

TEXAS A&M TECHNOLOGY SUMMIT 2017

## Insights from Psychology for Project Success

June 1, 2017 Session 2: 9:30 – 10:20 am

Rashid N. Kapadia

Speaker, Project Manager, Engineer & Author of

"Necessary Bridges: Public Speaking & Storytelling for Project Managers & Engineers"



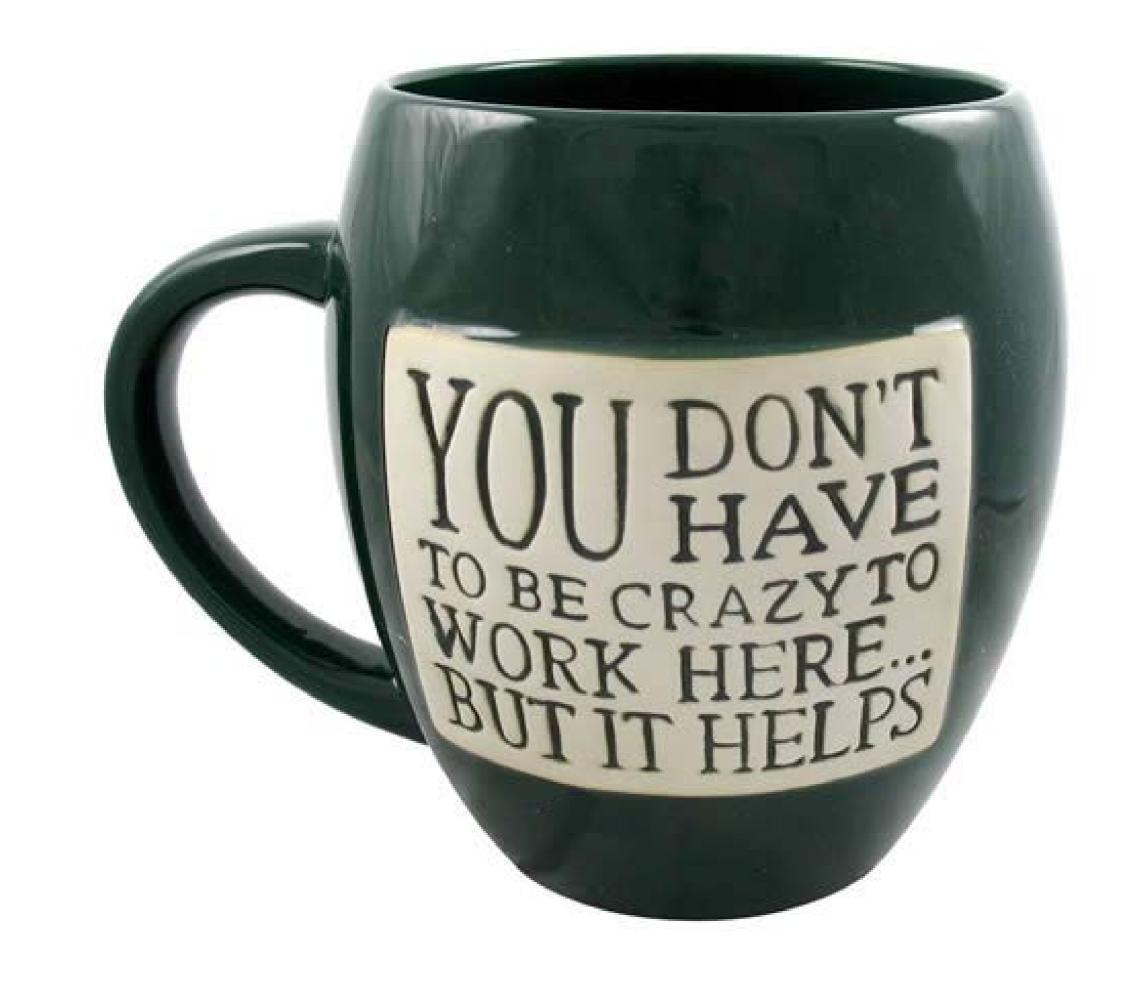
#### Son ... you can be anything you want

