

# Why Emotions Matter For Driving Motivation And Performance At Work

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# Topics

- All the ways emotional state affects wellbeing and performance
- How denying the role of emotions backfires at work
- How to create a workplace where emotions are acknowledged and harnessed
- Great examples from happy workplaces from around the world





**ASK**  
me anything  
in the comments

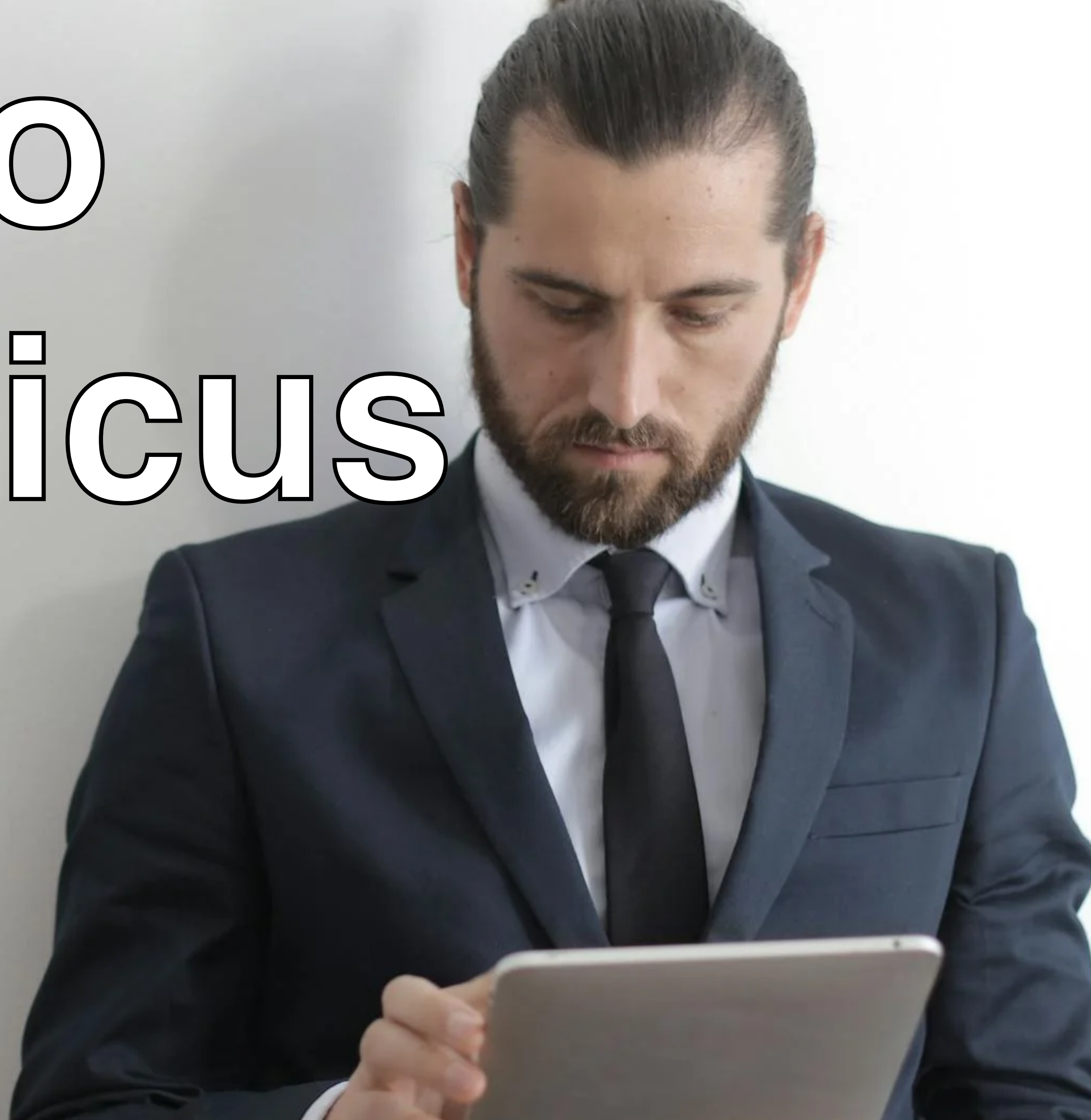


Why  
does  
this  
matter





# Homo economicus



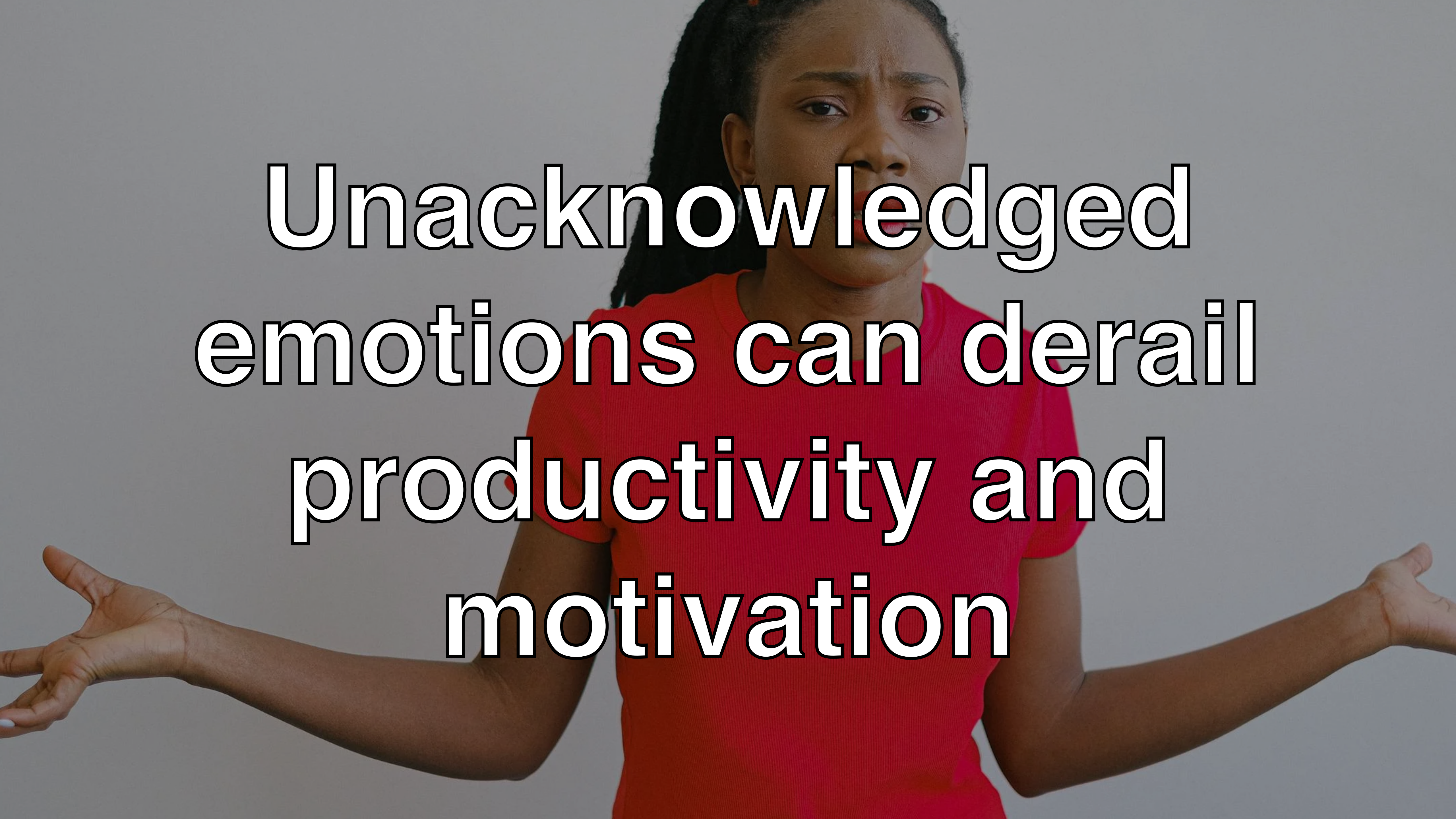




Emotions...

we have  
them!



