

EVOLVE AND THRIVE



Lucile Packard
Children's Hospital
Stanford



Presented by Jason Jones, Ph.D.



$\sin(x+y) = \sin x \cos y + \sin y \cos x$ $(\ln(x))' = \frac{1}{x}$ $\frac{a}{\sin A} = \frac{a}{\sin B}$ $\sin \alpha = 0,5$ $\int \frac{dx}{\sqrt{x^2 \pm a^2}} = \ln|x|$

$3+2i$ $(1+x)^a = 1 + \sum_{n=1}^{\infty} \binom{a}{n} x^n$ $e^{i\pi} + 1 = 0$ $\pi =$

Im Re $\binom{\alpha}{n} = C_n^{\alpha} = \frac{n!}{(n-\alpha)!\alpha!}$ $\begin{vmatrix} \cdot & \cdot & \cdot \\ \cdot & \cdot & \cdot \\ \cdot & \cdot & \cdot \end{vmatrix} = - \begin{vmatrix} \cdot & \cdot & \cdot \\ \cdot & \cdot & \cdot \\ \cdot & \cdot & \cdot \end{vmatrix} + \begin{vmatrix} \cdot & \cdot & \cdot \\ \cdot & \cdot & \cdot \\ \cdot & \cdot & \cdot \end{vmatrix}$ $\sin^2 \alpha + \cos^2 \alpha = 1$

$+f(x_{n-1})\Delta x$ $x \in (-\infty; -2)$ $(e^x)' = e^x$ $\lim_{x \rightarrow 0} \frac{\sin x}{x} = 1$

$a^2 = b^2 + c^2 - 2bc \cos A$ $y = \sin x$ $\begin{pmatrix} a_1 & b_1 \\ a_2 & b_2 \end{pmatrix} \cdot \begin{pmatrix} c_1 \\ c_2 \end{pmatrix} = \begin{pmatrix} a_1 c_1 + b_1 c_2 \\ a_2 c_1 + b_2 c_2 \end{pmatrix}$

$\frac{1}{2^n} = 2$ $e^x = 1 + \sum_{n=1}^{\infty} \frac{x^n}{n!}$ \int

$\sin x = \text{Im}\{e^{ix}\}$ $\cosh(x) = \frac{e^x + e^{-x}}{2}$

$X=1$ $\log_a^p x = \frac{1}{p} \log_a x$ $y = x^2$

$X! = 1 \cdot 2 \cdot \dots \cdot X$ $\lim_{n \rightarrow \infty} \left(1 + \frac{1}{n}\right)^n = e$ $\cos 2\alpha = 2 \cos \alpha$

$a \cap b = \emptyset$ $\sqrt[n]{x_1 x_2 \dots x_n} \leq \frac{x_1 + x_2 + \dots + x_n}{n}$ $\frac{k}{n} f^{(n)}(a)$

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A **Neuroscience** Approach
to Building Adaptability
and Resilience...

Practical Applications



60% of U.S. Workers are experiencing burnout.

The more stressed and exhausted employees felt,
the more likely they were to look for another job.



The Hartford Survey, July 2021

A person wearing a white long-sleeved shirt is resting their head on a silver laptop. Their hands are clasped over the laptop. The laptop is open, and the person's head is buried in it. On the desk next to the laptop are several crumpled pieces of paper and a glass of dark liquid. The background is a blurred office setting.

55% of employees who said they were
"**Extremely Likely**" to look for a new job
said they "**Always felt burned out.**"

The Hartford Survey, July 2021



**THE FUTURE OF PERFORMANCE
WILL BE FOUND IN BRAIN OPTIMIZATION**



SPORTS
HEALTH
LEADERSHIP
WORK
HAPPINESS
SALES
MARKETING

TO HARNESS THE POWER OF YOUR BRAIN
IT MUST BE **MAINTAINED** AND **TRAINED**



BENEFITS OF GROWING ADAPTABILITY & RESILIENCE

- ✓ Builds resilience
- ✓ Greater fulfillment
- ✓ Don't fear change or challenge
- ✓ Improves mental and emotional wellbeing
- ✓ Increases productivity
- ✓ Bring more positive energy to others



3 NEUROSCIENCE PRINCIPLES TO KNOW



YOUR BRAIN IS IN A CONSTANT STATE OF CHANGE

Epigenetics

NEUROSCIENCE PRINCIPLE 2

YOUR BRAIN IS WIRED TO CONNECT SOCIALLY



NEUROSCIENCE PRINCIPLE 3

**YOUR BRAIN CAN BE
LIT-UP TO THRIVE**





fMRI BRAIN SCAN SCANS

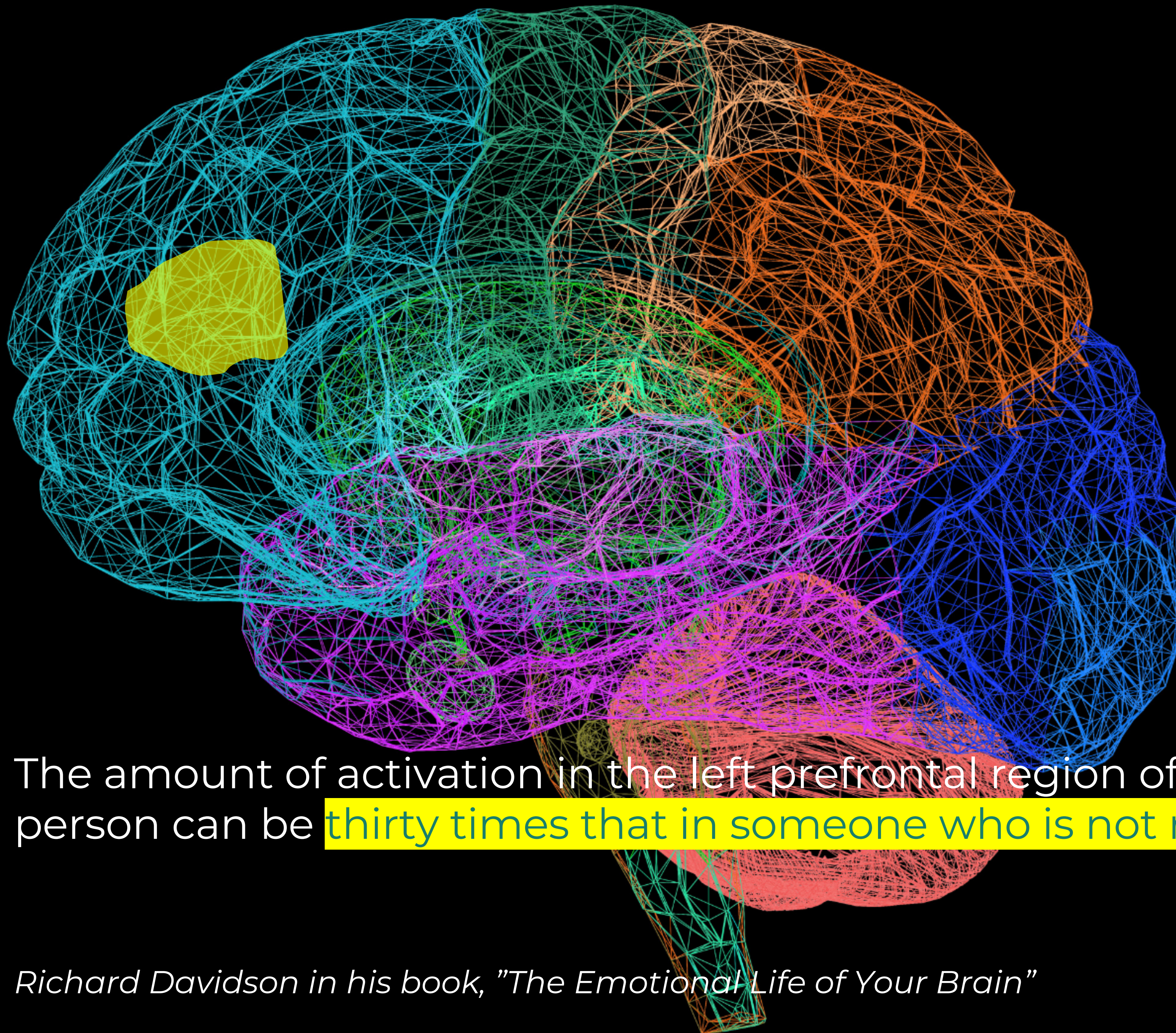
Richards Boyatzis and Anthony Jack
Case Western Reserve University

