

**NAREIT 2017**

# **HRForum**

**Sept. 18-19  
Fairmont Copley Plaza  
Boston, MA**



**Psychological Insights into Personal Growth and Development: A Helpful  
Guide for You and Your Corporate Clients**

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# This workshop will look at some of the following

- The concept of the ladder of Emotional Health in the work place
- How and why we may move up or down this ladder
- How to recognize when we are on the low end
- How to avoid acting out when on the low end
- How to elevate ourselves and stay healthy
- Factors to create an optimal work environment

# Some guidelines

- This workshop will be interactive and experiential
- If you do choose to share, please be careful to stay within your comfort zone sharing only what you feel is appropriate
- Please feel free to come and go as you need
- Please turn your cell phones to silent

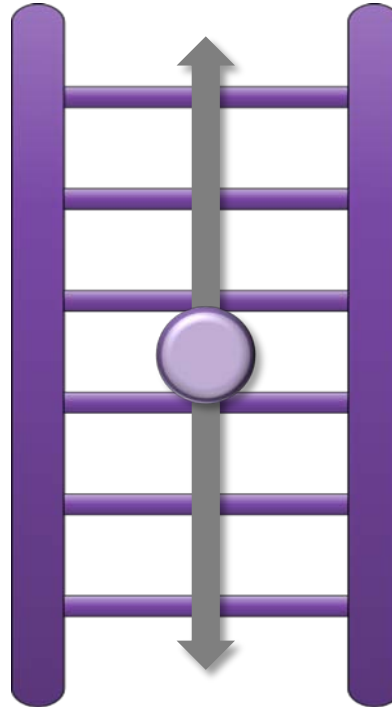
Who goes to work expecting to  
behave like this ?



Within each of us is the capacity to be wise and considerate or, under stress, to act in unskilled ways