A woman with dark skin and long braids is shown from the chest up. She has a worried or questioning expression on her face, with furrowed brows and slightly open lips. Her hands are raised and shrugging, palms facing up. She is wearing a bright red short-sleeved shirt. The background is a plain, light gray. Overlaid on the image is large, white, bold text with a black outline, arranged in four lines.

Unacknowledged  
emotions can derail  
productivity and  
motivation



A smiling woman in a blue blazer is working on a laptop in an office setting. In the background, a man and another woman are also working. A small potted plant is on the desk.

# Ed Diener: Satisfaction vs. Affect



# Emotions control:

Engagement/motivation

Creativity/innovation

Teamwork

Learning

Decision making







THINKING,  
FAST AND SLOW

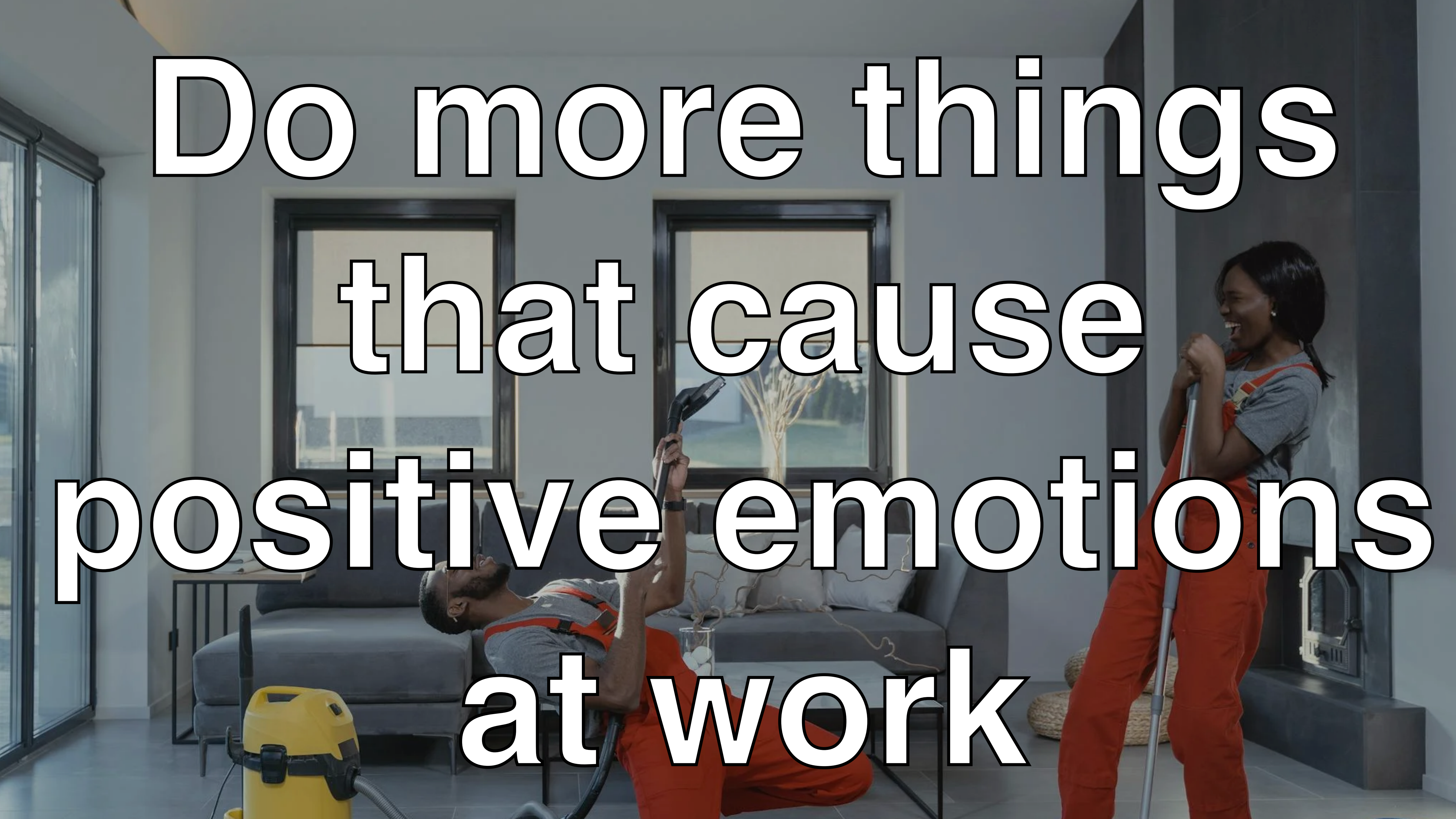


DANIEL  
KAHNEMAN









Do more things  
that cause  
positive emotions  
at work





# Results Relationships



A woman with blonde hair is lying down on a desk, looking exhausted. She is wearing a light-colored t-shirt. On the desk, there is a green calculator, some papers, and a pair of glasses. The background shows some green plants.

Do fewer things  
that cause  
negative emotions  
at work