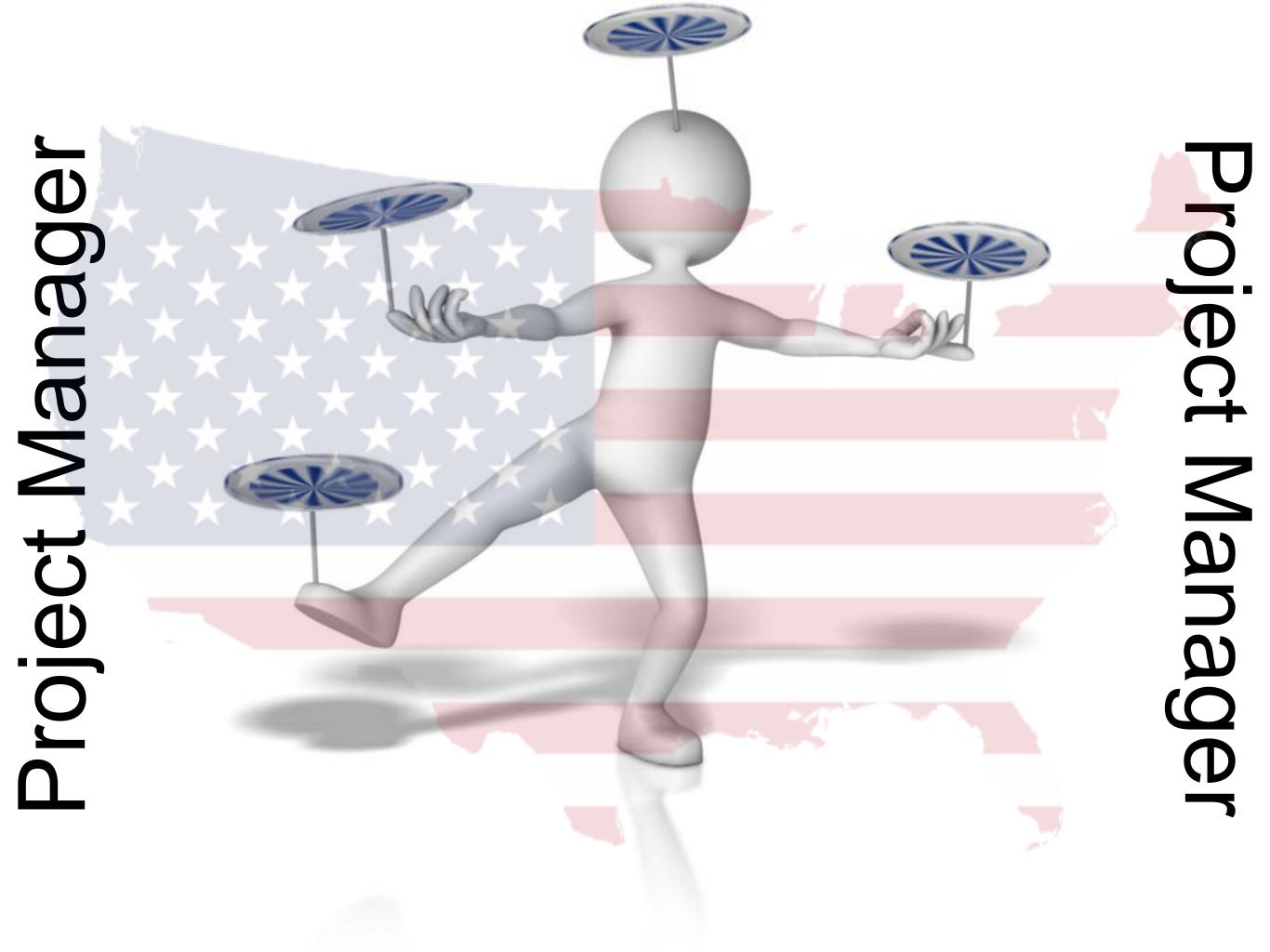
## Doctor or Engineer







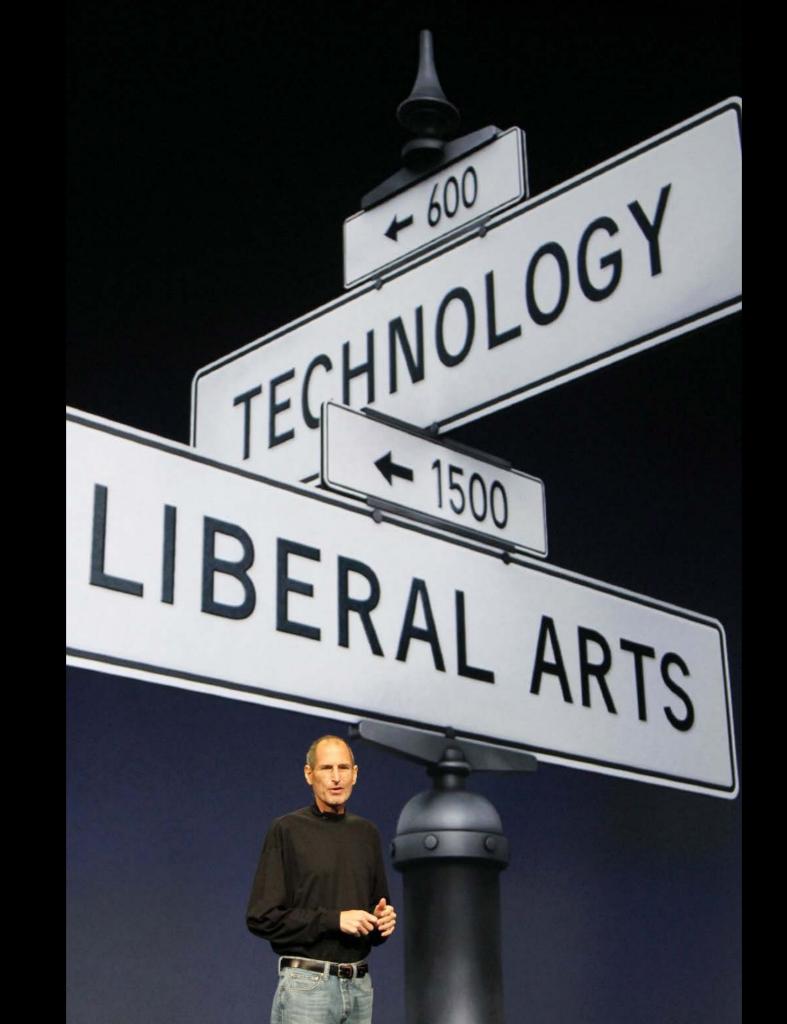


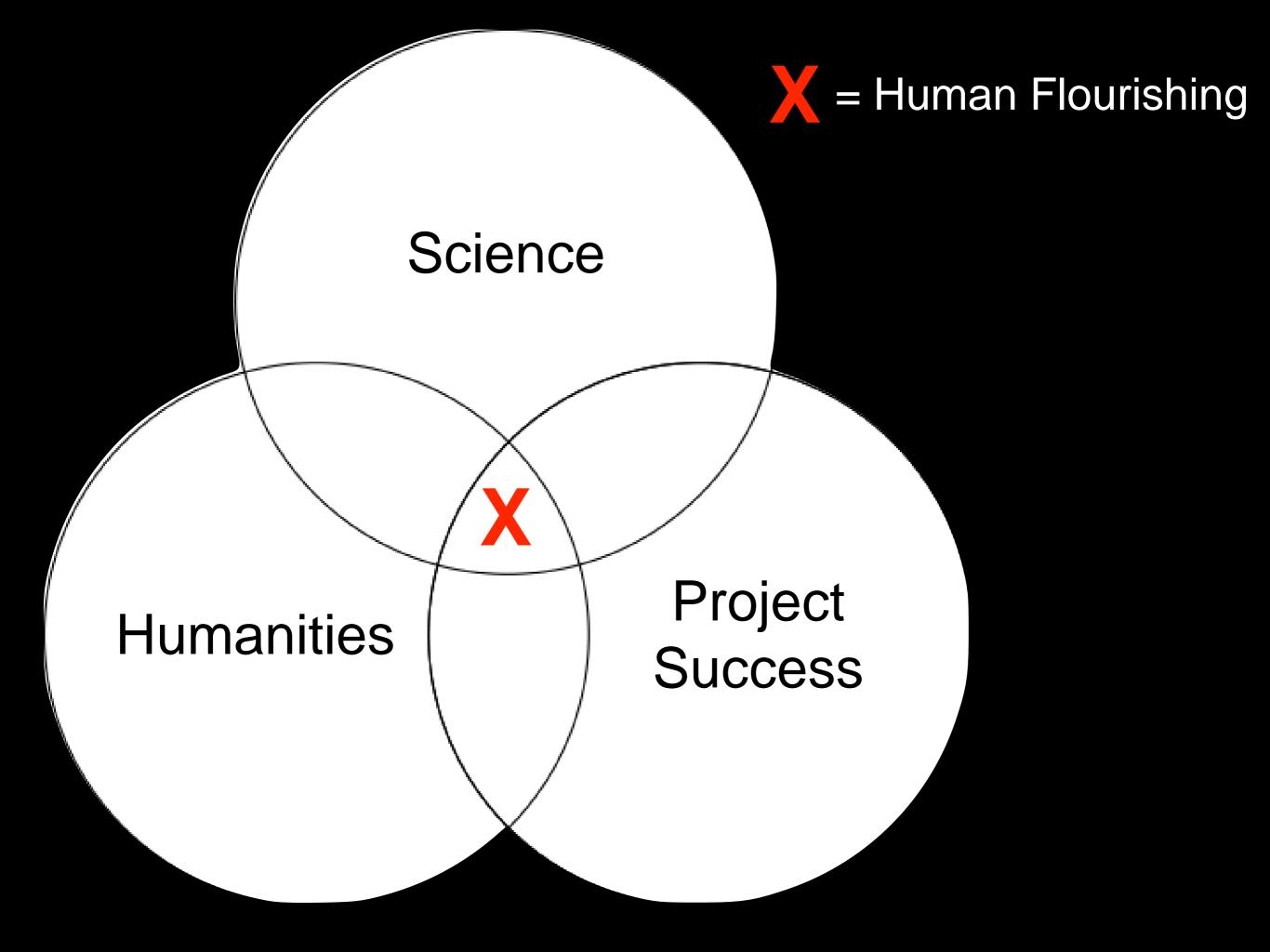


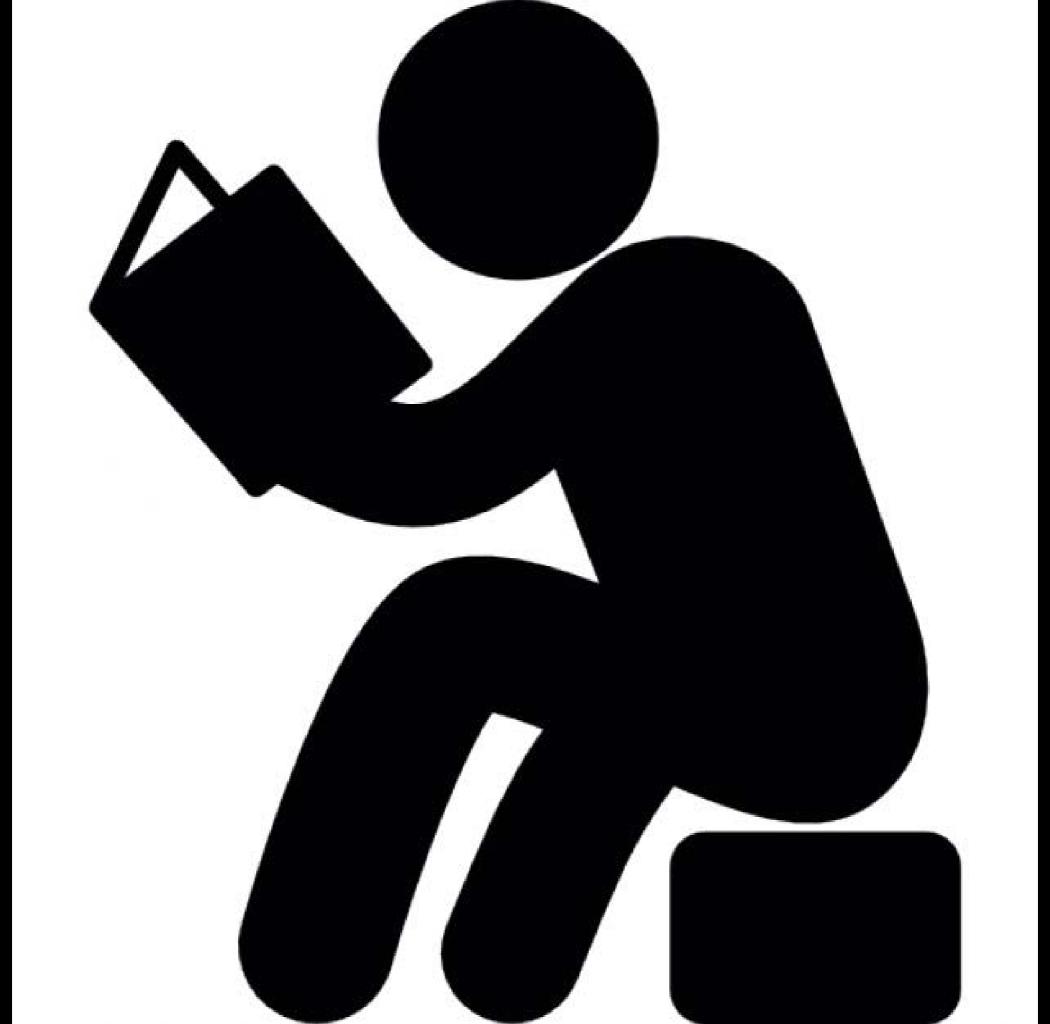


## Three insights

One caution















#### The Power of FOCUS How to hit your business, personal and