Resonant Interactions

14 Regions Activated
0 Deactivated

Dissonant Interactions

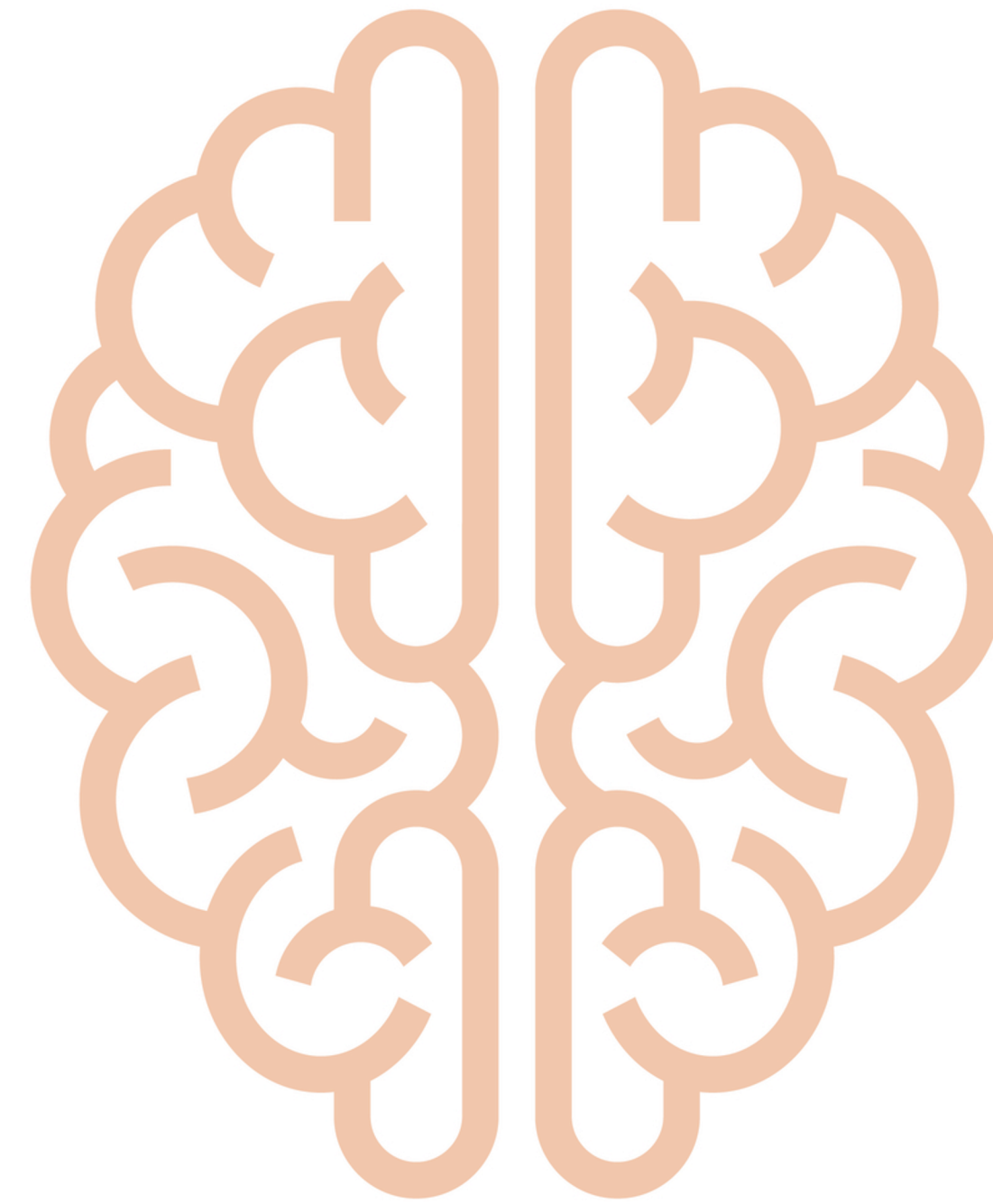
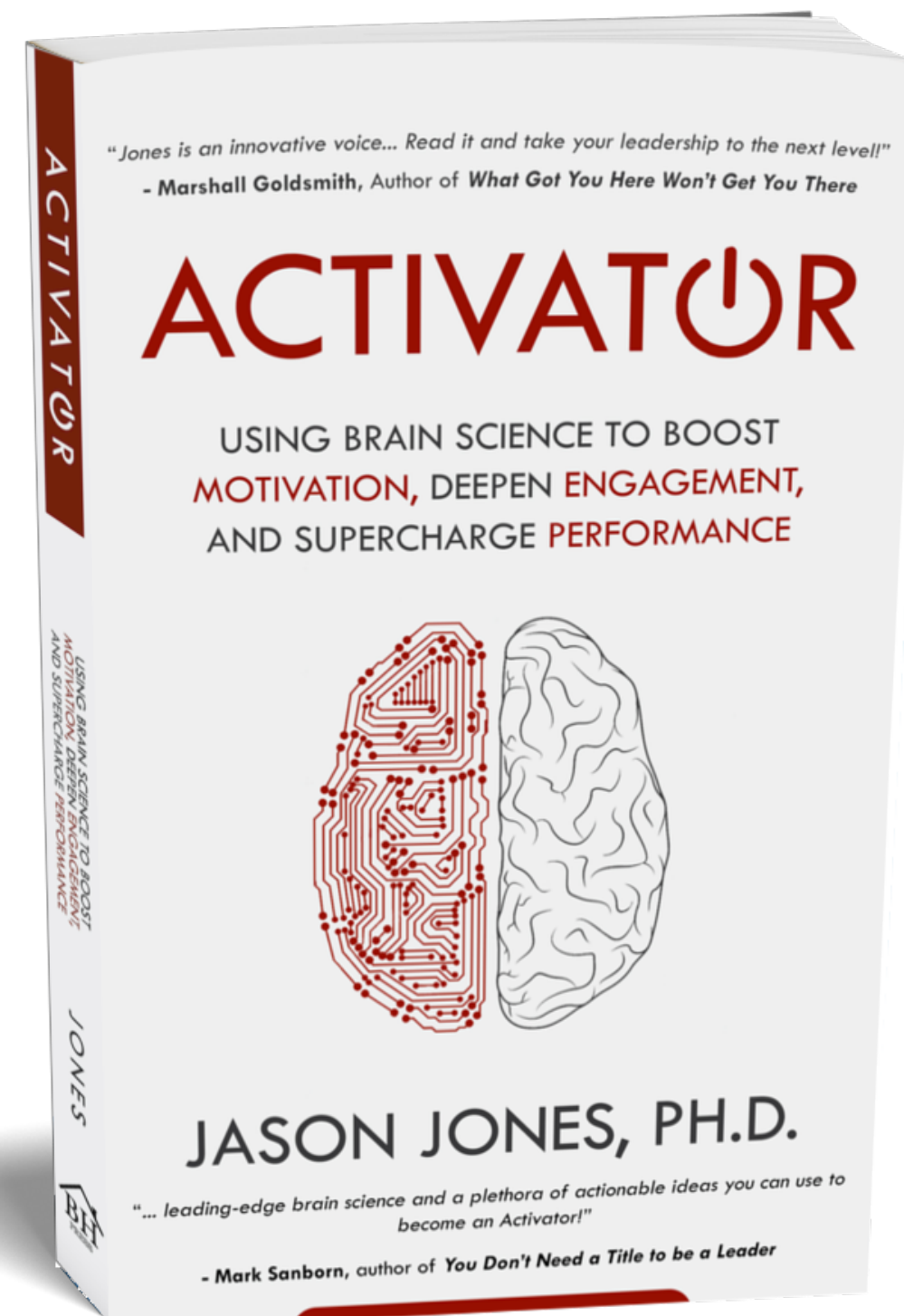
6 Regions Activated
11 Deactivated



