

Positive Intelligence: Choose It!

Monday Call September 23, 2013

- Weekly Mission Live Stream Monday at 8 PM EST, 9 PM EST, 10 PM EST, 11 PM EST. <http://www.m5mlive.tv> or 24/7 <http://www.m5mlive.com>
- TNL – Simeon Cryer – 7:30 Pm CDT at Mannatech Corporate offices or www.mannatechlive.com
- Bo Short Roadshow coming to a city near your. Check schedule at events.mannatech.com
- M5M Leadership Event - Nov 8-10 register at events.mannatech.com. Make a commitment of how many on your team will be there and make it happen.

Article in Harvard Business Review by author of "The Happiness Advantage" Shawn Achor

1. Why motivating from fear is a huge mistake.
 - a. Urgent demands on people increase their anxiety levels. The part of the brain that processes threats is the amygdala. When you activate this part of the brain you take away resources from the prefrontal cortex which is responsible for problem solving.
 - b. Praise people and reinforce them. Focus on the Company's values. Do happiness exercises. Foster positive reinforcement and leadership.
 - c. Research shows when people work with a positive mind-set, performance on nearly every levelproductivity, creativity, engagement...improves.
2. Mistaken belief: Success precedes happiness.
 - a. "Once I get to ND, ED or PD, then I will achieve happiness."
Nothing could be further than the truth.
 - b. Success is a moving target...once you hit it, you raise the target and the happiness is fleeting.
 - c. Funny, but it actually works the other way around...being happy is what will bring you success.
"People who cultivate a positive mind-set perform better in the face of a challenge. I call this the "happiness advantage."
 - d. Every business outcome improves when the brain is positive.
 - 1) He has observed this in 48 countries, in all his research.
 - 2) In a meta analysis of 225 academic studies by 3 researchers, strong evidence of "directional causality" between life satisfaction and successful business outcomes.
3. Another common misconception is that our genetics, our environment or a combination of these two determines how happy we are.
 - a. Both factors have an impact, most assuredly.

b. But, your general sense of happiness is very malleable. Three major ways to enhance:

- 1) habits you cultivate
- 2) the way you interact with co-workers
- 3) how you think about stress

4. Habits you Cultivate

a. Training your brain to be positive is not so different than training your muscles when you go to the gym.

Recent research on neuroplasticity (the ability of the brain to change even in adulthood) reveals as you develop new habits, you rewire the brain.

b. Engaging in one brief positive exercise *every day* for as little as 3 weeks can have a lasting impact:

- 1) jot down three things you are grateful for
- 2) write a positive message to someone in your social support network
- 3) meditate at your desk for two minutes
- 4) exercise for 10 minutes
- 5) Take 2 minutes to describe in a journal the most meaningful experience of the past 24 hours.

5. The way you interact with co-workers

a. Happiness of employees ties directly to productivity and bottom line.

Tests on "life satisfaction" which is a widely accepted metric, shows those who score lower stay home an average of 1.25 days per month. Those who score higher in a retail setting showed an average of \$21 more in earnings per sq foot, adding \$32 million more in profits to the entire chain.

b. Of the above 5 exercises listed above, the most effective is to engage positively with people in your social network.

c. Studies show strong social support correlates with an astonishing number of desirable outcomes.

- 1) Lunstad, Smith and Layton showed high levels of social support predict longevity as reliably as regular exercise, and low social support is as damaging as high blood pressure.
- 2) Harvard study of 1648 students showed social support was the greatest predictor of happiness during high periods of stress.
- 3) He ran a follow up study on impact of not just receiving social support but giving, and found that even more important than receiving was giving social support...they were 10 times more likely to be fully engaged in work, and 40% more likely to get a promotion.
- 4) How does social support work in practice? Example: The "10/5 Way" Modify behavior so when walk within 10 feet of someone, make eye contact and smile. Walk within 5 feet and add saying "hello".

d. RESULTS: In a meta-analysis of 225 academic studies, they found happy employees have on average a 31% higher productivity, sales are 37% higher and creativity is 3 times higher.

6. Change your relationship with Stress

a. Most trainings on how to avoid stress focus on the negative health effects, so we get stressed out about being stressed.

b. Why not change our attitude about stress?

What is #1 attitude: Most of us think stress is BAD. It is important to acknowledge that there is an upside to stress: in evaluating a lot of great discoveries (Steve Jobs at Apple, etc.) stress was the fuel for growth.

Stress can enhance rather than diminish your performance.

c. Stress is an inevitable part of work.

d. Exercise: next time you feel stressed, try this: Make a list of all stresses you are under. Place them into 2 groups:

1) the ones you can control

2) the ones you can not control

Choose one you can control, and come up with a small, concrete step you can take to reduce it.

This method will help push your brain back into a positive, productive mindset.