financial targets with confidence and certainty

REVISED

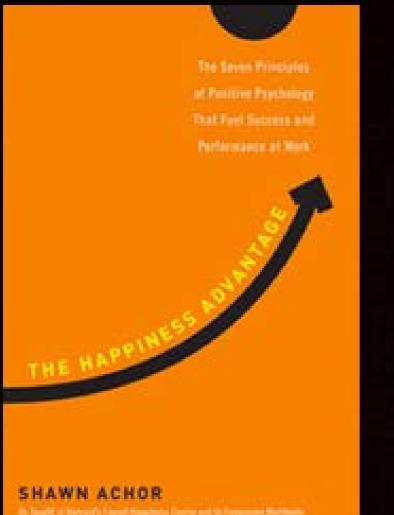
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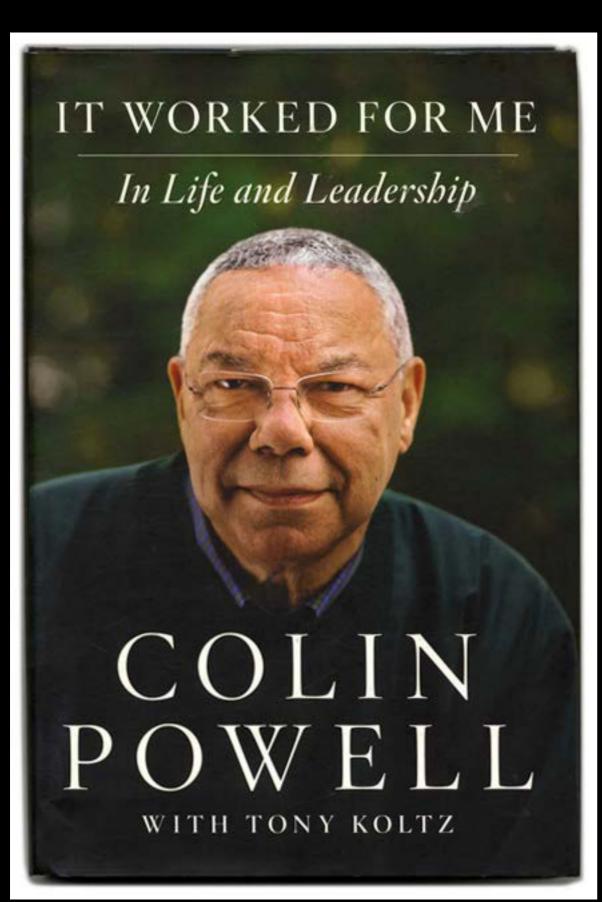


## Big idea # 1



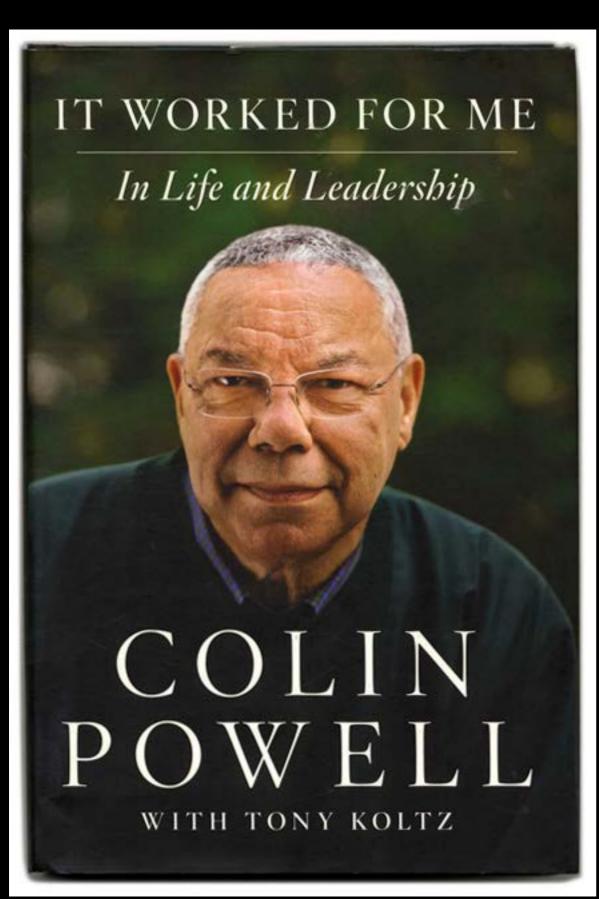
You don't have to be happy to work here but it helps