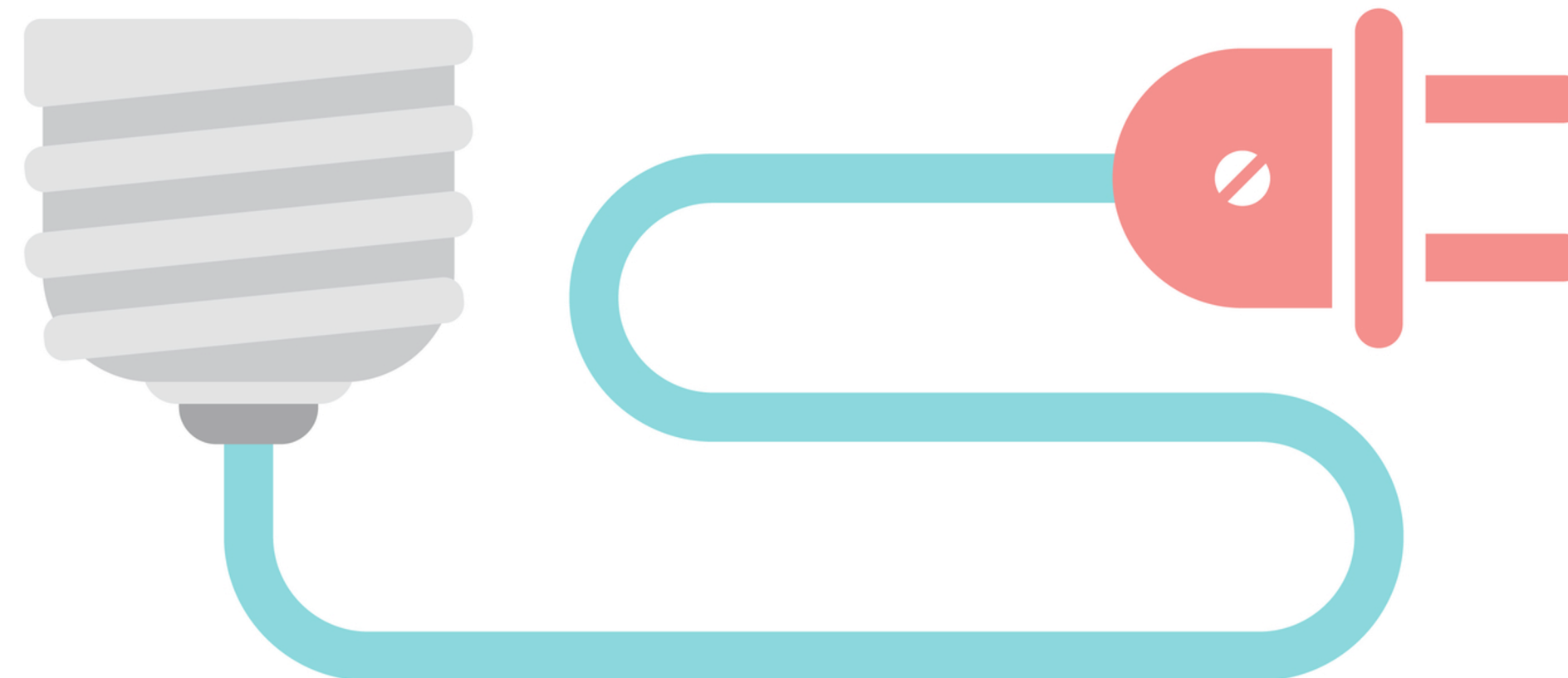
The amount of activation in the left prefrontal region of a resilient person can be thirty times that in someone who is not resilient.

