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# LEADING FROM THE GREAT BEFORE



  
INNOVATE TO  
**ELEVATE**

# COVID-19 IMPACTS C-SUITE EXECES MOST

## STRUGGLED WITH MENTAL HEALTH IN 2020



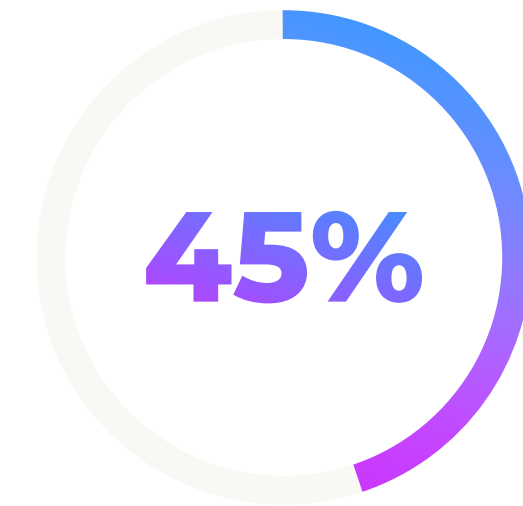
### C-SUITE EXECES

85% reported significant remote work challenges.



### HR LEADERS

87% reported significant remote work challenges.

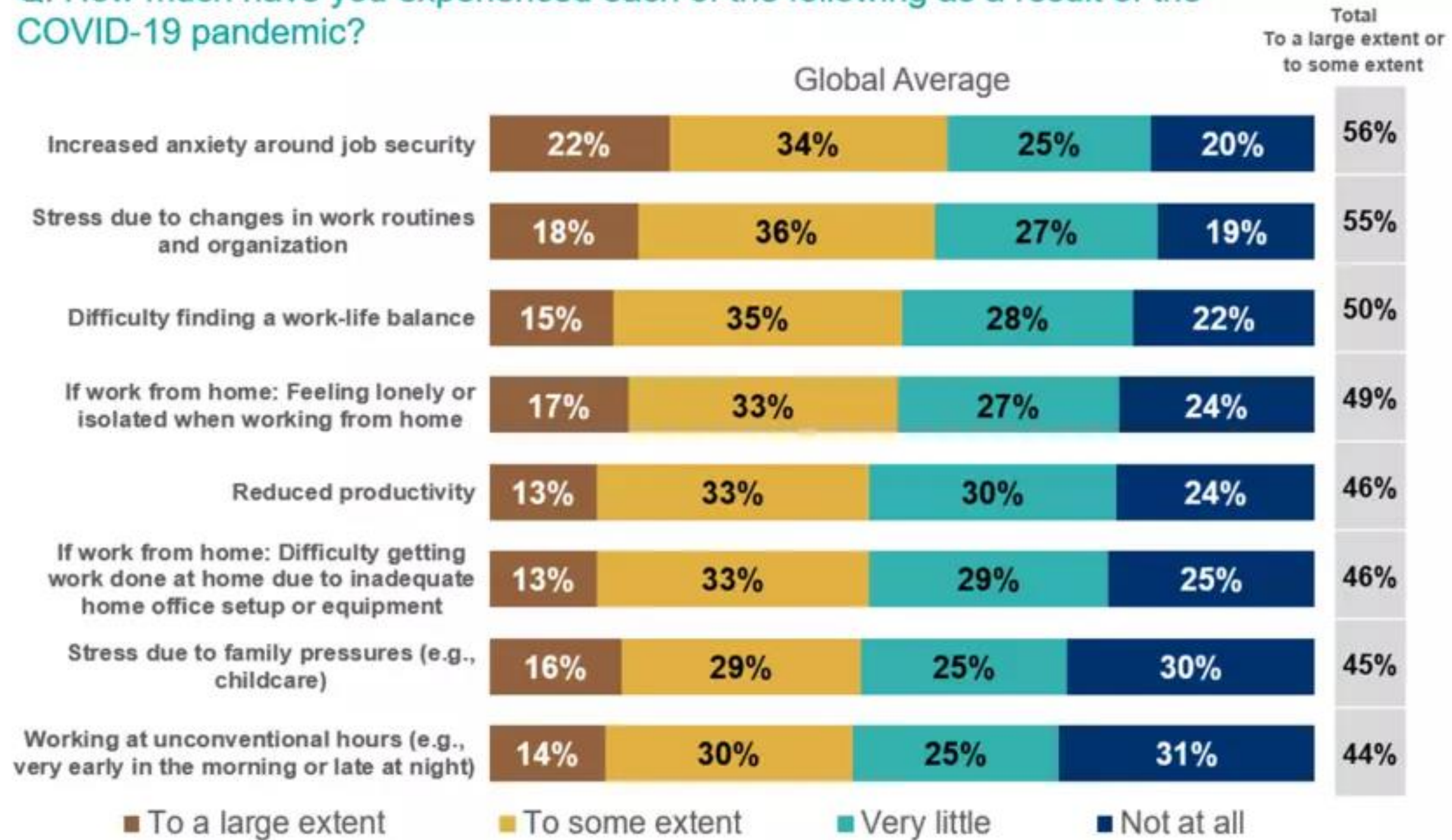


### EMPLOYEES

77% reported significant remote work challenges.

\* According to a recent study of 12,000 employees, managers, HR leaders and C-suite executives conducted by Oracle and Workplace Intelligence.

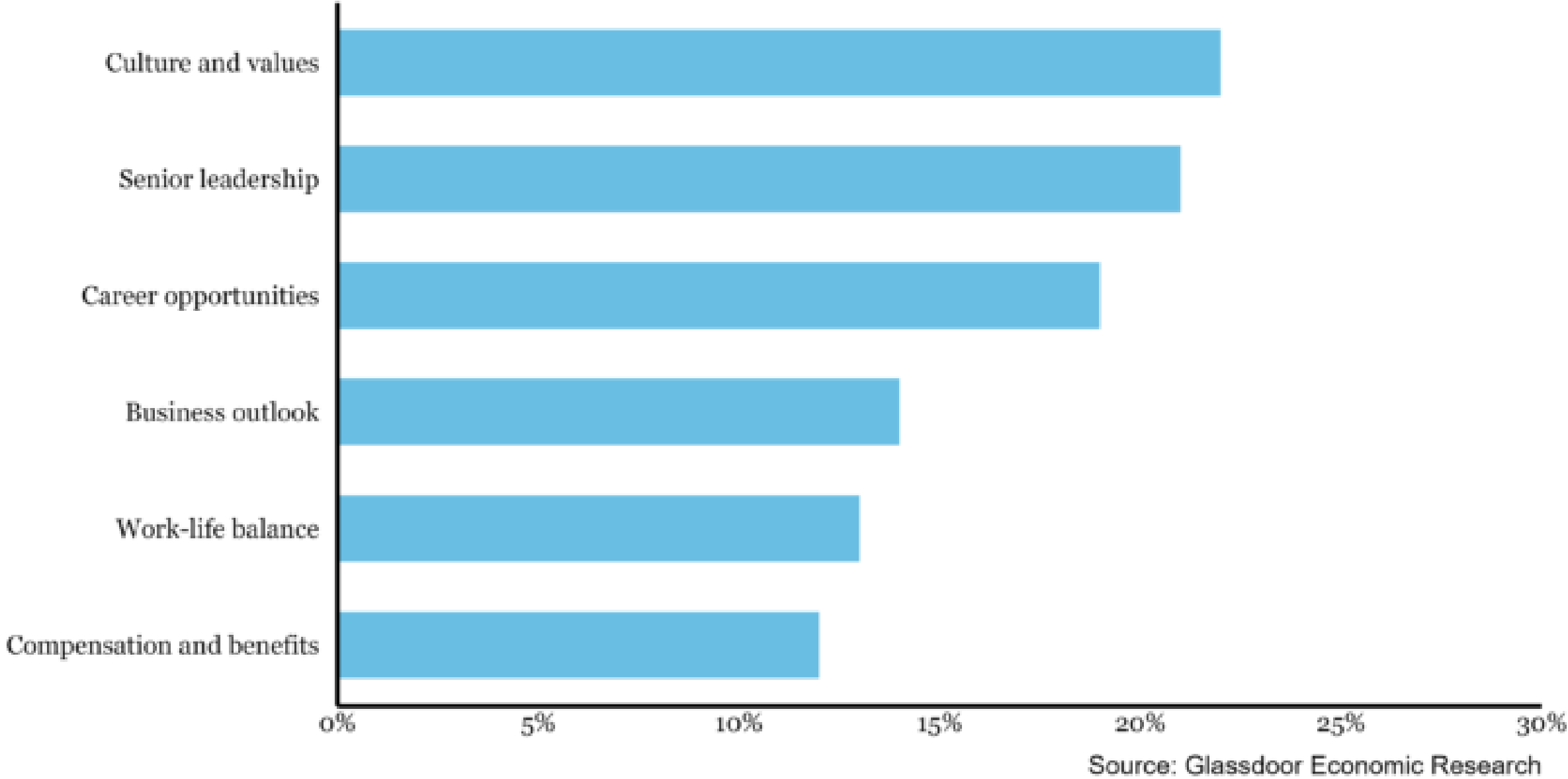
Q. How much have you experienced each of the following as a result of the COVID-19 pandemic?



