Do others value me here?
Am I important to others?
Do others appreciate me?

Source: David Rock, Neuroleadership Institute
Certainty

Our ability to predict the future

Am I clear on what’s expected of me?
Do I know where we’re headed as an organization?

Source: David Rock, Neuroleadership Institute
**Autonomy**

Our sense of control + choice

Am I trusted to determine how to perform my work?
Can I make decisions or at least provide input on them?

Source: David Rock, Neuroleadership Institute
Relatedness

Our sense of belonging

Do I belong here?
Am I part of the ‘in’ group?
Do others care about me?

Source: David Rock, Neuroleadership Institute
Fairness
Our sense that exchanges are fair

Are decisions, processes, and policies just and unbiased?
Do I feel disadvantaged?

Source: David Rock, Neuroleadership Institute
SCARF

S: Status
C: Certainty
A: Autonomy
R: Relatedness
F: Fairness

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SCARF

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What’s most important for you?

Source: David Rock, Neuroleadership Institute
SCARF

S: Status
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What does your team need?

Source: David Rock, Neuroleadership Institute
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