Richard Davidson in his book, "The Emotional Life of Your Brain"

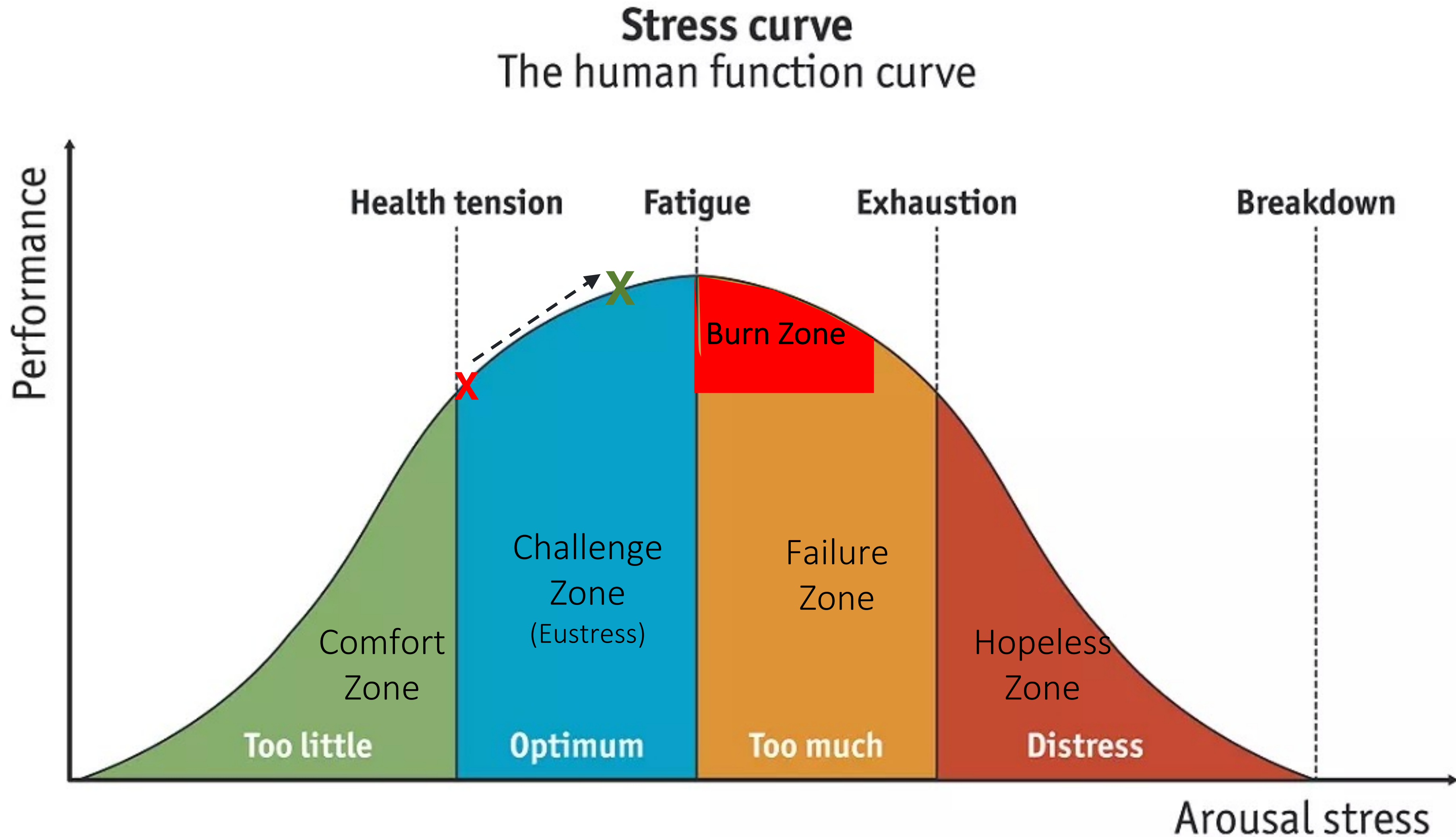
THE NEW SCIENCE



Brain **ACTIVATION** through
intentional **interactions**
and **experiences**.



Yerkes-Dodson Model



EVOLVE & THRIVE

EVOLVE YOUR THINKING

THE POWER OF THINKING

(METACOGNITION)



Your thinking creates proteins that form new neurons and connections.



Your thinking stimulates chemical and hormone release.



Your thinking wires mindsets and thought patterns.

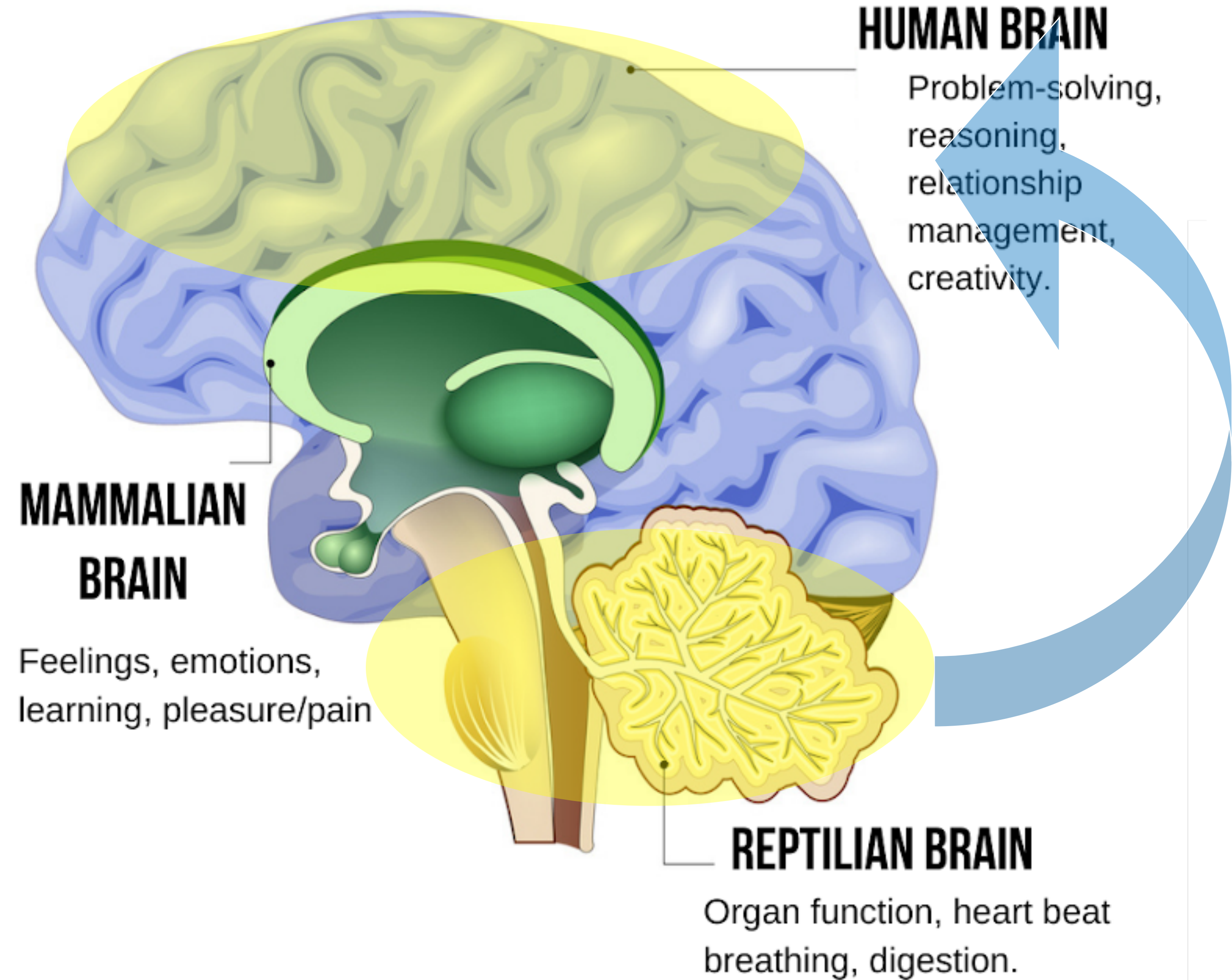


The #1 Priority of Your Brain is...