\*According to Pew Research Center.

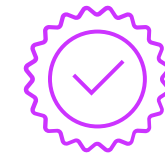
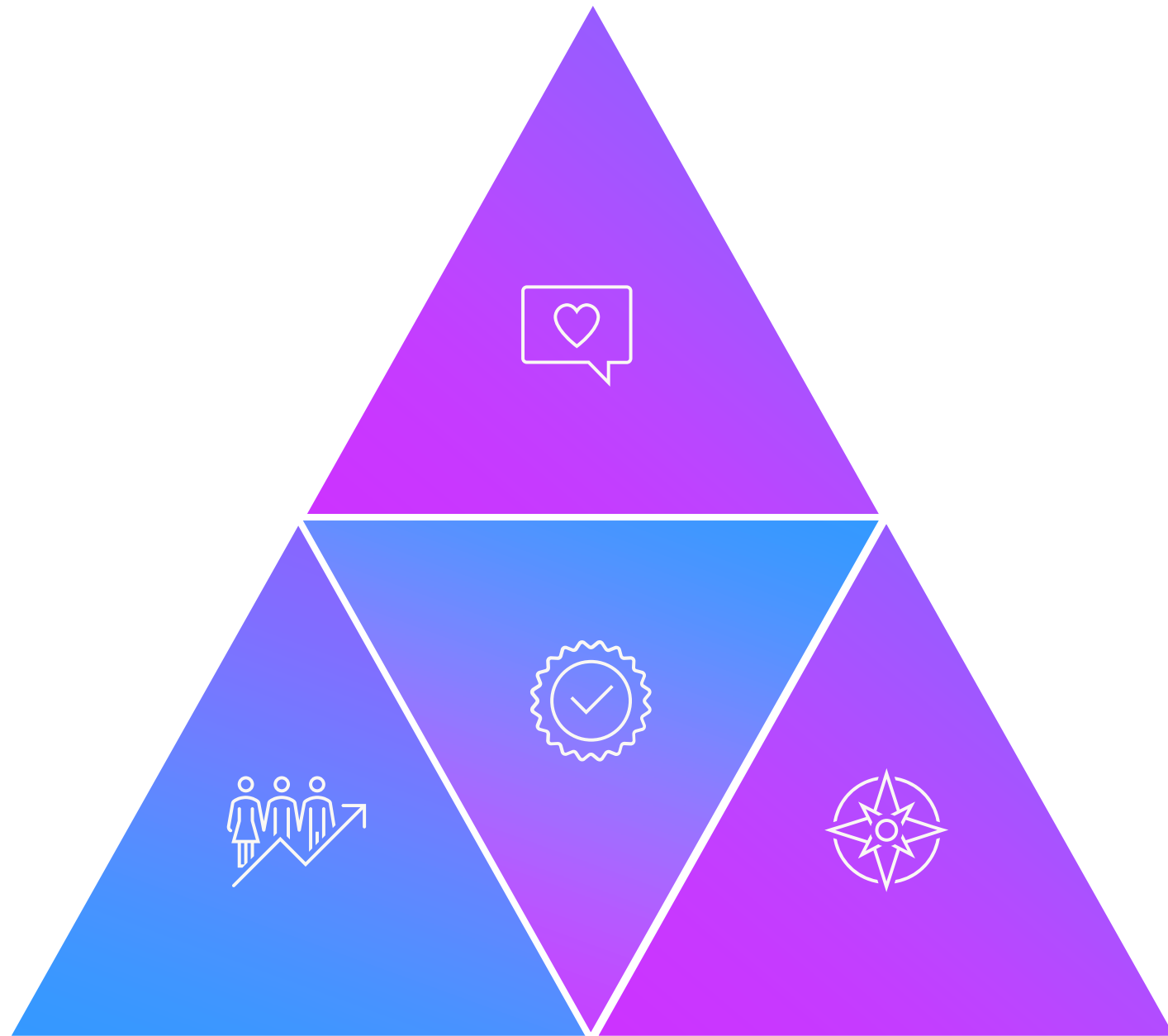
# Workplace factors that matter

What employees say they care about most from their employer



\*According to Glassdoor Economic Research.