micro management, disrespectful behavior, bullying, taking credit for others' work, not appreciating good work, unfair treatment/rewards, fear of losing your job, being ignored, not learning, meaningless tasks, unrealistic deadlines, pressure to perform, interruptions, constant meetings, change, incompetent bosses or coworkers, poor work/life balance, team tension, unresolved conflicts, constant complaining, overwork, red tape, complicated processes, ineffective IT systems, no career advancement, ignoring suggestions





Listen to  
employees'  
complaints...  
and act on them



I HAVE AN IDEA!



FIND 12 PEOPLE  
TO SUPPORT YOU

CREATE 1 PAGE PROPOSAL

EMAIL GEORGINA  
( Some helpful feedback )

**GOES TO EXCO**

YES

**GO!**

NO

( Full exco feedback for  
the original 12 people )

HELL YES!

STILL KEEN?

NO

DEBATE!

HOT

COLD

**WE VOTE**







**heartcount**



SEE RESULTS FOR:  
Vega IT

WEEK :  
14 JAN - 18 JAN '19

A TIP HOW TO MAKE YOUR DAY HAPPIER AT WORK  
Write down the praise you have be...

Are you proud of the job you do?



No, not at all.	0%
No, I'm mostly not.	1%
A moderate amount.	2%
<b>Yes, I mostly am.</b>	<b>15%</b>
Yes, I absolutely am.	79%
I cannot answer this que...	3%

Can you rely on your colleagues to complete their tasks properly?



No, not at all.	0%
No, I mostly can't.	0%
A moderate amount.	3%
Yes, I mostly can.	25%
<b>Yes, I absolutely can.</b>	<b>66%</b>
I cannot answer this que...	6%

I have an opportunity to learn and advance within the company I work in.



No, I have never learnt an...	0%
I rarely have the opportu...	0%
Yes, I have the opportuni...	13%
Yes, I often have the opp...	30%
Yes, I constantly learn an...	58%
I cannot answer this que...	0%