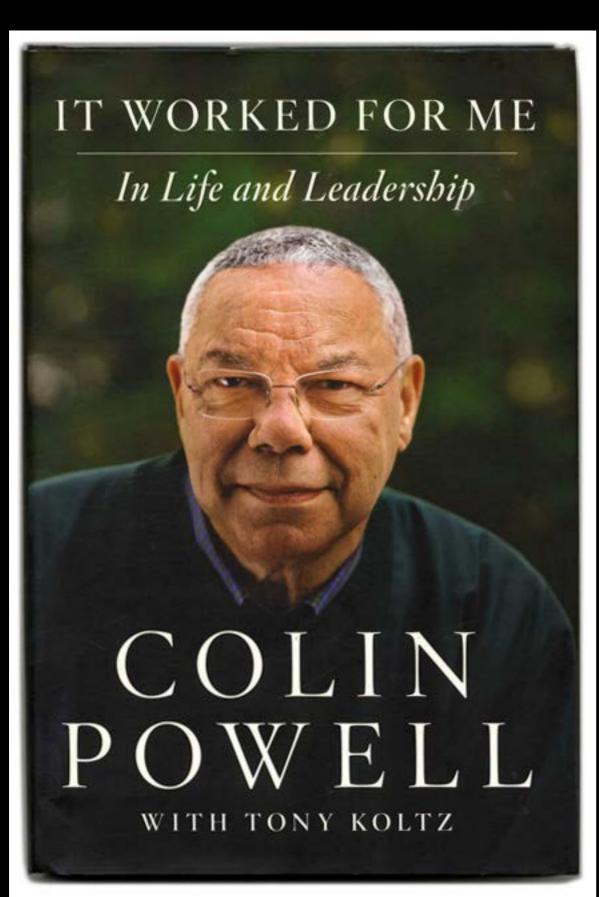
#### organizations

#### don't get things done



#### plans

#### don't get things done



# projects & programs don't get things done

## only people

## get things done

#### organizations plans projects & programs

either help or hinder

people

The wisdom of these words has shaped my life

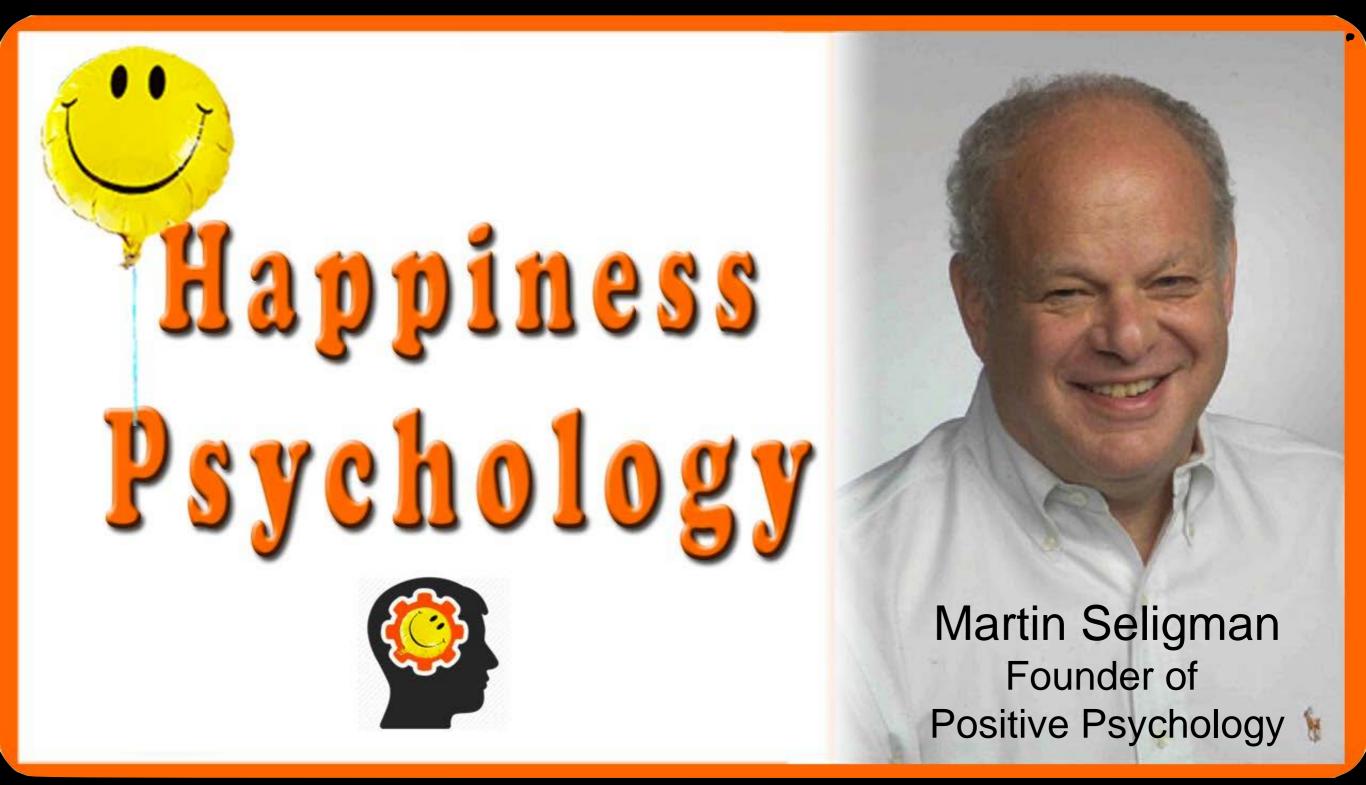
## Big idea # 2

#### Happiness helps people to get things done



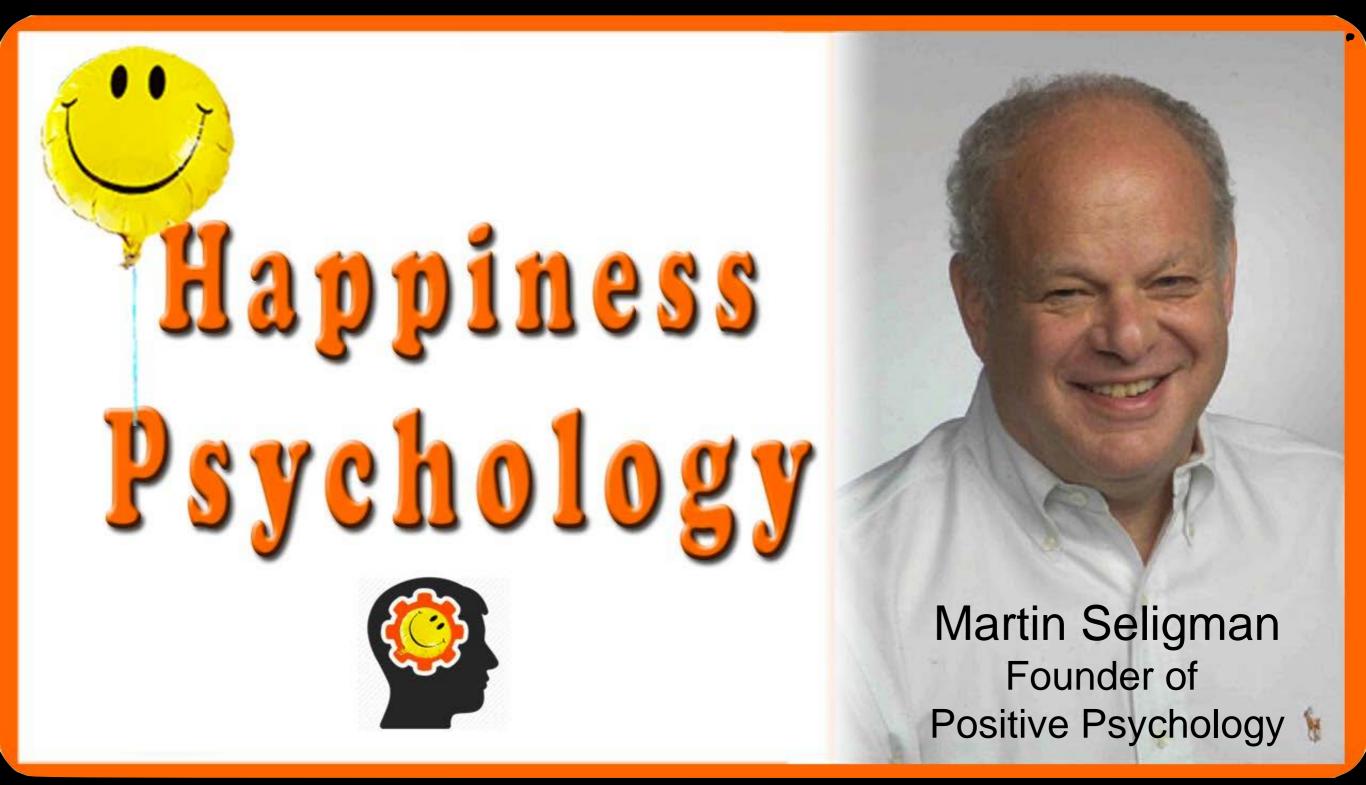