# GALLUP FOUND FOUR UNIVERSAL TRAITS



**Trust**



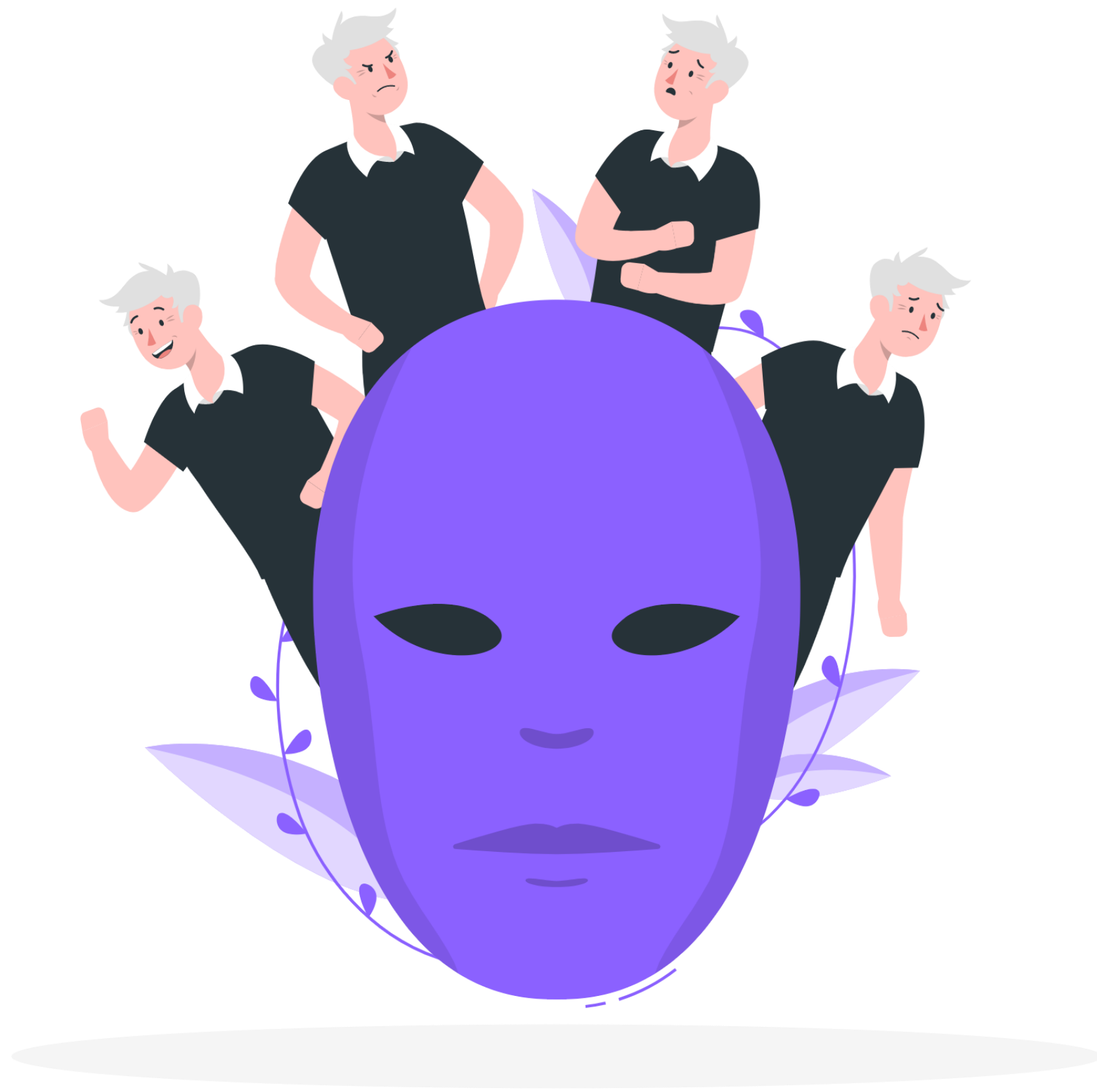
**Compassion**



**Stability**



**Hope**



**THE OPPOSITE OF  
PSYCHOLOGICAL  
SAFETY IS  
PROFESSIONALISM**

# Milgram Experiment

- First studies conducted in 1961
- Would normal people give a stranger a lethal shock?
- Set up as a “memory test”
- Study was really about the obedience to authority
- Diffusion of responsibility