Happiness

Results

Relationships



My results



Vega IT

My results

Happiness

compared to last period



Results

compared to last period



Relationships

compared to last period



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Happiness

compared to last period



Results

compared to last period



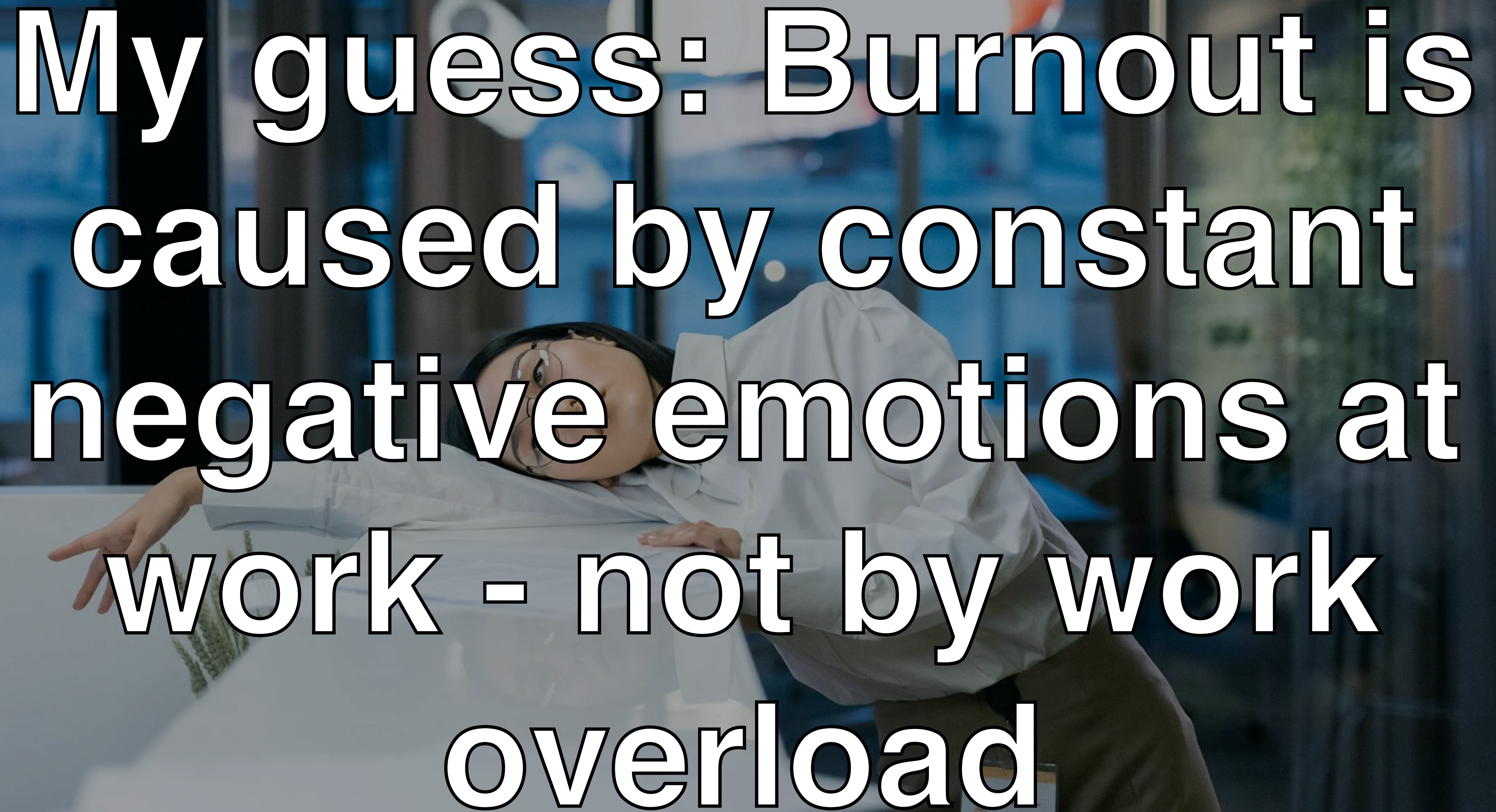
Relationships

compared to last period





**My guess: Burnout is  
caused by constant  
negative emotions at  
work - not by work  
overload**

A woman with dark hair and glasses, wearing a white lab coat, is lying face down on a white surface, possibly a table. Her arms are outstretched to the sides, and her head is resting on the surface. The background is a blurred office or laboratory setting with shelves and equipment. The text is overlaid on the image in a large, bold, white font with a black outline.