#### Unhappiness hinders people from getting things done

# What is happiness?





# What is happiness?



# Three sources of happiness

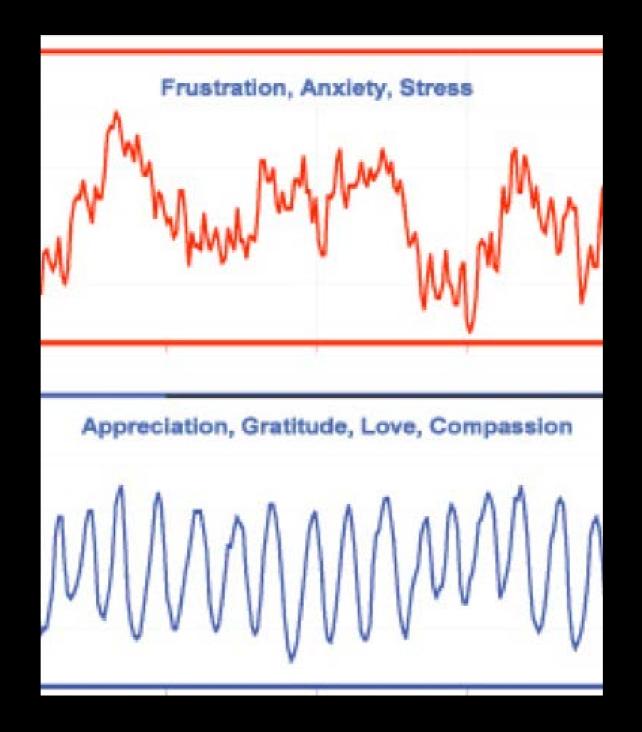
Pleasure	Positive Emotions
Passion	Engagement
Purpose	Meaning

# Happiness is both

state of mind state of body

This is biology

## Pleasure Positive emotions



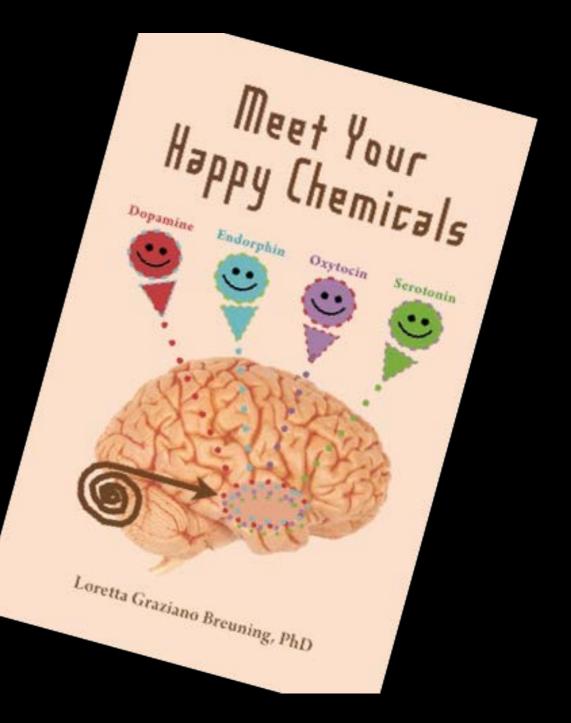
## Pleasure Positive emotions

Dopamine

Endorphin

Oxytocin

Serotonin





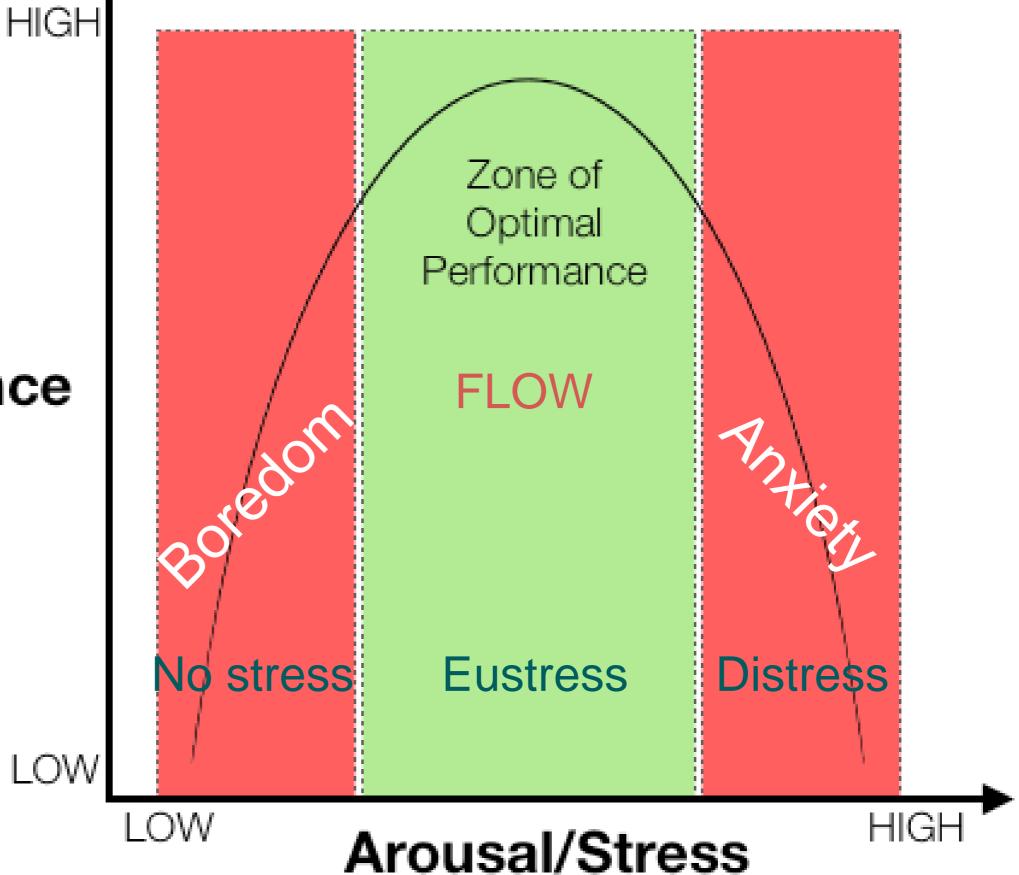
Happiness is both state of mind state of body