# MILGRAM EXPERIMENT

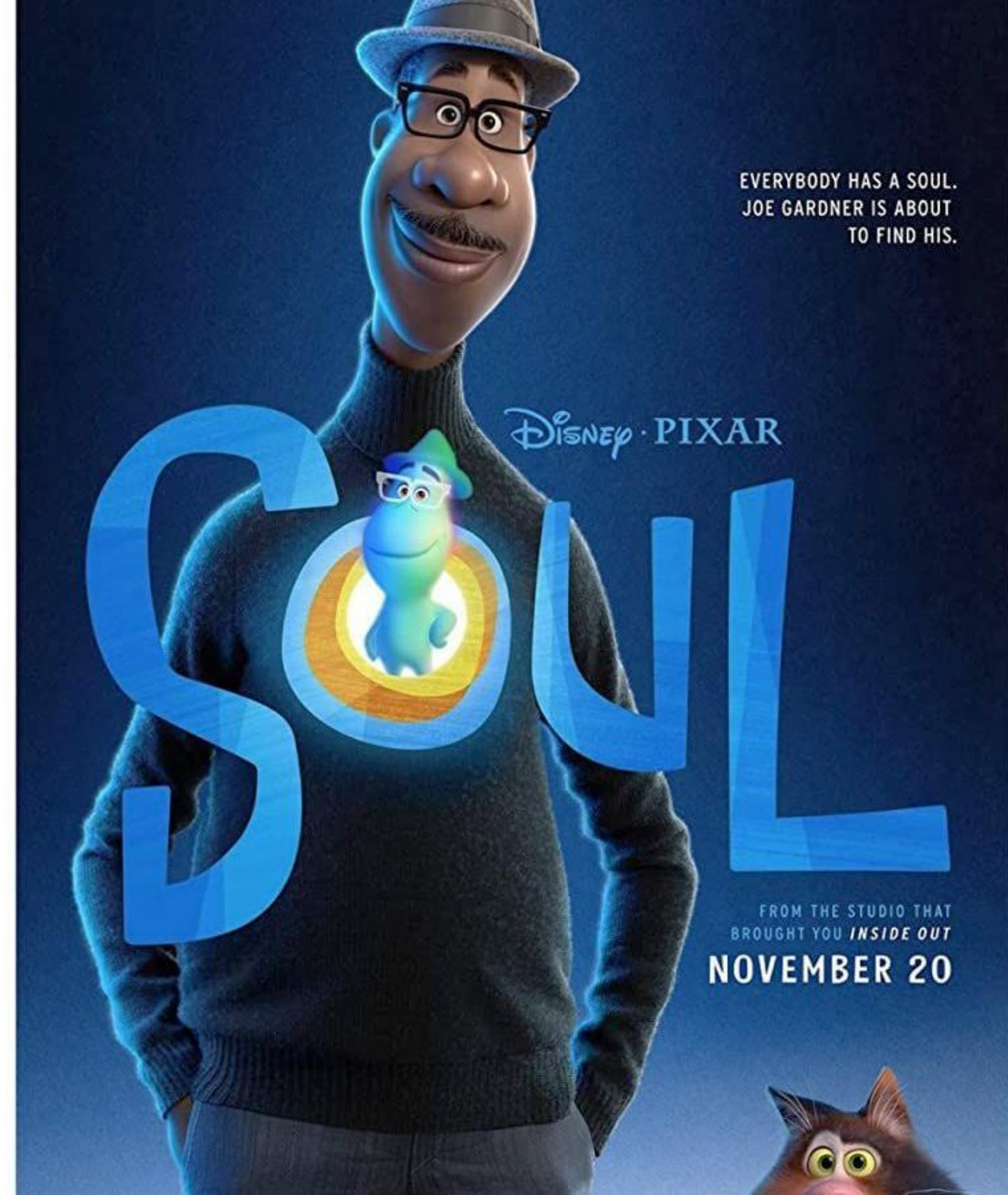
<https://vimeo.com/89396290>





# Disney Pixar's Soul

- Teacher finally gets big break
- Dies, sneaks into Great Before
- Mentor's Soul 22 to find "spark"
- Returns to earth, plays jazz
- 22 becomes a "lost soul"
- Joe finds the zone, helps 22
- Finds out what life's about





**BE WITH OTHERS**

**BE GENUINELY  
INTERESTED**



# BE PRESENT



**BE VULNERABLE**



**BE AWARE**





**BE CALM**

**BE SUPPORTIVE**





# PSYCHOLOGICAL SAFETY – PROJECT ARISTOTLE



## **Be open and vulnerable**

Every interaction YOU have is telling a story about your leadership.