STAY ALIVE

THE **NEGATIVE (THREAT)** DEFAULT
CREATES **NEGATIVE THINKING**

We can build an
**adaptable and
resilient brain** by
learning how to
OVERRIDE the Limbic
System.



“A bend in the road is not the end of the road... unless you fail to make the turn.”

-Helen Keller





You get to choose to be a...

**CLIMBER
CAMPER
QUITTER**



Embrace the Climb

If your goal or mission doesn't require discomfort and sacrifice, it's not big enough to trigger the greater potential of your brain.



REFLECT

REFRAME

REPLACE

ACTIVATION STRATEGIES to Evolve Your Thinking

Monitor Your Negative Thinking

Be Grateful

Invite Challenges



EVOLVE YOUR THINKING

EVOLVE YOUR LANGUAGE



THE SOCIAL BRAIN



CARE *(Safety & Support)*

CHARACTER *(Similar Values)*

COMMUNICATION *(Clarity & Consistency)*

ACTIVATION WORDS

Cooperation

Collaborate

Excited

Launch

Endurance

Strength

Courage

Brave

Hero

Discover

Flexible

Enterprising

Dynamic

Impact

Insight

Progress

Achievement



POWER PHRASES

I trust you.

We will get this done.

What do you think?

How can I help?



“I need ammunition,
not a ride.”

-Volodymyr Zelensky

3 KEY QUESTIONS FOR LEADERS?

How is your language leading people?

What is your language saying about what you believe?

What is your language saying about how to succeed?

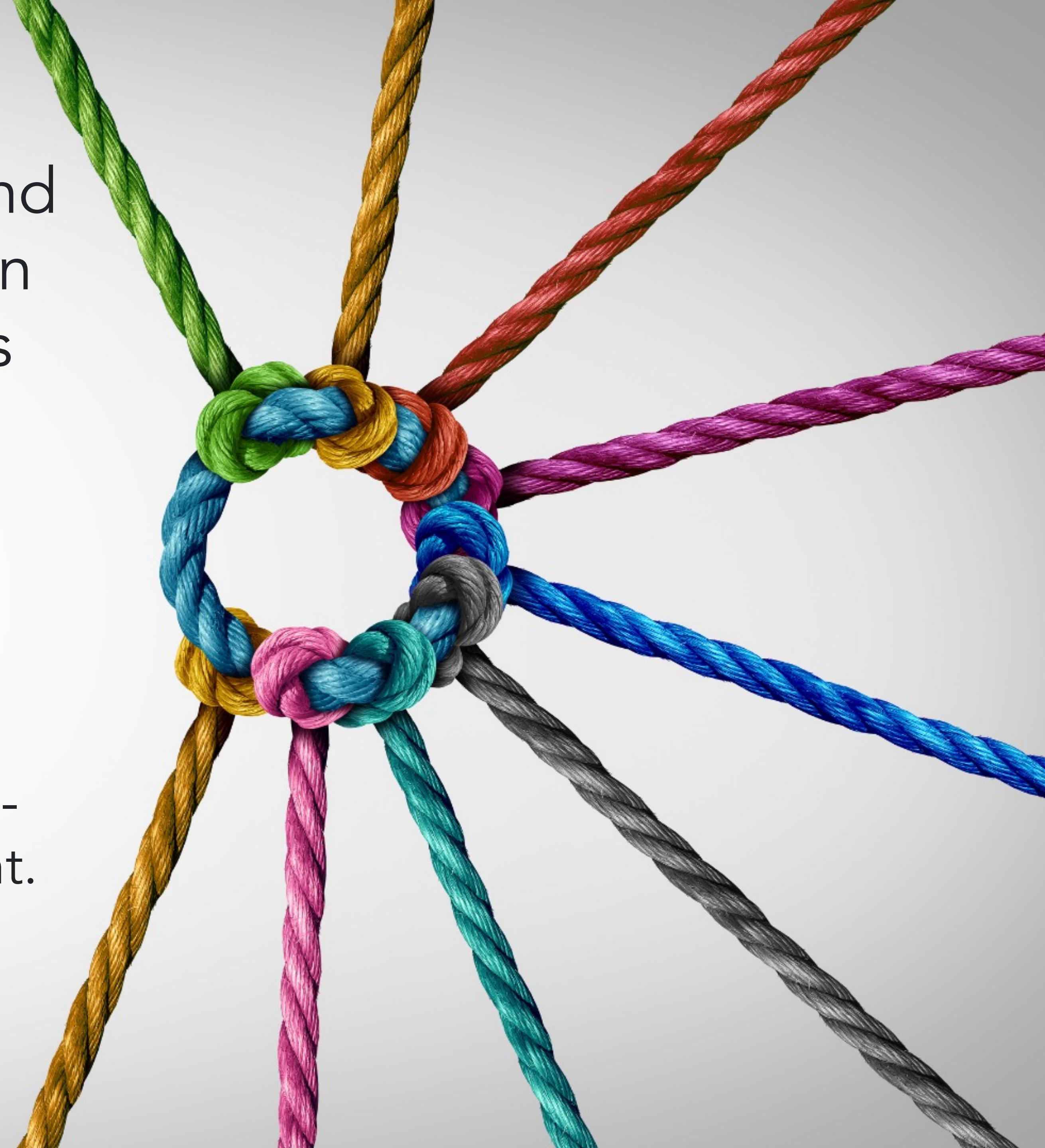
Leaders help people understand that our strength is not found in our individual performance, it's found in our combined efforts.

Team function increases efficiency and quality of work.

(meta-study: 185 Case Studies + 12 Large-Scale Studies, Applebaum & Batt)

Workgroup cohesion predicts high-performance and goal achievement.

(Mullen & Cooper)





Project Aristotle

“The whole is greater than the sum of its parts.”

PSYCHOLOGICAL SAFETY

“A shared belief that the team is safe for interpersonal risk-taking.”

