

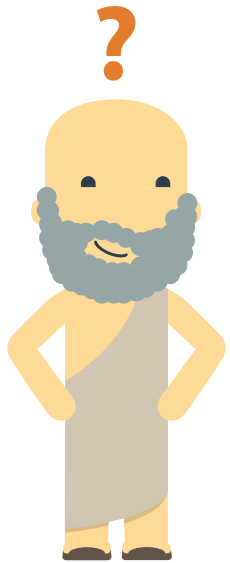
THE JOY OF WORKING



EDSO in action

From Simon Sinek's
Leaders Eat Last: Why some teams pull together and others don't.

Introduction



It's an age old question ...



How do we find joy and fulfillment?



As it turns out, all of our positive emotions - like a physical rush, and feelings of accomplishment, confidence, and trust - are produced by these four chemicals: Endorphins, Dopamine, Serotonin and Oxytocin.



No one chemical is better than the other - they each serve a specific purpose. We operate at our best when we have **BALANCE** across all of these chemicals.



When we experience activities that are in the best interest of our surviving and thriving, our brains release these chemicals, which make us feel good. This way, we have incentive to repeat behaviours that are in our best interest as individuals and in groups.



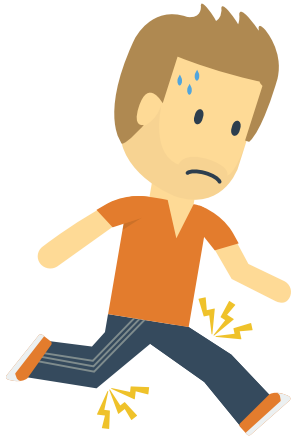
Let's uncover how each of them work individually and together.

Endorphins

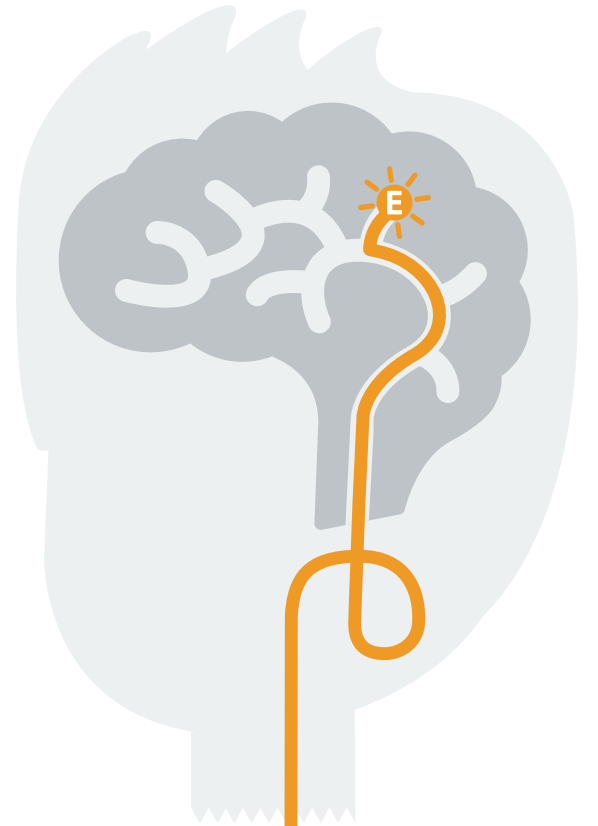
The purpose: to mask physical pain



You're running and pushing yourself to the limit.



Your muscles start to hurt.



Your brain releases endorphins.



We experience this as a "runner's high."

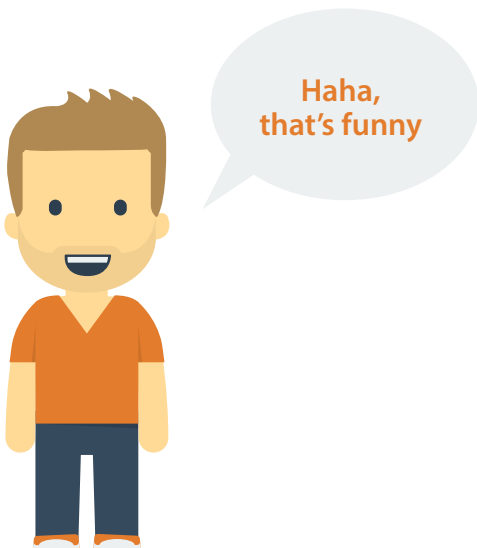


Your pain is masked so that you can keep running.

*Find out why this happens.
Watch Simon's Why Leaders Eat Last talk:
tinyurl.com/leaderstalk*



Endorphins are also released by ... laughing.