## **Demonstrate concern**

When we don't treat employees as people, they experience uneasiness.



## **Communicate frequently**

Keep employees informed, share news - good and bad, and acknowledge concerns.



## **Be a collaborator**

Approach conflict as a collaborator, not an adversary. Consider “feedforward”.



## **Speak human to human**

We respond well when given respect, competence, and autonomy.

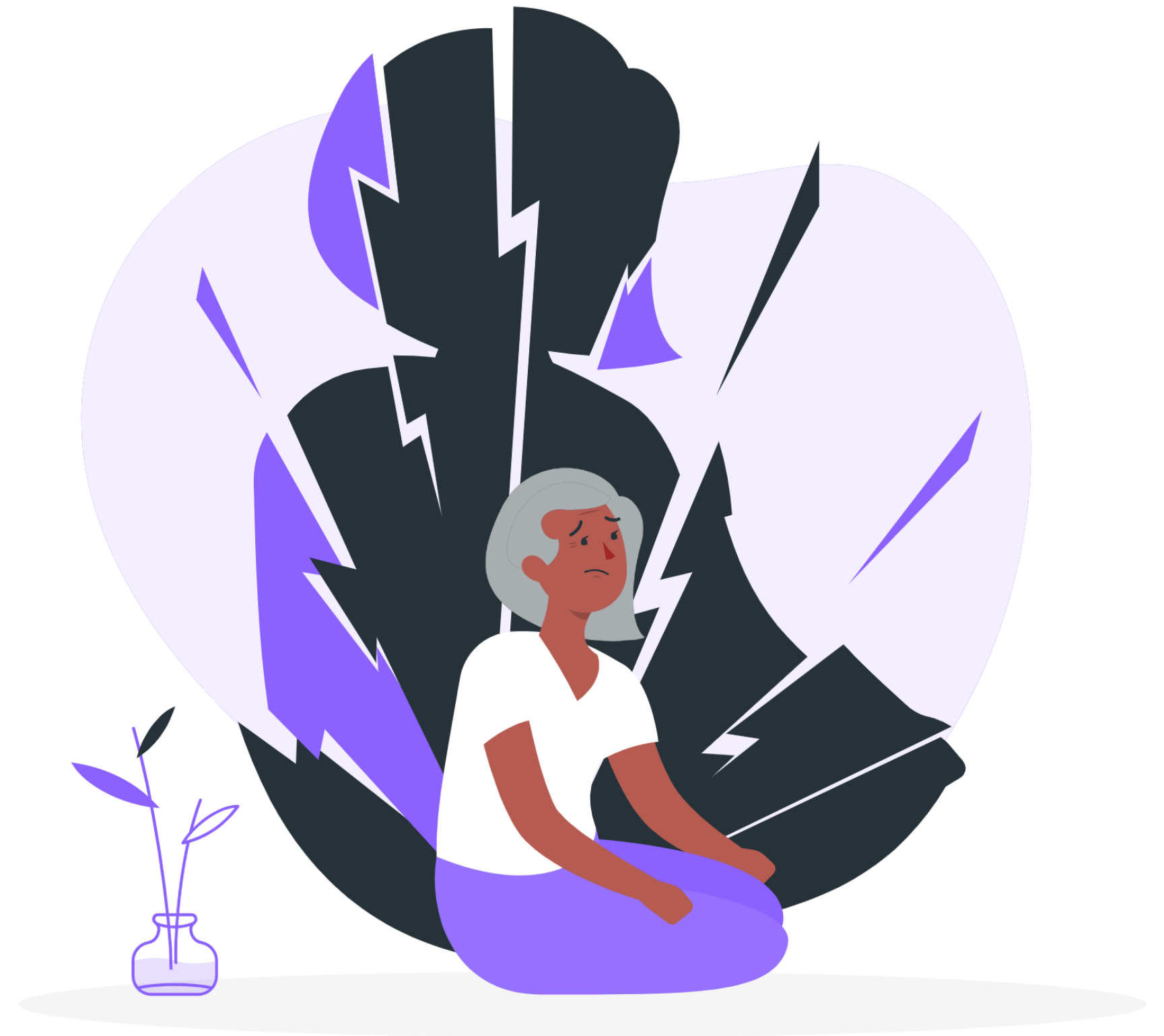


## **Switch blame with curiosity**

Criticism escalates conflict, leading to defensiveness and disengagement.