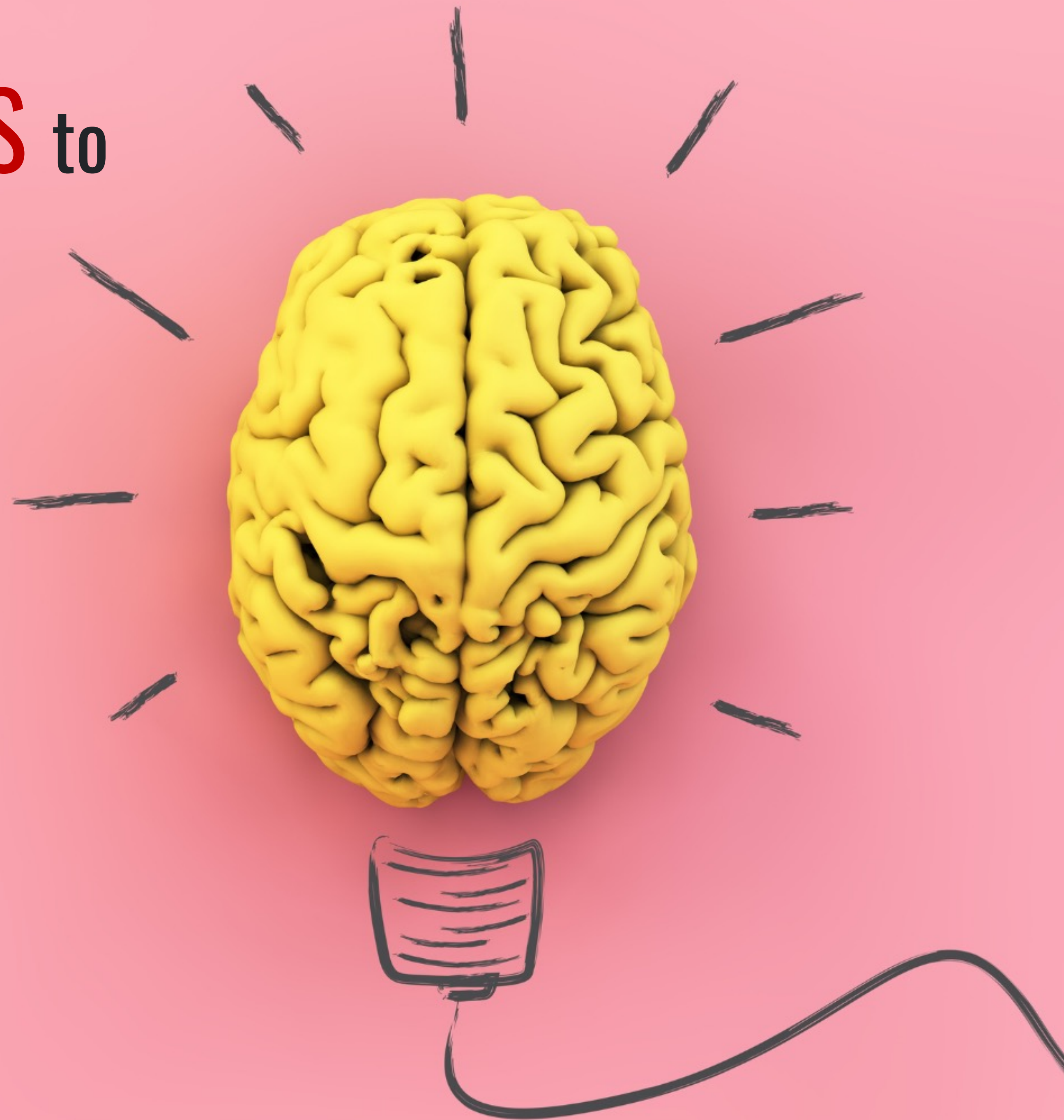
- Amy Edmondson (Harvard Business Professor)

ACTIVATION STRATEGIES to Evolve Your Language

Use Activation Words

Express Your Intent

Build Psychological Safety



EVOLVE & THRIVE

CHOOSE TO THRIVE

5 WAYS TO

CHOOSE TO THRIVE

PROs vs. AMATEURS

BE A PRO



PROs

Team/Organizational Goals
Win/Win Mindset
Responsibility
Solutions Focused
Openness & Abundance
Diversity as a strength
Humble
Others-Focused

Gratefulness

AMATEURS

Personal/Individual Goals
Win/Lose Mindset
Blames Others
Personal Comfort
Protectionism & Scarcity
Differences/Personality
Ego
Self-Focused