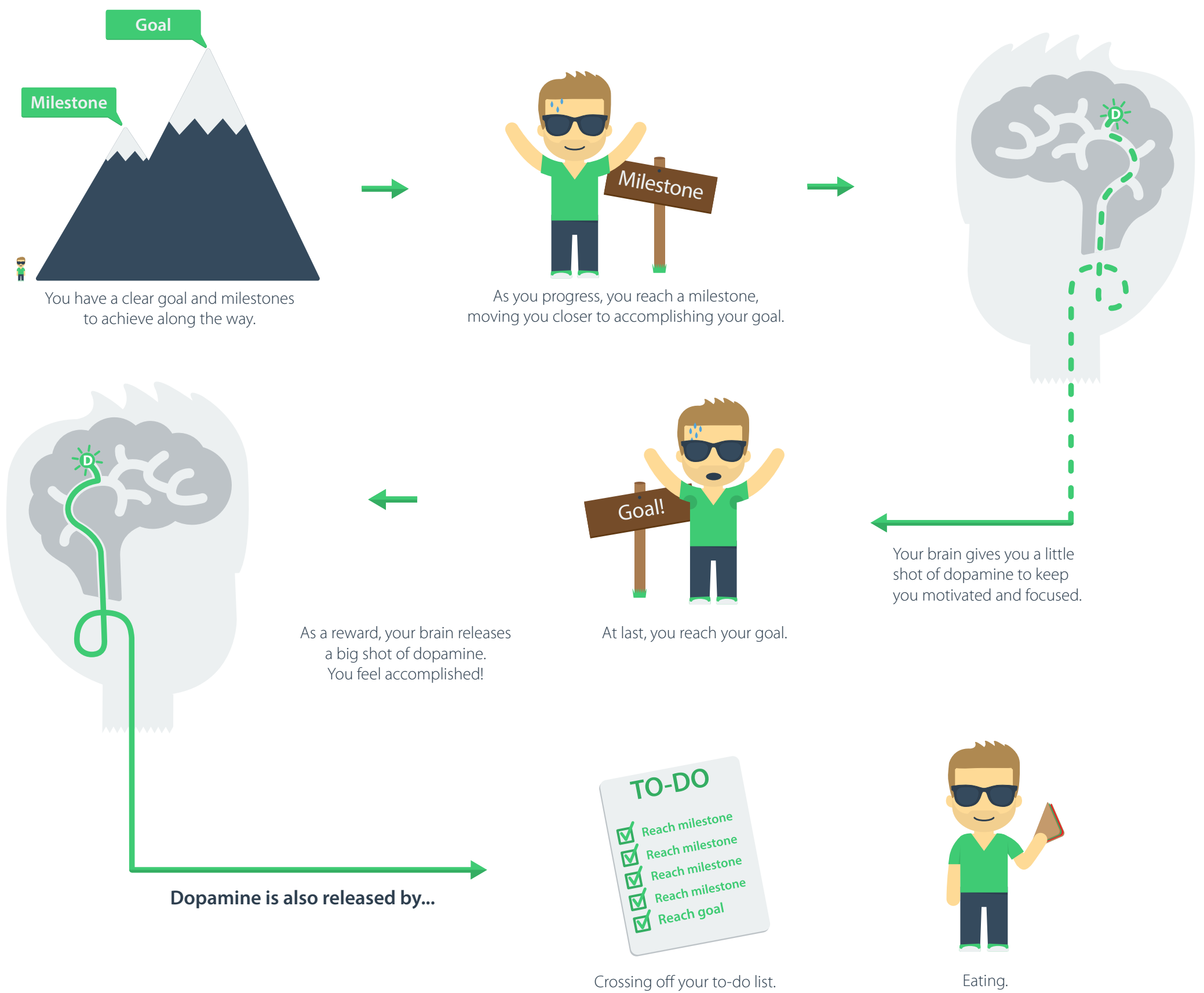


If you think of what is happening to our bodies when we laugh, all of our muscles and internal organs are convulsing and hitting against each other.

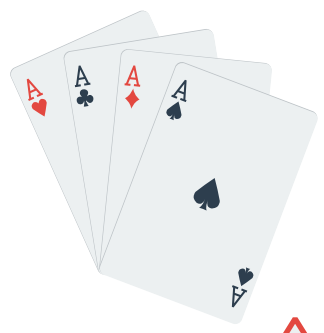
At the point where laughing starts to hurt, your endorphins have run out.

Dopamine

The purpose: to help us reach our goals



Dopamine comes with a warning label ... It is highly, highly addictive.
Other things that release dopamine:



Gambling.



The use of nicotine and alcohol.