# POLYVAGAL THEORY

- Science of compassion
- We need to feel safe
- Physiological not cognitive



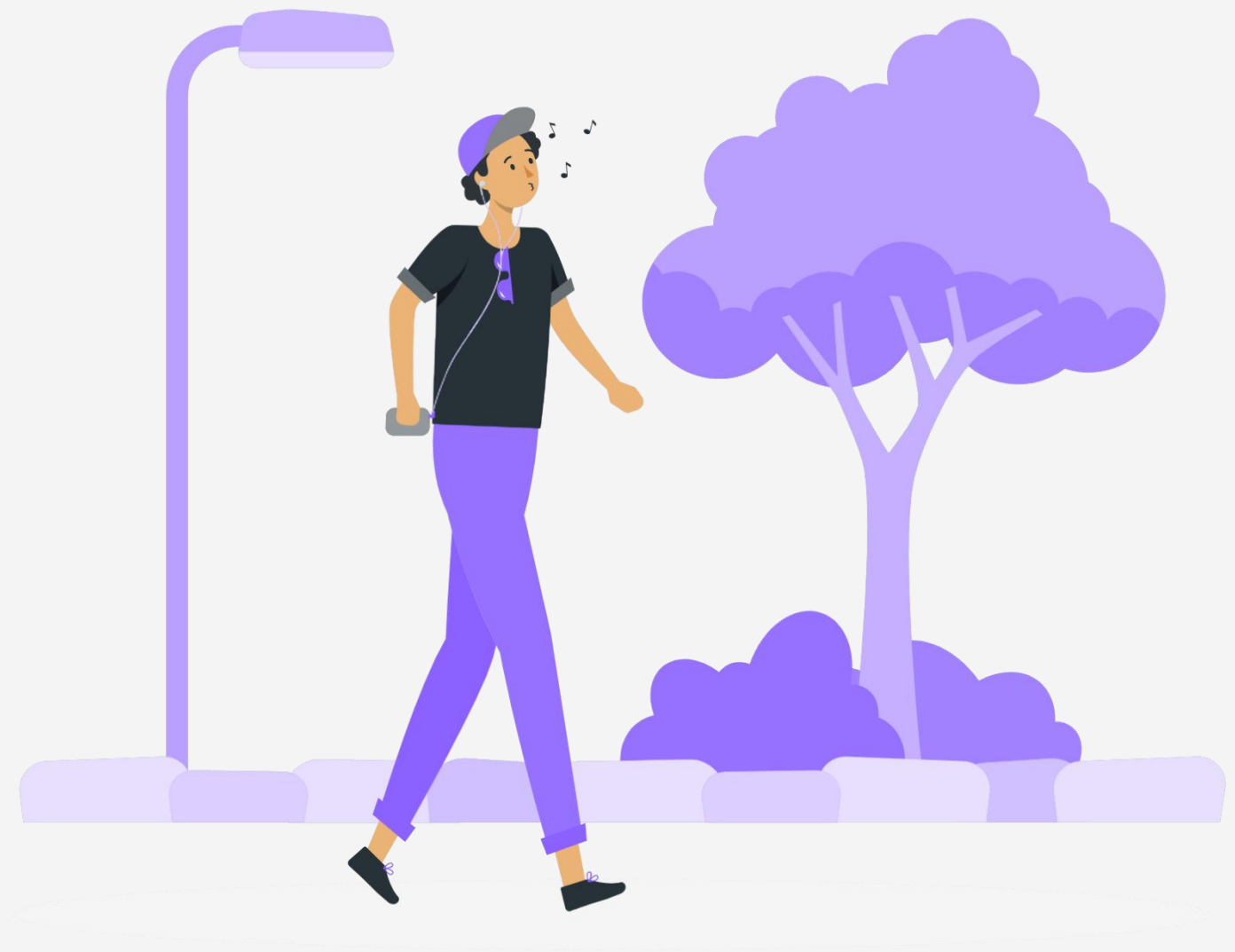
“

*THAT WAS AMAZING!! I loved every bit of the manager training. Initial feedback from those on the Purple HR team was that it is just what we need.*