Make space  
for emotions  
at work

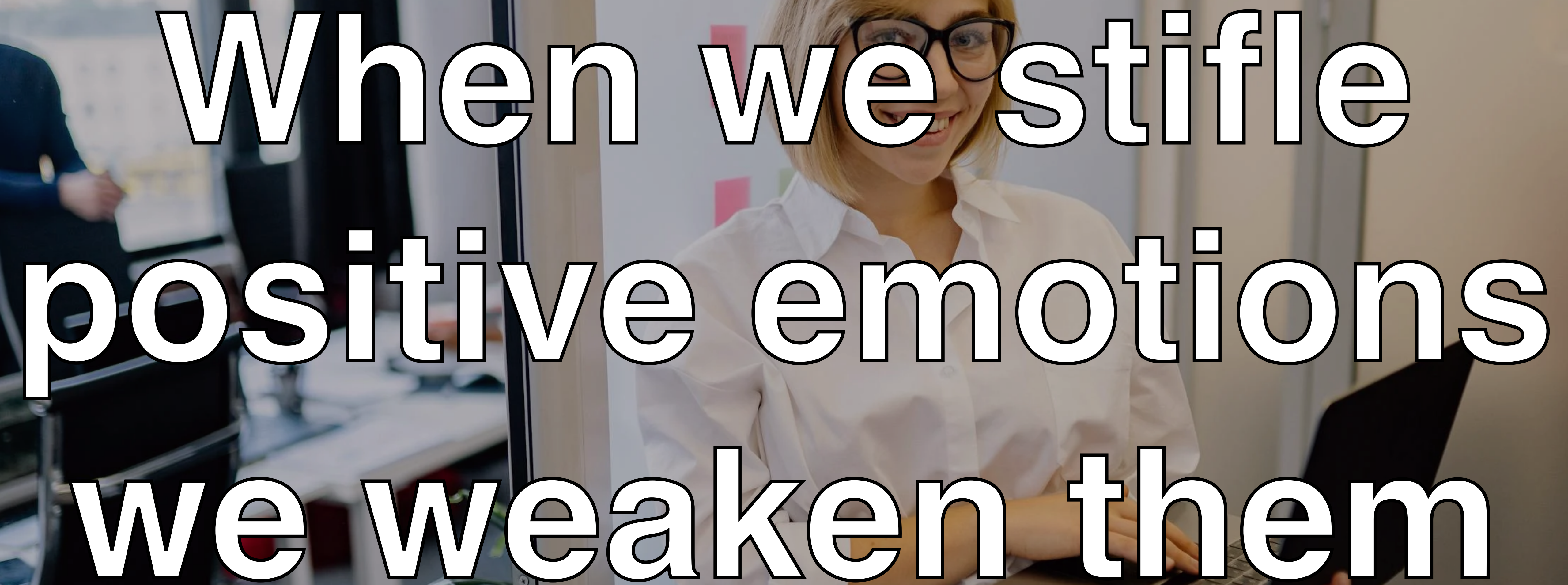




When we stifle  
negative emotions  
we strengthen them





A woman with blonde hair and black-rimmed glasses is smiling at the camera. She is wearing a white button-down shirt and is holding a silver laptop. The background is a blurred office environment with a whiteboard and colorful sticky notes visible.