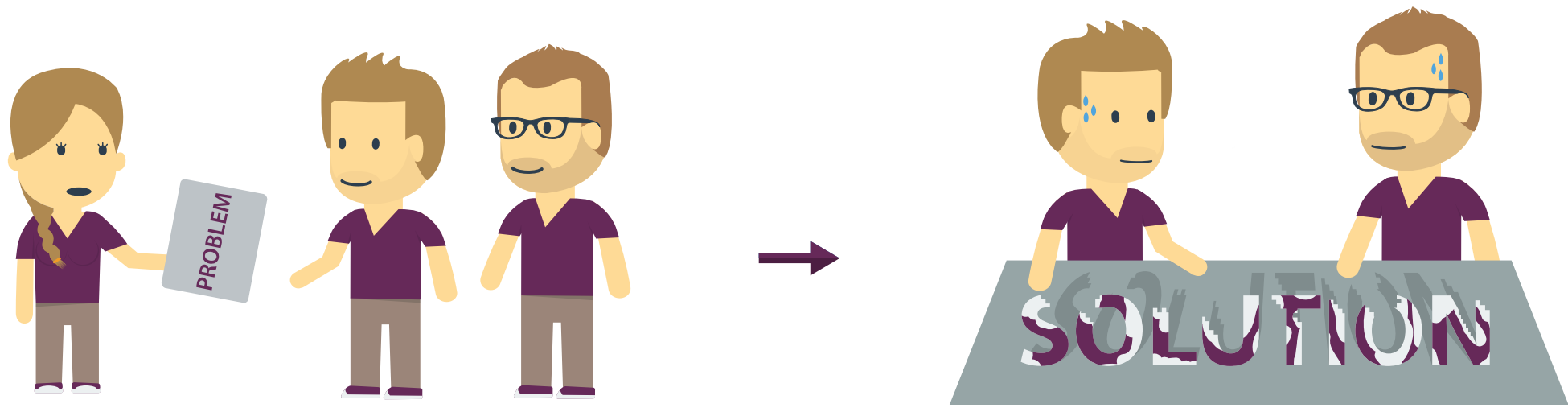


The ding, buzz and flash of our cell phones, inboxes and social media.

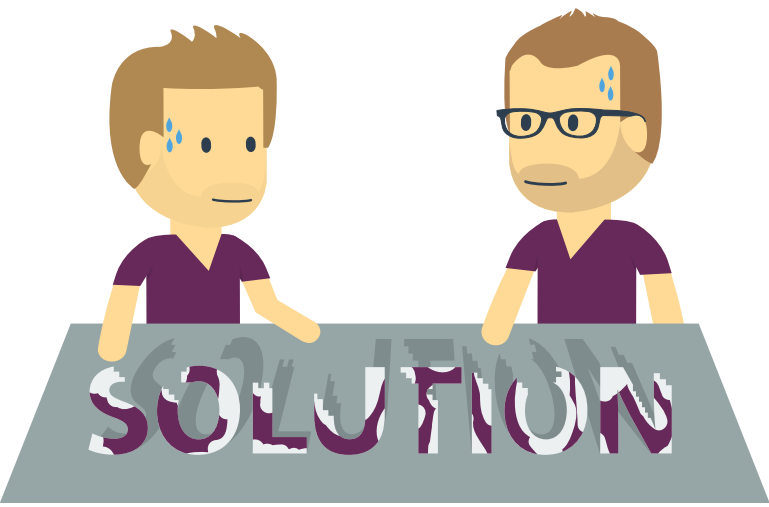
Dopamine helps us stay focused on our goals. However, we can get addicted to dopamine, causing us to be distracted.

Serotonin

The purpose: to strengthen our human bonds



A team leader is faced with a challenging problem to solve.
She turns to her team for help.