Happiness is a state of being

# Three sources of happiness

Pleasure	Positive Emotions
Passion	Engagement
Purpose	Meaning

#### Performance



# Flow

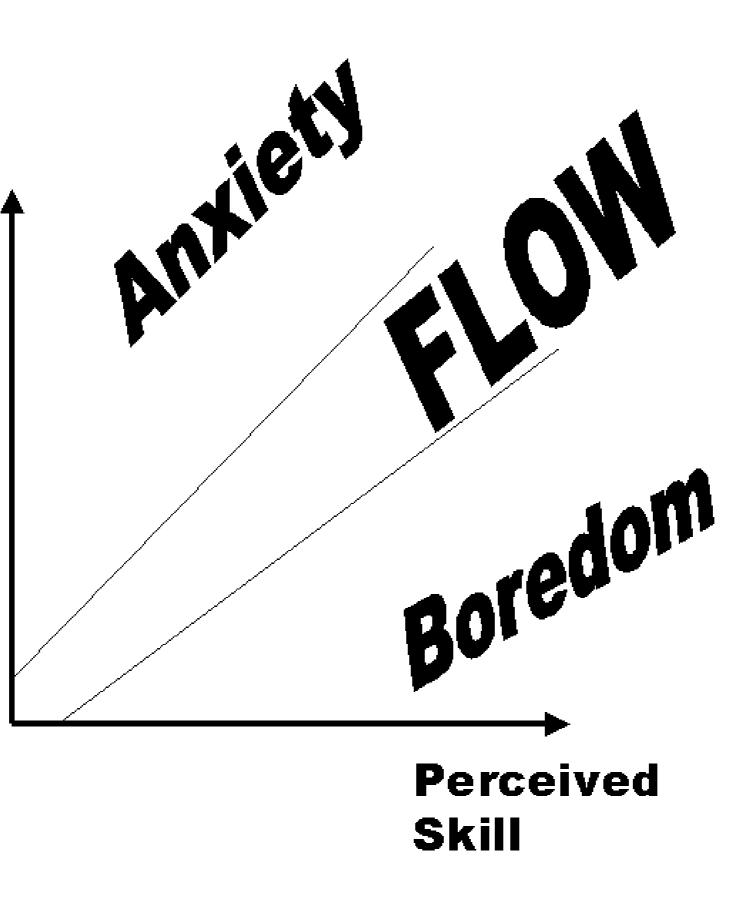
- S. T. E. R.
- S = Selflessness
- T = Timelessness
- **E** = Effortlessness
- $\mathbf{R} = \mathsf{Richness}$