When we stifle  
positive emotions  
we weaken them





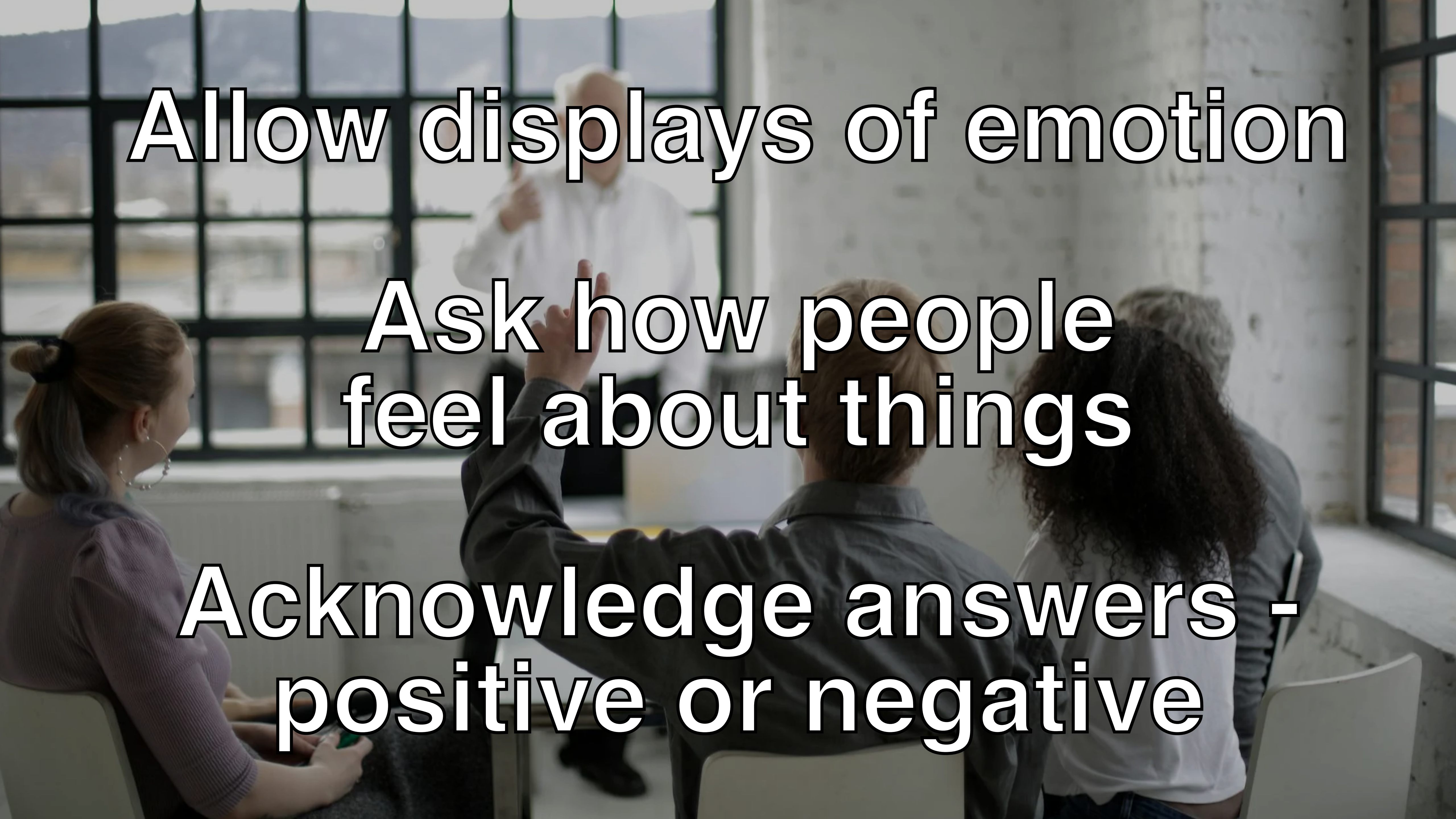
# Emotions control:

How do you feel about this?

Acknowledge negative answers





A man in a white shirt is standing and presenting to a group of people seated in a modern office environment. The room features large windows with a grid pattern, and the background shows a cityscape. The text is overlaid on the image in a large, white, bold font with a black outline.

**Allow displays of emotion**

**Ask how people  
feel about things**

**Acknowledge answers -  
positive or negative**



A workplace with  
no emotions is a  
workplace where  
no one cares

A grayscale photograph of a person with curly hair, wearing a light-colored suit, sitting at a dark desk. Their feet, wearing dark shoes, are propped up on the desk surface. They are looking down at their hands, which are resting on the desk. The background is a simple office setting with a chair and a desk lamp.



# More information



[woohooinc.com](http://woohooinc.com) / [positivesharing.com](http://positivesharing.com)



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H A P P I N E S S   A T   W O R K



**ANYONE**

can be happy at work

**Bookme**

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# Thanks

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