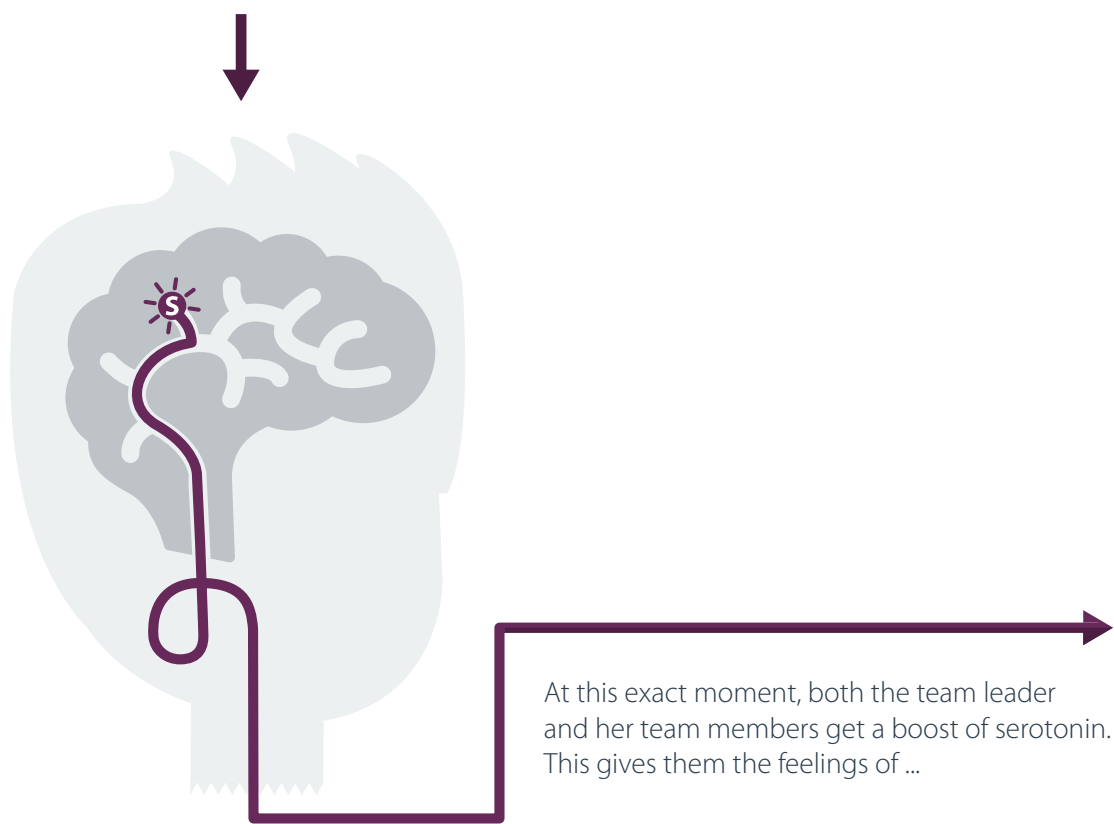
The team comes together, works hard and finds a solution to this complex and important problem.



As she accepts the award, she gives all the credit to her team for their hard work, creativity and problem solving.



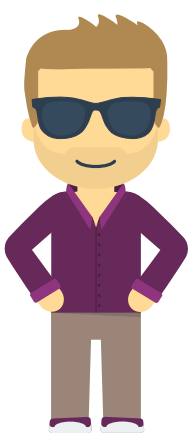
The team leader receives an award for solving the problem!



At this exact moment, both the team leader and her team members get a boost of serotonin. This gives them the feelings of ...



Confidence and pride.



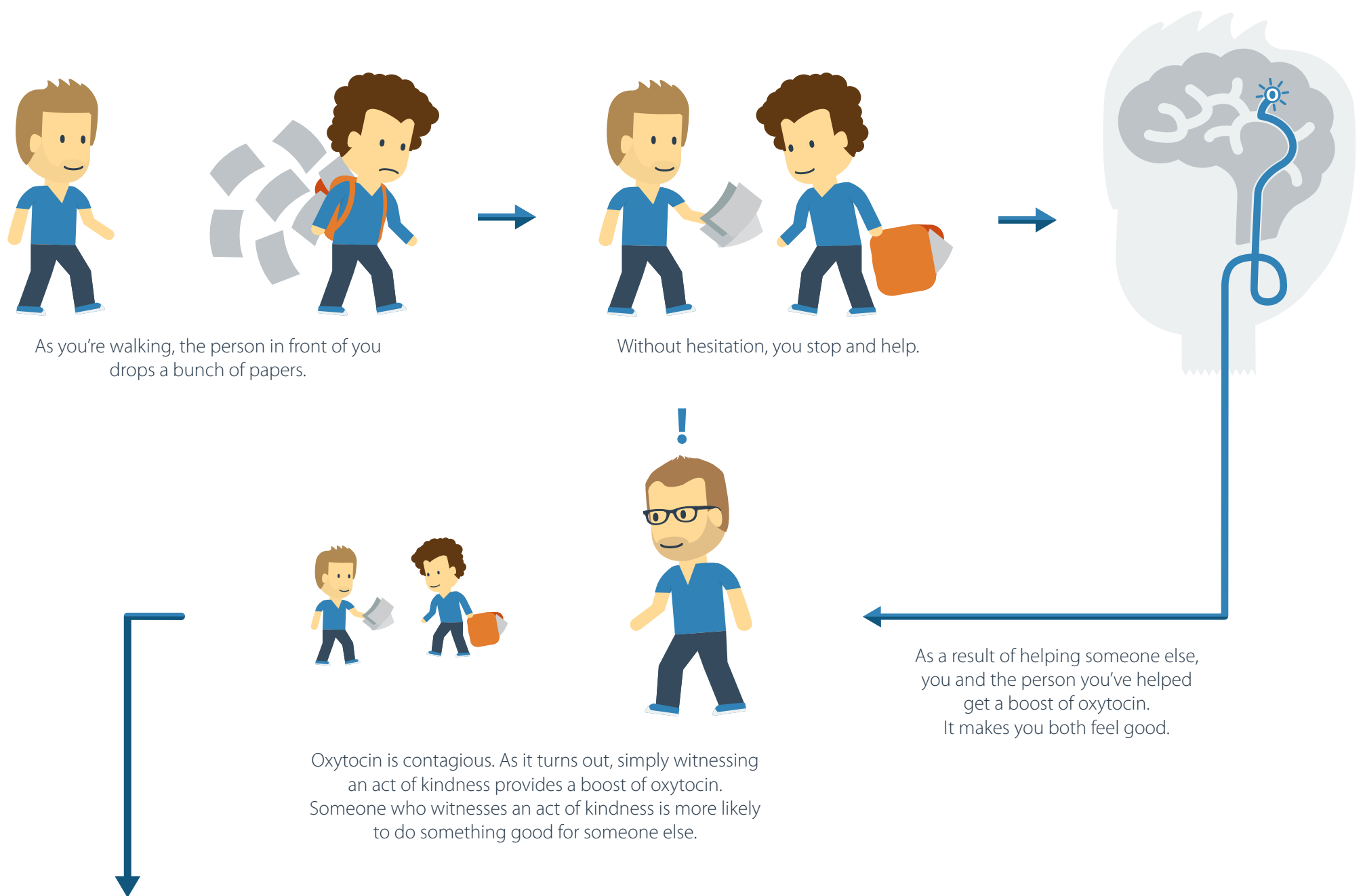
Respect and status.