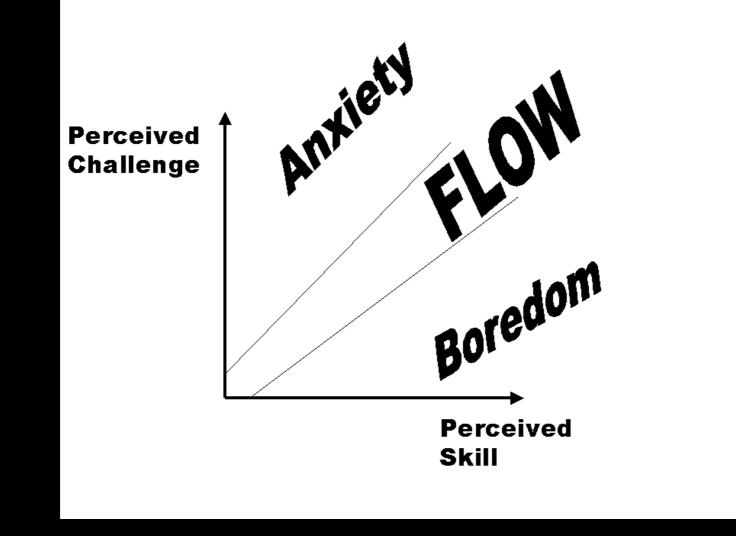
### Experienced more @ work

#### Associated with the acquisition of mastery

Relatively unrecognized as source of happiness







#### Current challenges exceed current skills

#### but not by too much



# Relatively unrecognized as a source of happiness

# What, Me Worry?













#### Martin Seligman





# Relatively unrecognized as a source of happiness

## You don't have to bring FLOW to work

but it helps

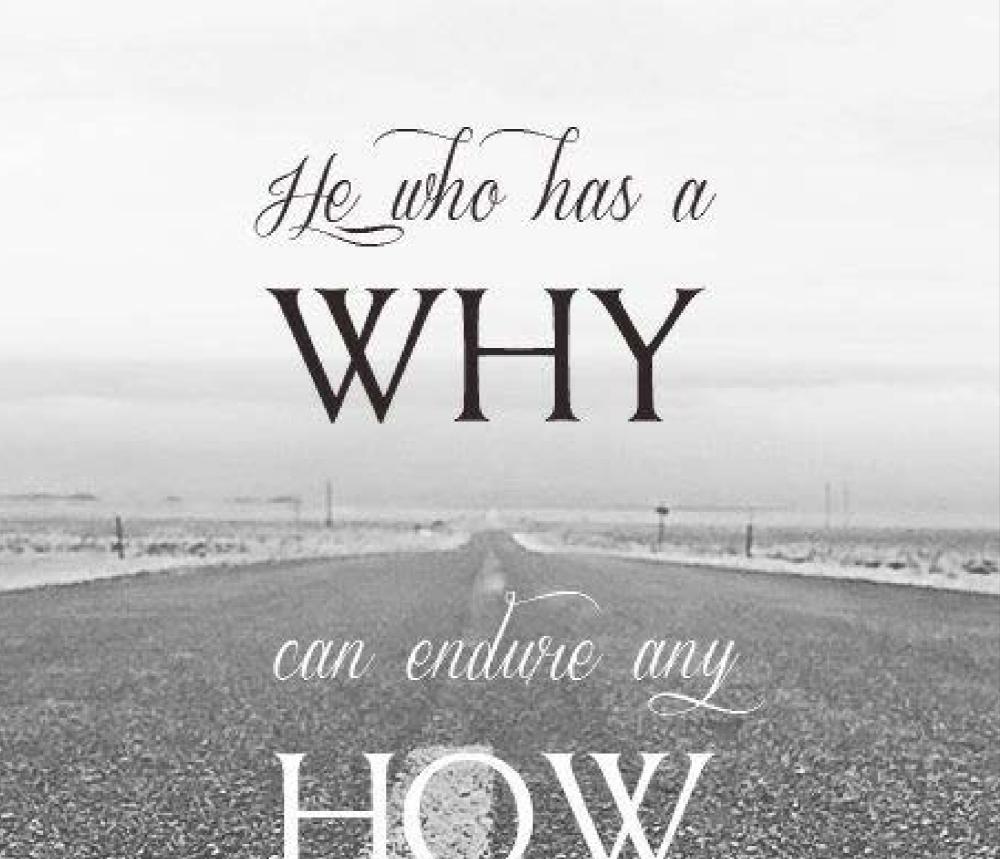
# Three sources of happiness

Pleasure	Positive Emotions
Passion	Engagement
Purpose	Meaning

"Your work is to discover your work and then, with all your heart, to give yourself to it." ~ Buddha

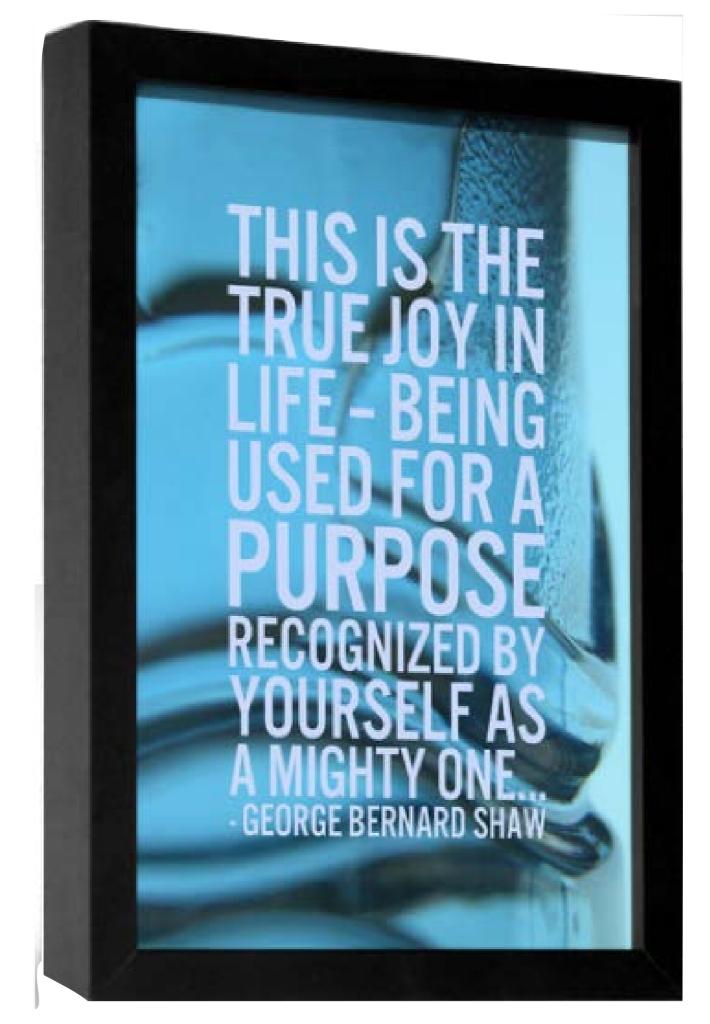
India: 5th Century BC

PersonalExcellence.co



Germany ~1875





Ireland ~1905



"The two most important days in your life are the day you are born and the day you find out why." - Mark Twain



## JFK @ NASA Janitor Story



## "Hi, I'm Jack Kennedy. What are you doing?"

I'm helping to put a man on the moon

#### Purpose

It's not about me

It's about something more important than me



If you bring forth what is within you, it will save you; if you do not bring forth what is within you, it will destroy you.

Gnostic Gospel of Thomas

#### Purpose

It's not about me

It's about something more important than me

# Three sources of happiness

Pleasure	Positive Emotions	
Passion	Engagement	
Purpose	Meaning	

# Three sources of happiness

source of happiness	long lasting?	hereditary?
pleasure	least	most
passion	middle	middle
purpose	most	least

"Just as the good life is something beyond the pleasant life, the meaningful life is beyond the good life."

- Martin Seligman

## Masaru Ibuka

#### Founder of





Establish a place of work where engineers can feel the joy of technological innovation, be aware of their mission to society and work to their heart's content.

— Masaru Ibuka —



## Aristotle

# Happiness = Eudemonia

better translation = Human Flourishing

## Big idea # 1



You don't have to be happy to work here

but it helps

## Big idea # 1: Upgrade



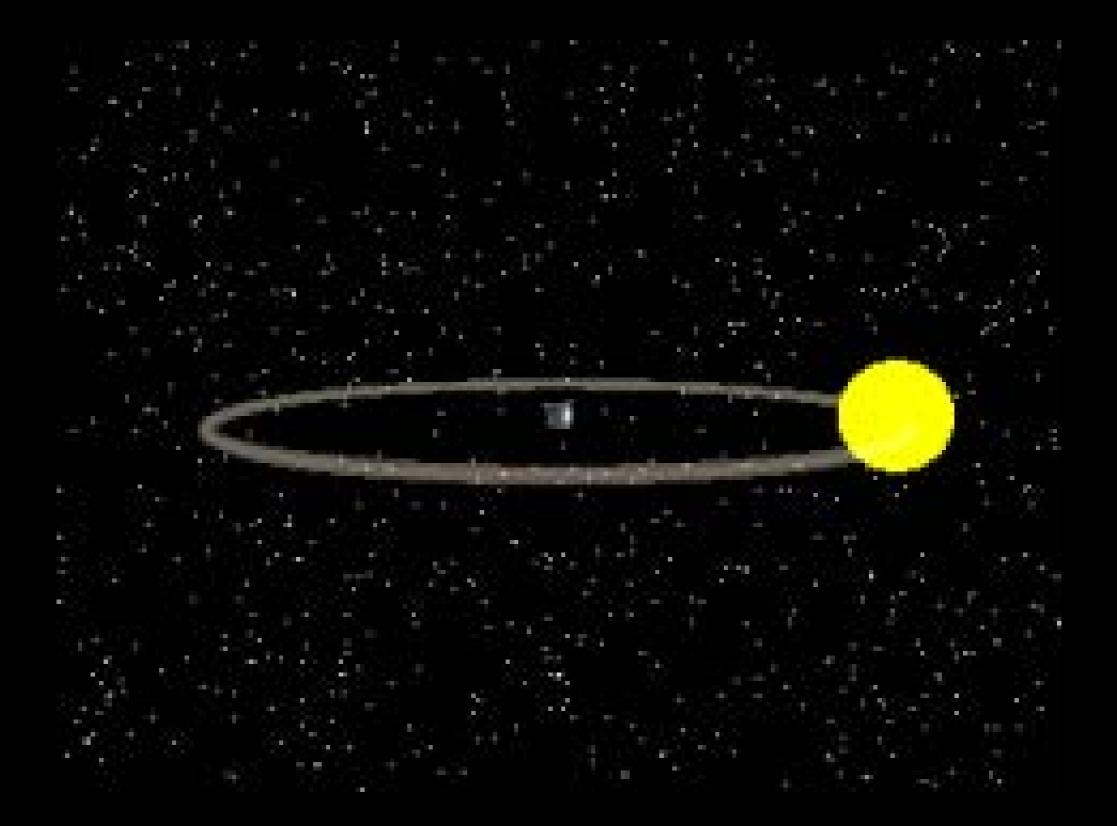
## You don't have to bring human flourishing to work here