**HEIDI PAYNE, PURPLE MATTRESS**

# SOMETHING ABOUT YOU

[https://www.youtube.com/watch?v=N1EhXF1IskA&ab\\_channel=Elderbrook](https://www.youtube.com/watch?v=N1EhXF1IskA&ab_channel=Elderbrook)



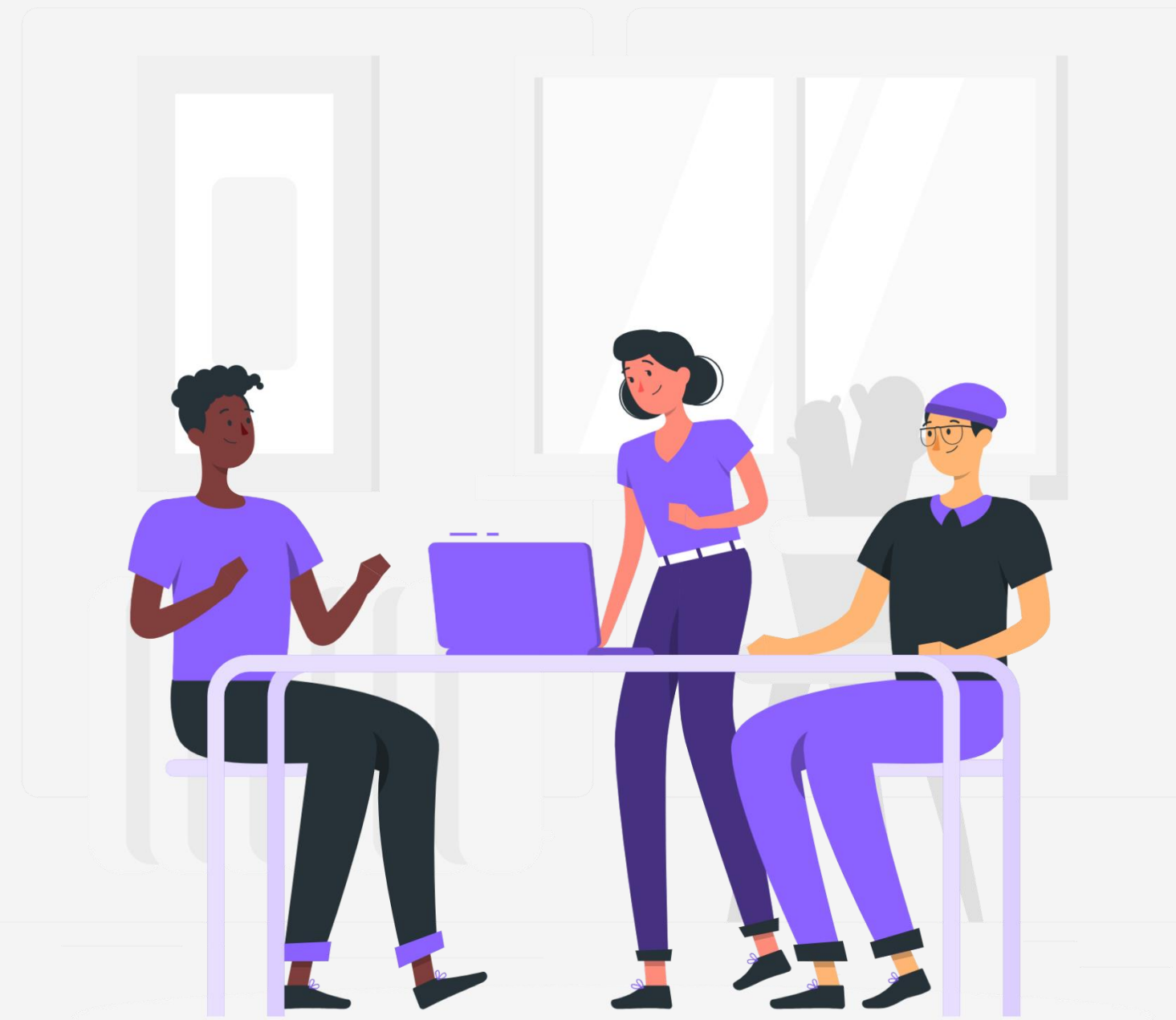
# TRAINING & SUPPORT

Interested in mental health training for your leaders and managers for as low as \$48 per person?

Want to learn how to proactively address life-work well-being on a cultural level?

Curious about having James speak at your next corporate event or industry conference?

[CONTACT US](#)



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**THANK YOU**

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