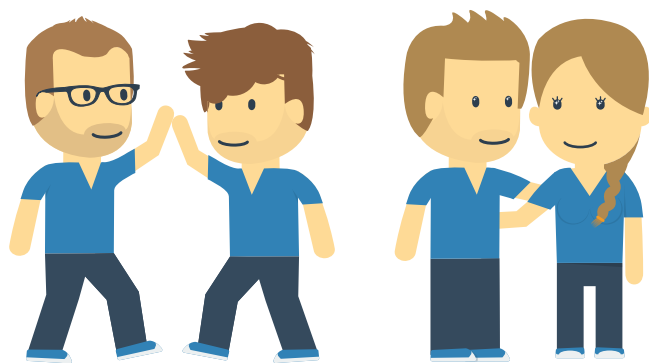
Serotonin reinforces the bond between leader and team, coach and player, teacher and student, parent and child.

Oxytocin

The purpose: to encourage us to serve others



Oxytocin is also released by...



Human contact, like a handshake, high-five or a hug.



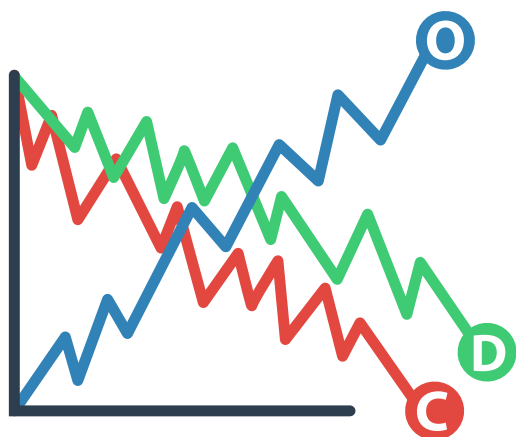
Giving of our time and energy, expecting nothing in return... like volunteering for charity, rather than simply writing a cheque.



Sending a hand-written letter instead of sending an email.



Effects of oxytocin



With higher levels of oxytocin in our bodies, we are less susceptible to the addictive nature of dopamine. We are also better able to cope with stress, lowering levels of another chemical, cortisol. We are more likely to trust each other and cooperate, enabling us to overcome obstacles and accomplish remarkable things, together.

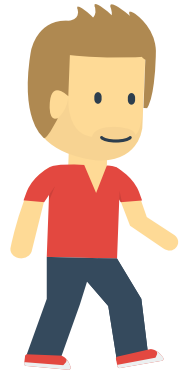


With higher levels of oxytocin in our bodies, our immune system is stronger. People who live in service to others are healthier!

Oxytocin makes us more generous, healthier, more helpful and creative.