Entitlement



BE PASSIONATE



BE AUTHENTIC



BE COLLABORATIVE

TELL THE STORIES





STORIES LIFT OUR SPIRIT AND
EXPAND OUR SENSE OF POSSIBILITY



Autonomy of thought and action

T PRAC

ow emp e some of their own

rk goals

ow emp to their team goals

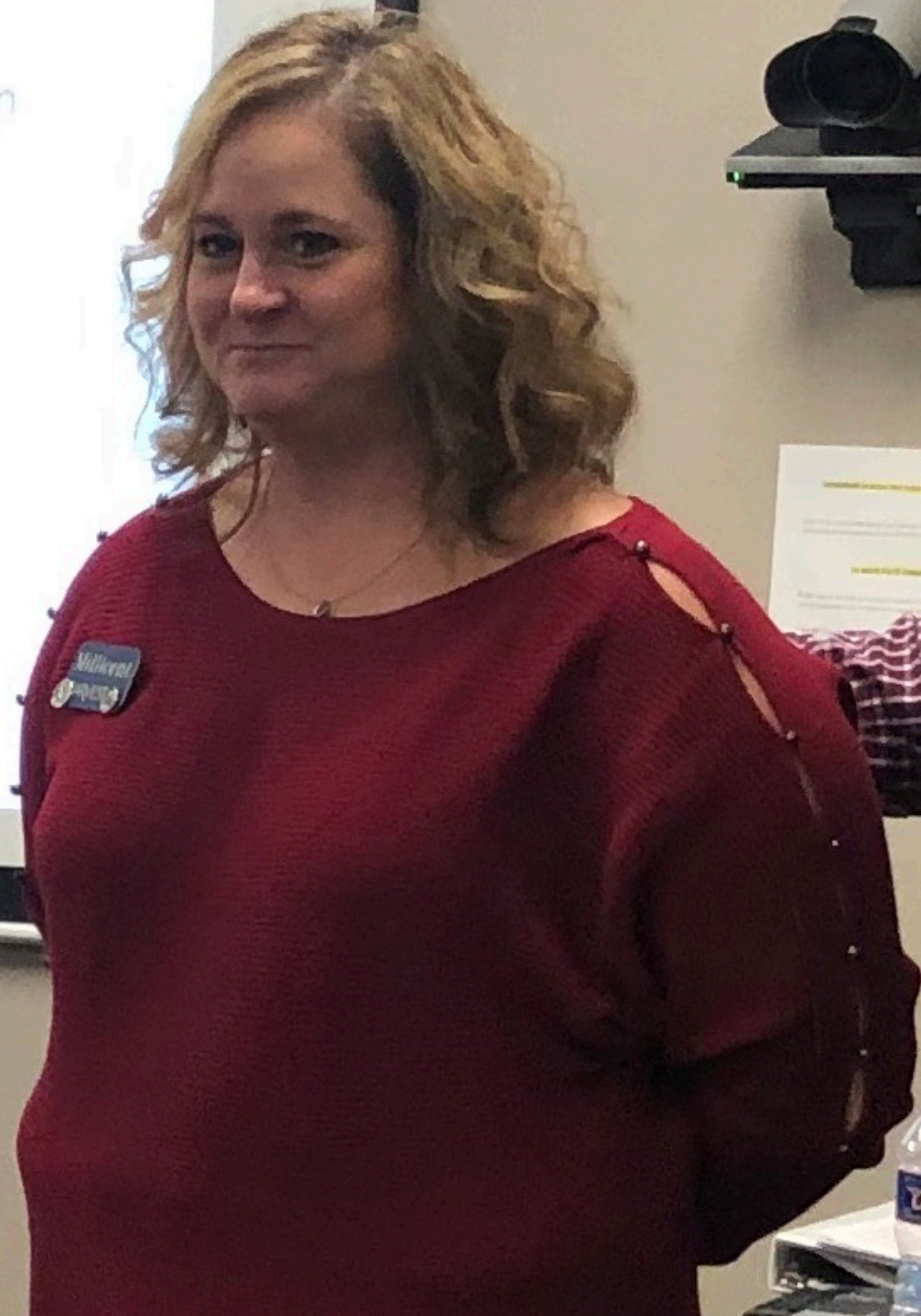
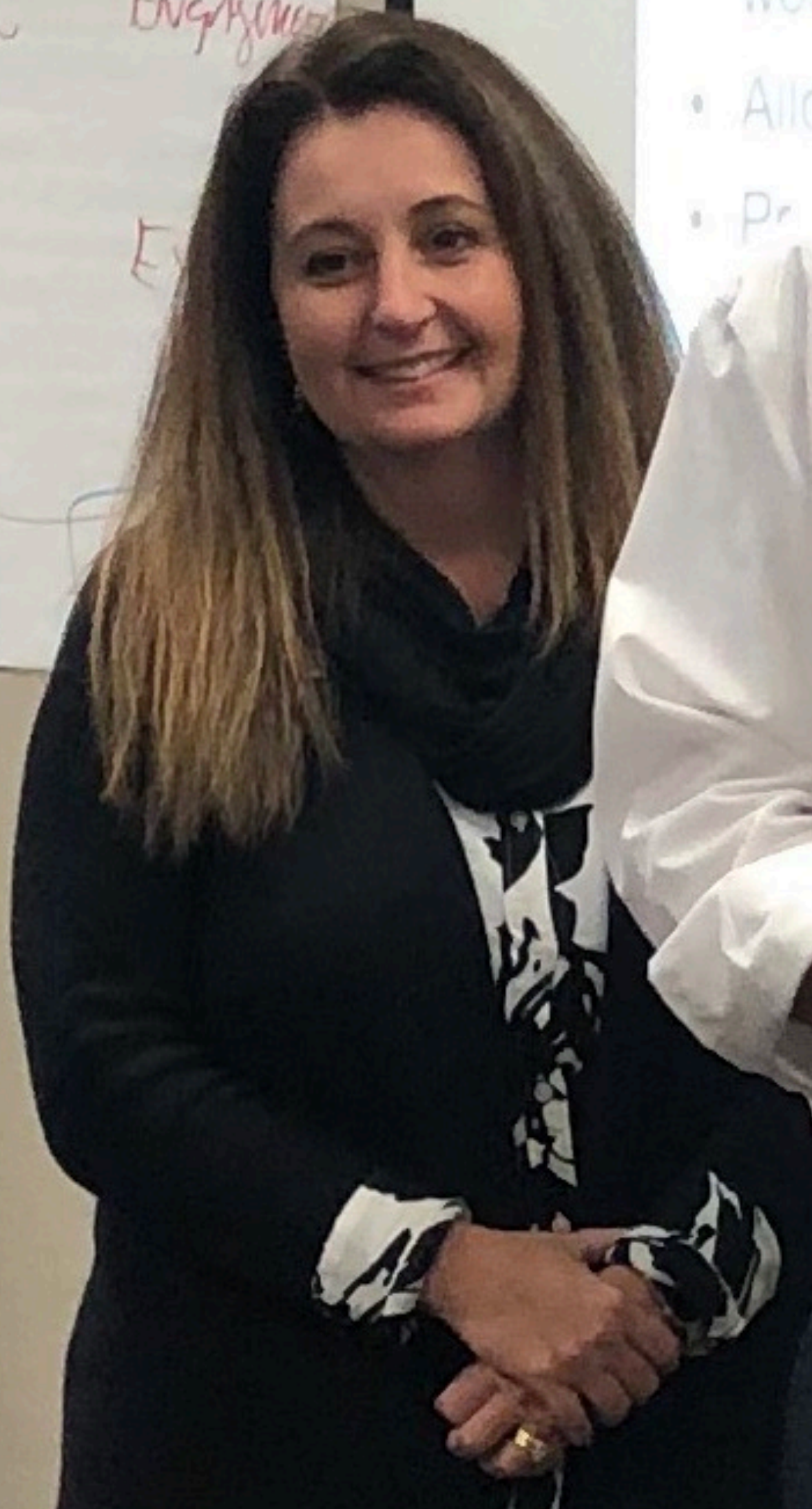
Rodney
ARVEST

WILLING WANTING
MOTIVATION ENGAGEMENT
INT. EX.
16 Factors
Intrinsic Values

Autonomy of thought and action

BEST PRACTICES

- Allow employees to set some of their own work goals
- Allow employees to contribute to their team goals
- Pr



MY COMMITMENT



PLAY A BIGGER GAME



PLAY A BIGGER GAME
FOR A BIGGER WIN



THANK YOU!



Let's Connect!!