# Levels of Emotional Health

Healthy



Unhealthy

# Traits of Emotional Health



- Curious
- Centered
- Empathic
- Generous
- Compassionate

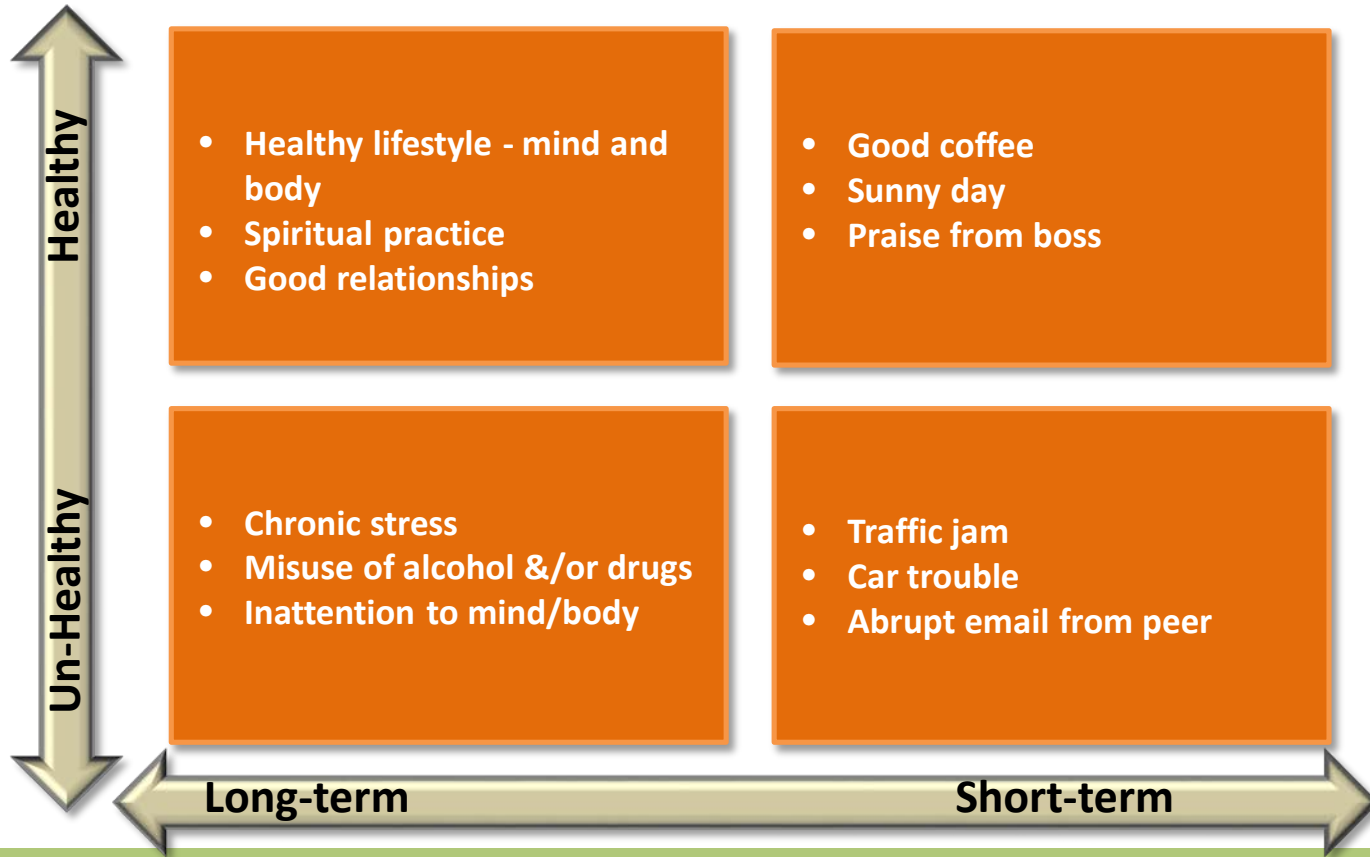
# Traits of Emotional Stress

- Reactive
- Angry
- Abrupt
- Aggressive
- Self-referencing
- Blaming



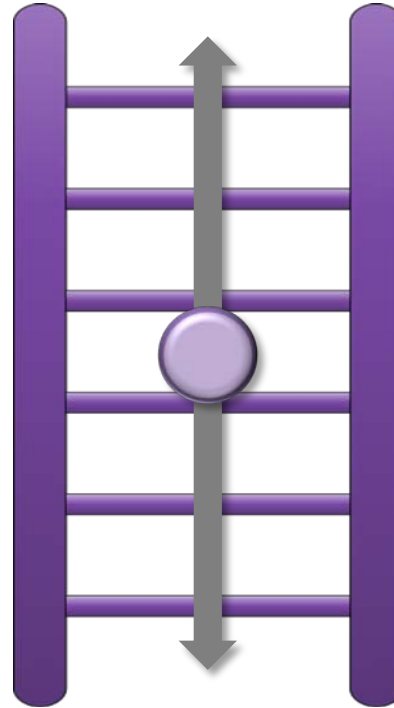


# Factors Influencing Emotional Health Status



# Levels of Emotional Health

Healthy



Unhealthy

# Optimizing Emotional Health



# Personal insight exercise 1

- How are you at your best?
- List 5 – 10 adjectives or statements that describe you
  
- What situations, personal practices or factors help you reach and stay in this place?
- List 5 – 10 factors

# Personal insight exercise 2

- How would you describe yourself when you are feeling stressed?
- List 5 – 10 adjectives or statements that describe you
  
- What situations or factors cause you to be in this state?
- List 5 – 10 situation or factors

# Personal insight exercise 3

- When in a stressed state do you have any practices that help you become centered and at ease?

# Ways of Dealing with Workplace Stress: Avoid



# Possible Ways To Avoid Stress

- Build in downtime after extensive travel
- Build in preparation time before major deadlines such as board presentations, report filing dates etc.
- Include daily or regular blackout times in your calendar to attend to emails and creative writing



# Your Experiences

What are some of the ways you avoid stressful situations?

# Ways of Dealing with Workplace Stress: Desensitize



# Possible Ways to Desensitize

- If you cannot avoid certain stressful stimuli or situations, try to develop practices to avoid being emotionally triggered
- When dealing with difficult people, try to keep healthy boundaries and do not own their issues or dysfunctions - “it is not about you”
- Keep things in perspective and look at the long term, not the immediacy of the moment – “this too shall pass”

# Your Experiences

What are some of the ways you stop stressful situations from getting to you?

# Ways of Dealing with Workplace: Stress Release Negative Energy



# Possible Ways to Release Negative Energy

Leave the situation and walk, preferably outside



Deep breath with long slow relaxing exhales



# Possible Ways to Release Negative Energy

Tighten then relax major muscle groups to promote deep physical relaxation





# Your Experiences

What are some of the ways that you release tension or stress in a healthy way?

# Workplace insight exercise

- What do you think are the most important corporate practices to create an optimal work environment?
- List 5 – 10 short practices
- What are the key negative corporate behaviors that you believe you should guard against?
- List 5 – 10 short behaviors

# Resources

- Internal family Systems, Richard C Schwartz
- <http://www.selfleadership.org>
- The Wisdom of the enneagram, Don Riso & Russ Hudson
- <http://www.enneagraminstitute.com>
- <http://www.predictiveindex.com>
  
- Good to Great, Jim Collins
- The 7 Habits of Highly Effective People, Stephen R Covey