Cortisol

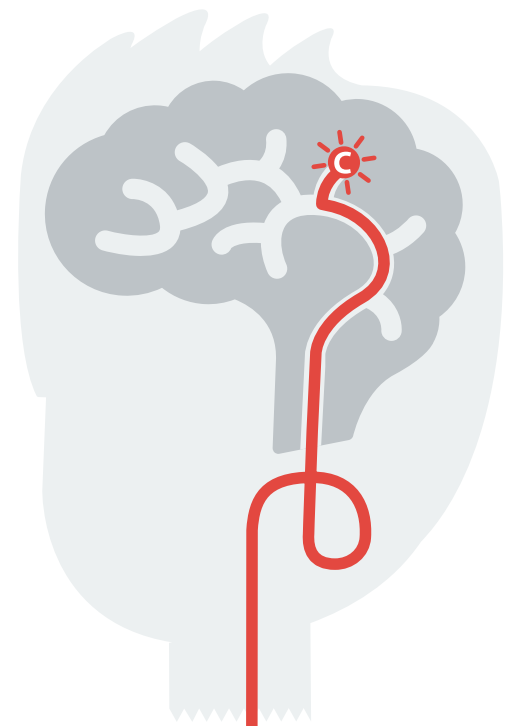
The purpose: to protect us from possible danger



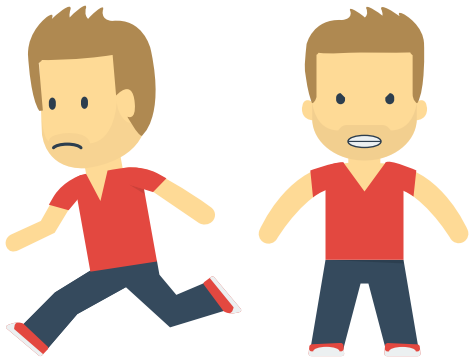
You're walking down the street.



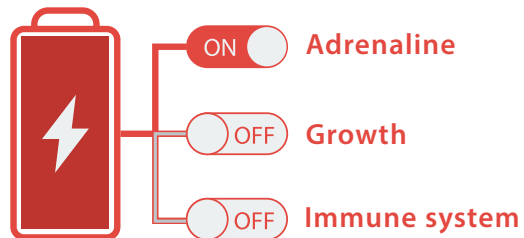
You find yourself in a dangerous situation.



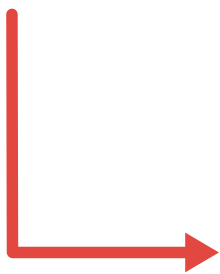
As a reaction, your brain releases cortisol, which is the initial fight or flight response.



Adrenaline is released into the bloodstream, giving you energy to fight or run away.



When cortisol is released, your body prioritizes where energy should be spent. Things that aren't necessary in that moment are shut down.



When you are out of harms way, you take deep breath. Your levels of cortisol lower in your bloodstream.



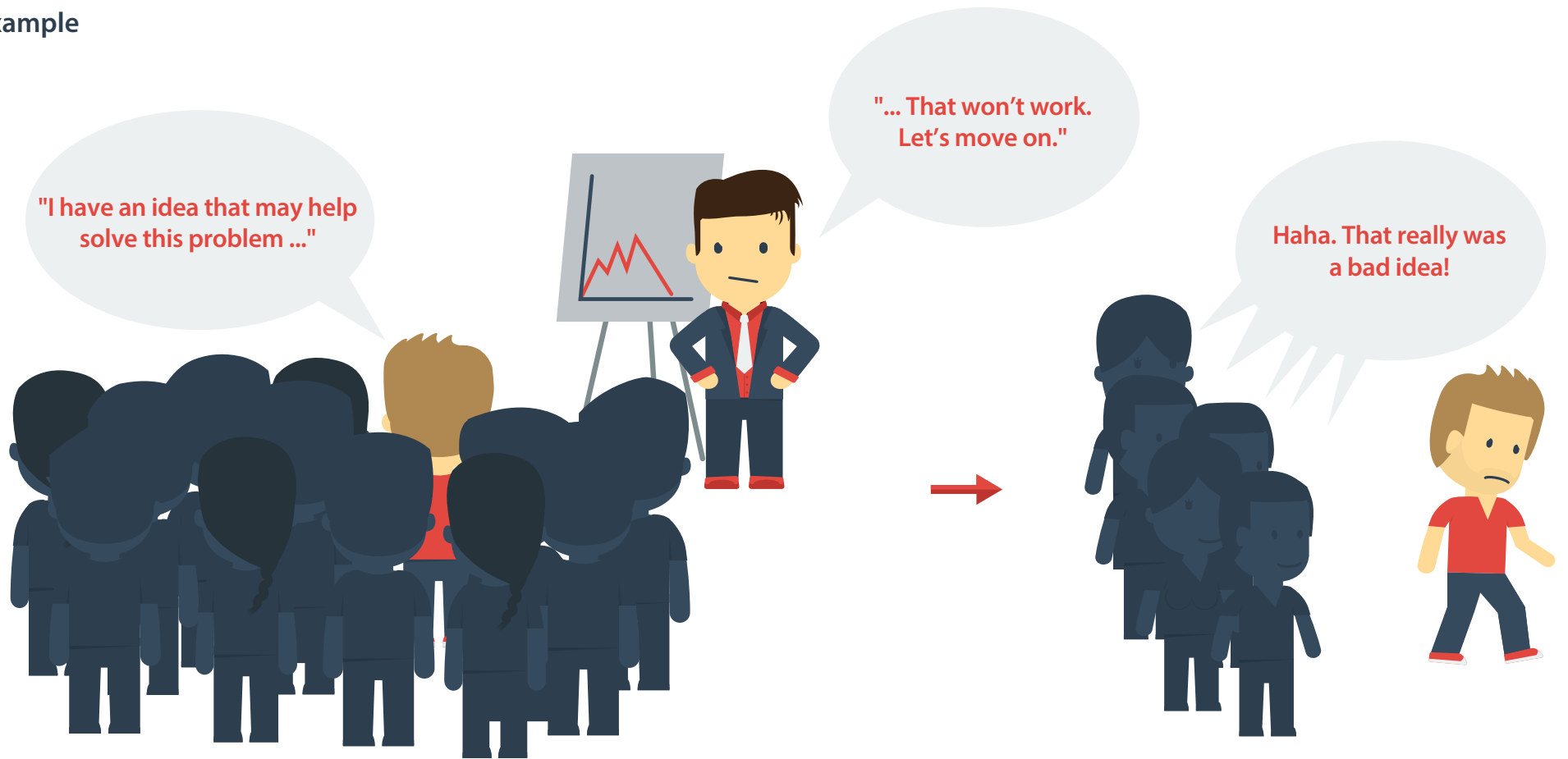
When the cortisol is out of your body, you feel relaxed again.