DrJasonJones.com



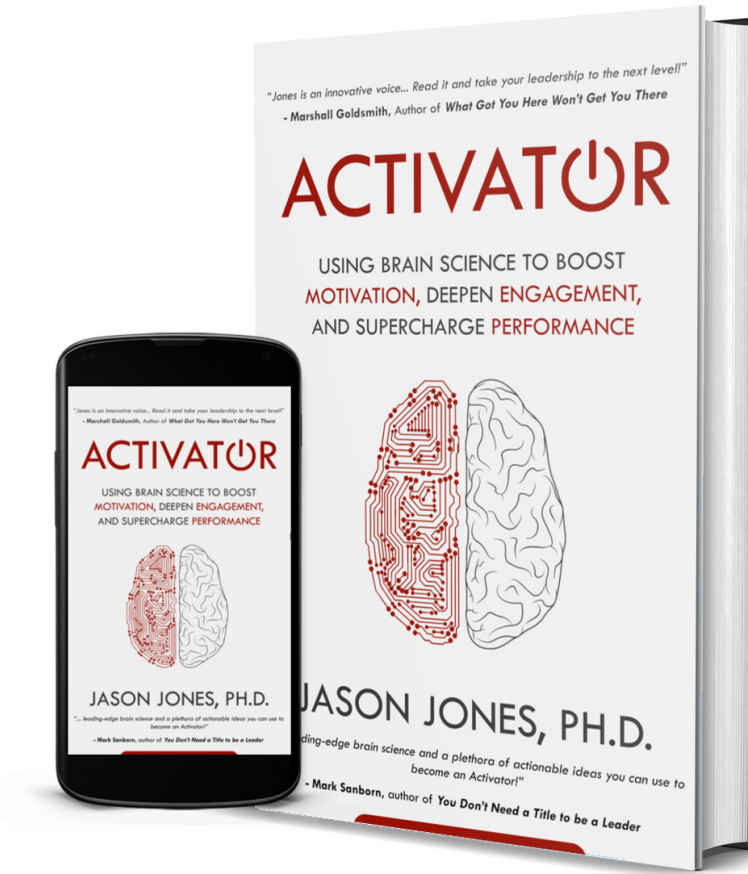
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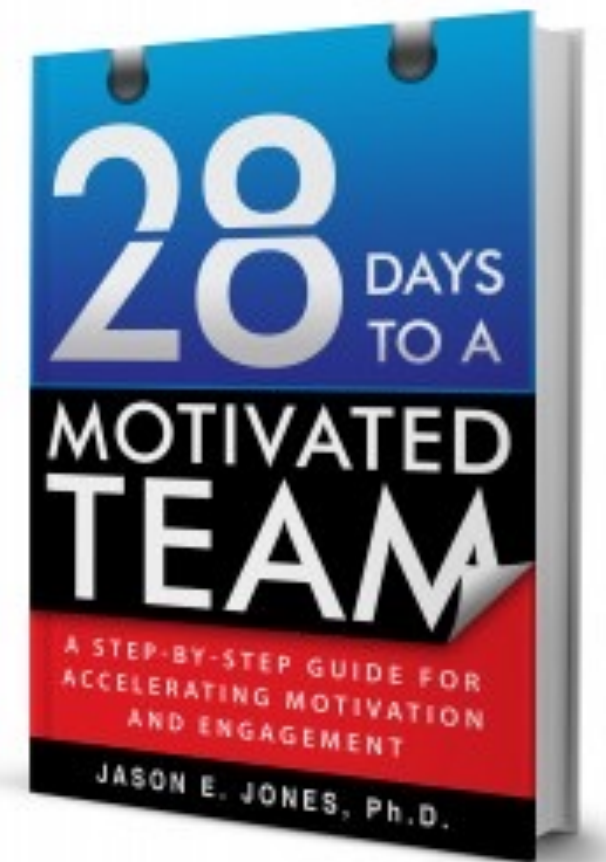
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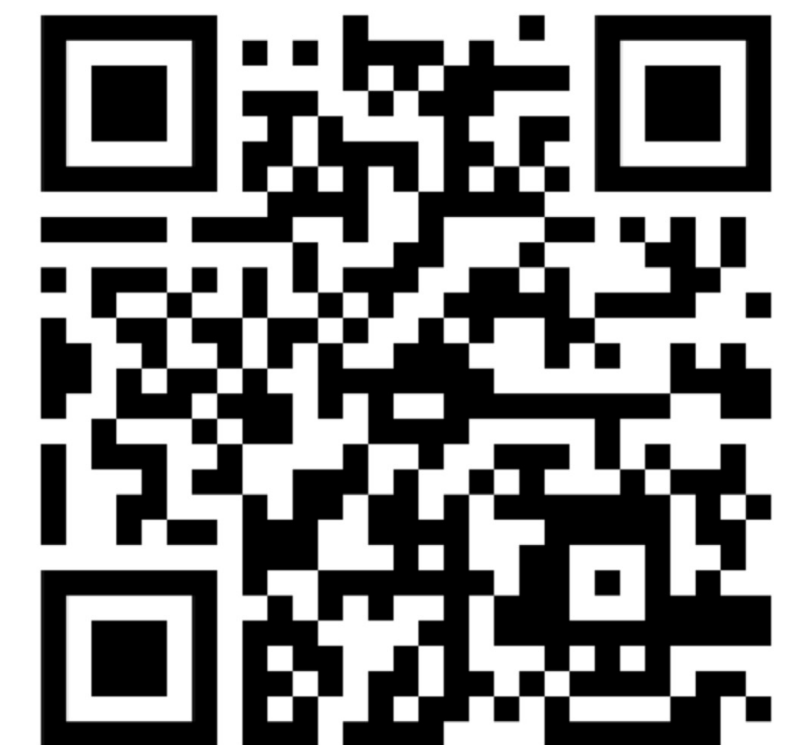
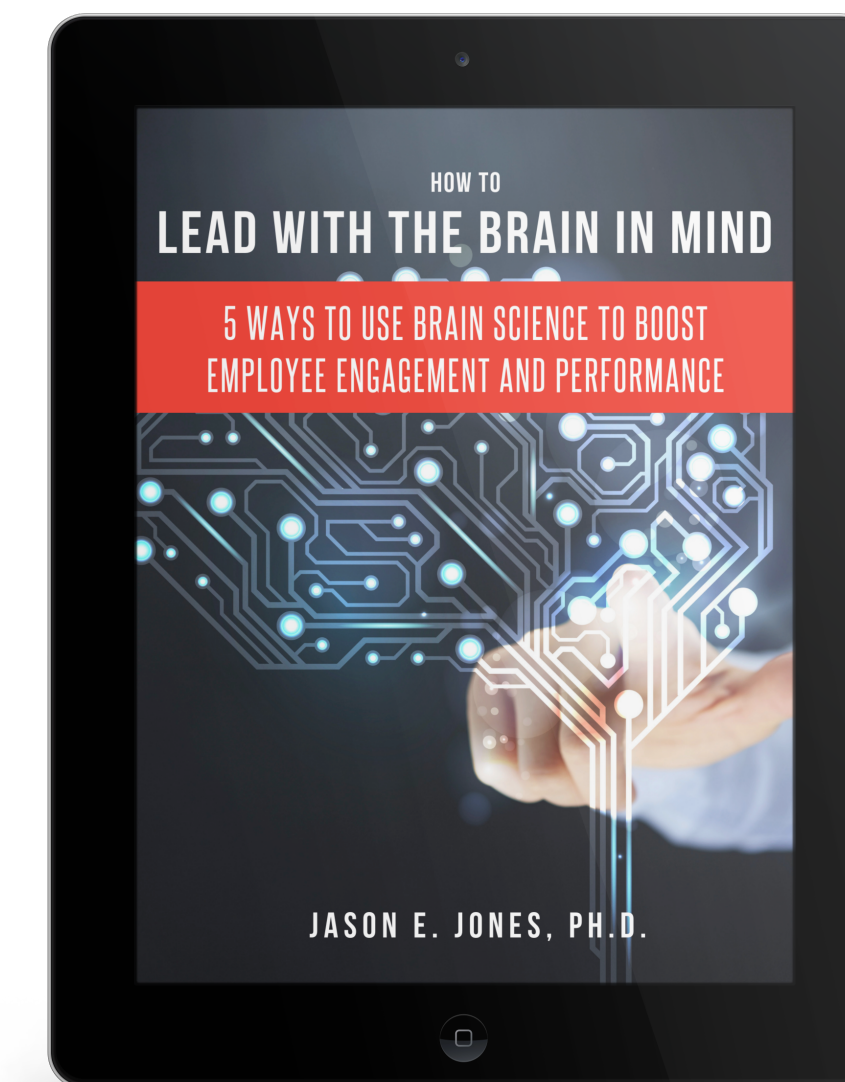
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