

## The Need For Chairs to Take Care of Themselves

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At the conclusion of this activity, the participants will be able to:

- Recognize how self awareness, vision and values translate into performance
- Identify the qualities and lifestyles cultivated by people with professional longevity in the Chair position

## Self Care

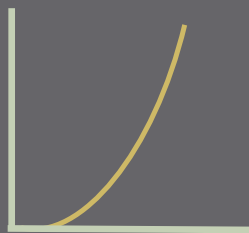
• Noun

- OED –The practice of taking action to “preserve or improve one’s own health
- NY Times – Self care is for anyone who wants it. It can be as easy and free as taking a walk or as complex as learning a trade. It can include but is not limited to: saying no, buying things, helping others, exercising organizing things, spending time alone, singing karaoke, intending to one day start meditating

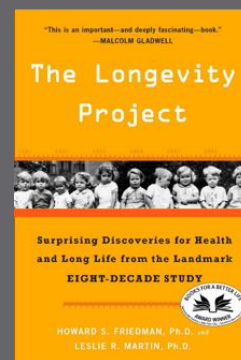
NY Times, August 12, 2018



At peace with things



Getting older





## Twitter Summary

It was those whose pattern of persistence, prudence, hard work and involvement with friends and communities achieved longevity



## The Terman Study

- September, 1921 – 1500 gifted children born around 1910
- Selected by teachers as brightest children in class
- Interested in sources of intellectual leadership
- Looking for early glimmers of high potential

## Friedman and Martin

- Past 20 years following up on 1500 children focusing on longevity
- Long lived among them were individuals with certain constellations of habits and patterns of living
- Personality, career trajectories and social lives prove highly relevant to long term health

- Longitudinal 80 year study
- Determine which characteristics influence subsequent qualities behaviors and outcomes
- Designed & conducted studies using sophisticated statistical models

## Predictors of Long-Life Paths

- Complex pattern of persistence, hard work, prudence, and close involvement with friends and communities
- Active pursuit of goals, deep satisfaction with life, strong sense of accomplishment
- Large social network, physical activities that draw you in, nurturing marriage or close friendships, thriving in your career



## Myths Debunked

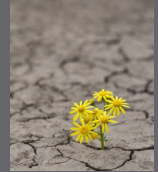
- Get married and you will live longer
- Take it easy, don't work so hard and you will be healthier
- Happy thoughts reduce stress leading to long life
- Religious people live longer
- Hobbies like gardening and cooking should be replaced by more vigorous exercise

## Staying Healthy, Living Long

- Social settings and social ties emerge as crucial components of health across decades
- Individual health depends on social health

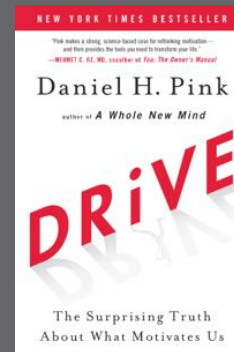
## Strongest Predictors of Longevity

- Conscientious
- Thoughtful planning, sense of control and accomplishment
- Perseverance
- Hard work and ambition
- Love of learning
- Resilience was learned



## A Life of Purpose

- Large social network
- Physical activities that draw you in
- Giving back to community
- Enjoying and thriving in your career
- Close friendships



## Twitter Summary

- Carrots and Sticks are so last century
- *Drive* says for 21<sup>st</sup> century work, we need to upgrade to autonomy, mastery and purpose

## Motivation Operating Systems

- 1.0 = Survival
- 2.0 = External Reward and Punishment
- 3.0 = Internal Motivation
  - Autonomy
  - Mastery
  - Purpose

## Bugs in 2.0 Operating System



- Carrots and sticks effective for rule based routine tasks requiring no creativity
- Non-routine conceptual tasks non-contingent rewards work better and encourage creative right brain performance

## Behavior

### • Type X

- Fueled by external rewards
- Fostered by OS 2.0



### ▣ Type I

- Inherent satisfaction from activity
- Professional success and personal fulfillment
- Stronger performance, greater health and well-being

## Autonomy

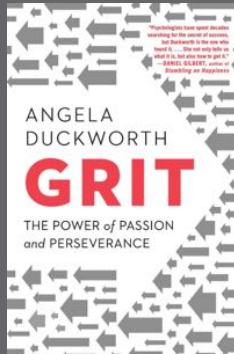
- Over task – what they do
- Time – when they do it
- Team – who they do it with
- Technique – how they do it

## Rules of Mastery

- Mindset
  - Capacity to see abilities as infinite
- Pain
  - Effort, grit and deliberate practice
- Asymptote
  - Impossible to fully realize

## Purpose

- Goals that use motives other than profit to reach purpose
- Words that emphasize more than self interest
- Policies that allow people to pursue purpose on their own terms



## Twitter Summary

- ◉ A combination of passion and perseverance for long term goals
- ◉ A singularly important goal is the hallmark of high achievers

## Grit Predicts Success

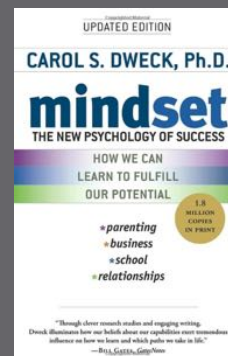
- ◉ **Passion**
  - Consistency of goals held over long periods of time, endurance
- ◉ **Perseverance**
  - Ability to overcome setbacks, put in hard work and finish things you've started

## Effort Counts Twice

- ◉ **Skill = Talent x Effort**
- ◉ **Achievement = Skill x Effort**
- ◉ **Achievement = Talent x (Effort)<sup>2</sup>**

## Components of Grit

- ◉ **Interest:** Enjoy what you're doing
- ◉ **Practice:** Conduct deliberate practice to improve on weaknesses
- ◉ **Purpose:** Believe that your work matters and improves the lives of others
- ◉ **Hope:** Believe in your capacity for achievement and ability to overcome difficulties





## Twitter Summary

- Mindset is the view you have of your characteristics and whether they can change
- This belief profoundly affects the way you conduct your life

- Fixed Mindset
  - Qualities are immutable
  - Intelligence, personality, and creativity are fixed
- Growth Mindset
  - Qualities can be cultivated
  - Aptitude, talent, interest and temperament can change

## What Kind of Mindset Do You Have?



I can learn anything I want to.  
When I'm frustrated, I persevere.  
I want to challenge myself.  
When I fail, I learn.  
Tell me I try hard.  
If you succeed, I'm inspired.  
My effort and attitude determine everything.



I'm either good at it, or I'm not.  
When I'm frustrated, I give up.  
I don't like to be challenged.  
When I fail, I'm no good.  
Tell me I'm smart.  
If you succeed, I feel threatened.  
My abilities determine everything.

Created by Reid Wilson (@reidwilson) on 10/19/18. See more @reidwilson.com

## Growth Mindset

- Encourages learning and effort
- Criticism and feedback are embraced
- Passion for sticking with it especially when things are not going well

## In summary

- Know what motivates you
- Learn what motivates others
- Take care not to catastrophize
- Understand the meaning of "It's always something. If it's not one thing, it's another"

• SNL, Roseanne Rosanadana