**Cortisol enters our bloodstream when we are in danger and leaves as soon as the threat is gone.
But, what happens if we have the perception that we are in consistent danger?**

Unfortunately...

When we have cortisol in our bodies more often than we're supposed to, it can be destructive. If we don't feel safe at our job and that our superiors and colleagues don't care for us, we feel stressed.

Example



You are at a team meeting and you build up the courage to share your idea. Your boss, yet again, dismisses you and your idea, humiliating you in front of the group.

This scenario plays over and over in your head.



This feeling of stress and fear is responsible for a constant stream of cortisol in our bodies. This can cause a distrust of others and even paranoia. We focus on protecting ourselves and our own self-interests.

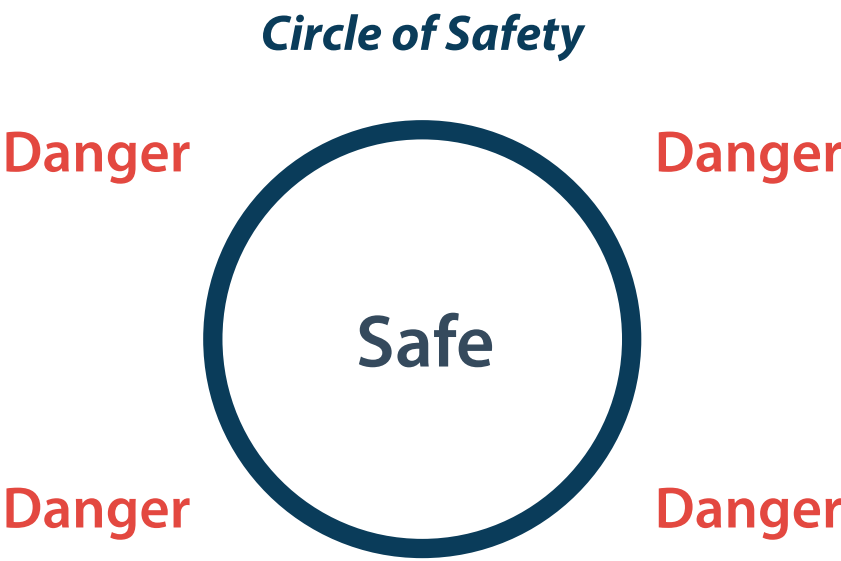
When our levels of cortisol go up, the amount of oxytocin in our system goes down. With low levels of oxytocin, we are less likely to trust, cooperate and work together to overcome the obstacles.

This combination of high cortisol and low oxytocin weakens our immune system. This increases serious health issues, like cancers, heart or vascular diseases.

In other words, stressful jobs are killing us. If we don't feel safe at work, we will die younger.

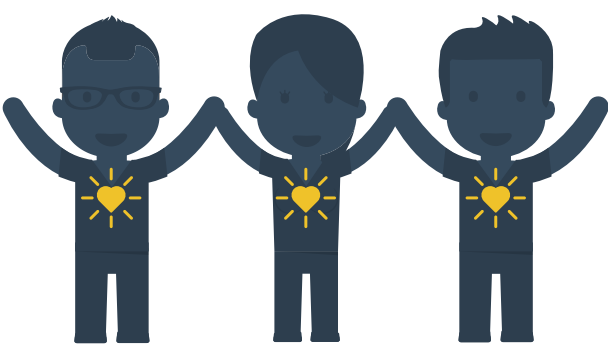
Bringing it all together

Let's use what we know about EDSO to create workplaces where others feel safe and fulfilled



One thing is constant - there will always be external dangers and threats outside of our tribe, community or organization. The weather, new technology that renders our business model obsolete, or a competitor frustrating our growth, to name a few. The one thing that is variable is the environment we create on the inside. If we are able to create a Circle of Safety on the inside, we are more able to overcome obstacles and achieve remarkable things, together.

Cortisol is cortisol. It's going to show up when we don't feel safe. So, how do we create a Circle of Safety?



When we are in an environment where we feel safe with the people around us, we naturally protect them and look out for their interests. Our leaders protect us and we protect our leaders. We hope to make our leaders proud, showing them that their sacrifice to protect us and help us grow has been worth it. We are more capable of overcoming the constant dangers from the outside and creating a Circle of Safety on the inside.

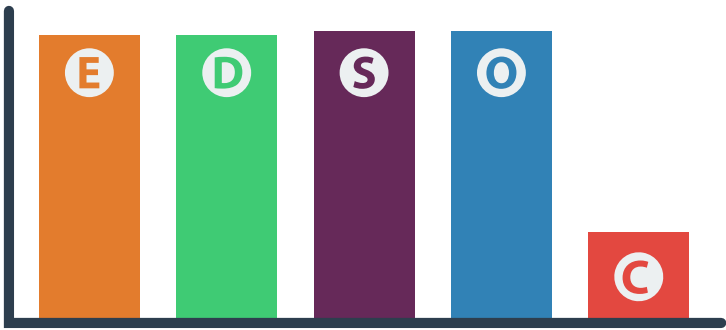
It starts with who we let in to our Circle of Safety. Organizations that have a clearly defined culture, in which the values and beliefs are known and lived, are very selective on who they let in - employees, vendors, customers, board members and all stakeholders. When we are clear on who we are, we are expected to act in line with what we believe.



Learn more about how to define a culture by exploring The Golden Circle: <http://gum.co/GoldenCircle>

When we are in a Circle of Safety, we gain our desired balance of EDSO.

- High **E** - exercise & laughter
- High **D** - accomplishments toward clearly defined vision
- High **S** - status, adoration, positive feedback, growth
- High **O** - culture of service and helpfulness



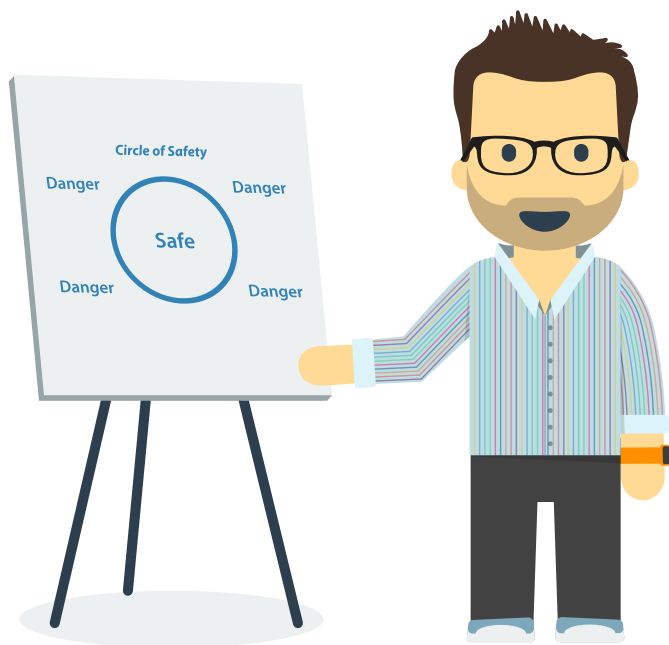
When EDSO is in BALANCE, our levels of cortisol decrease.



We feel fulfilled as we work together toward something greater than ourselves.

Are you a leader who eats last?

**When you care
for the people around you,
the people around you
will care for you.**



Watch the talk: <http://tinyurl.com/leaderstalk>



Read the book: *Leaders Eat Last* (startwithwhy.com/books)

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