but it helps

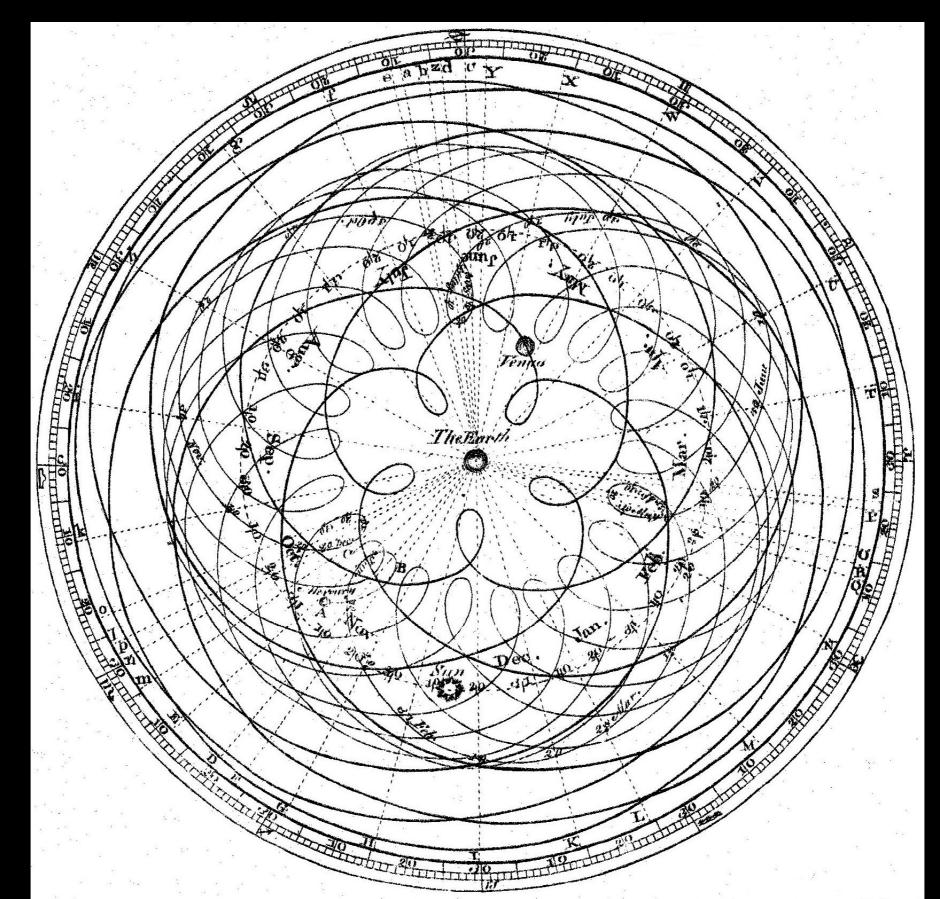
## Big idea # 2: Upgrade Human flourishing helps people to get things done

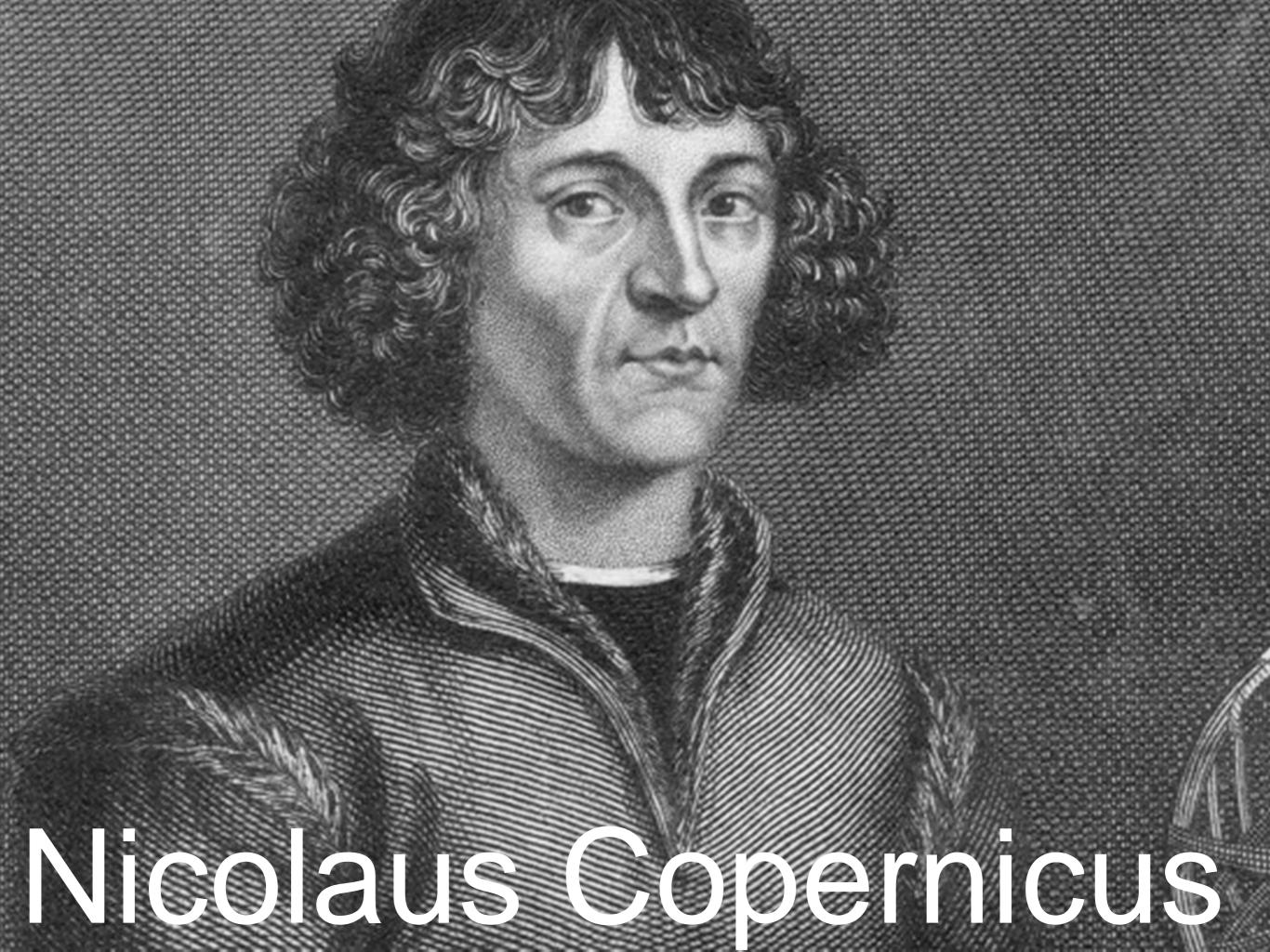


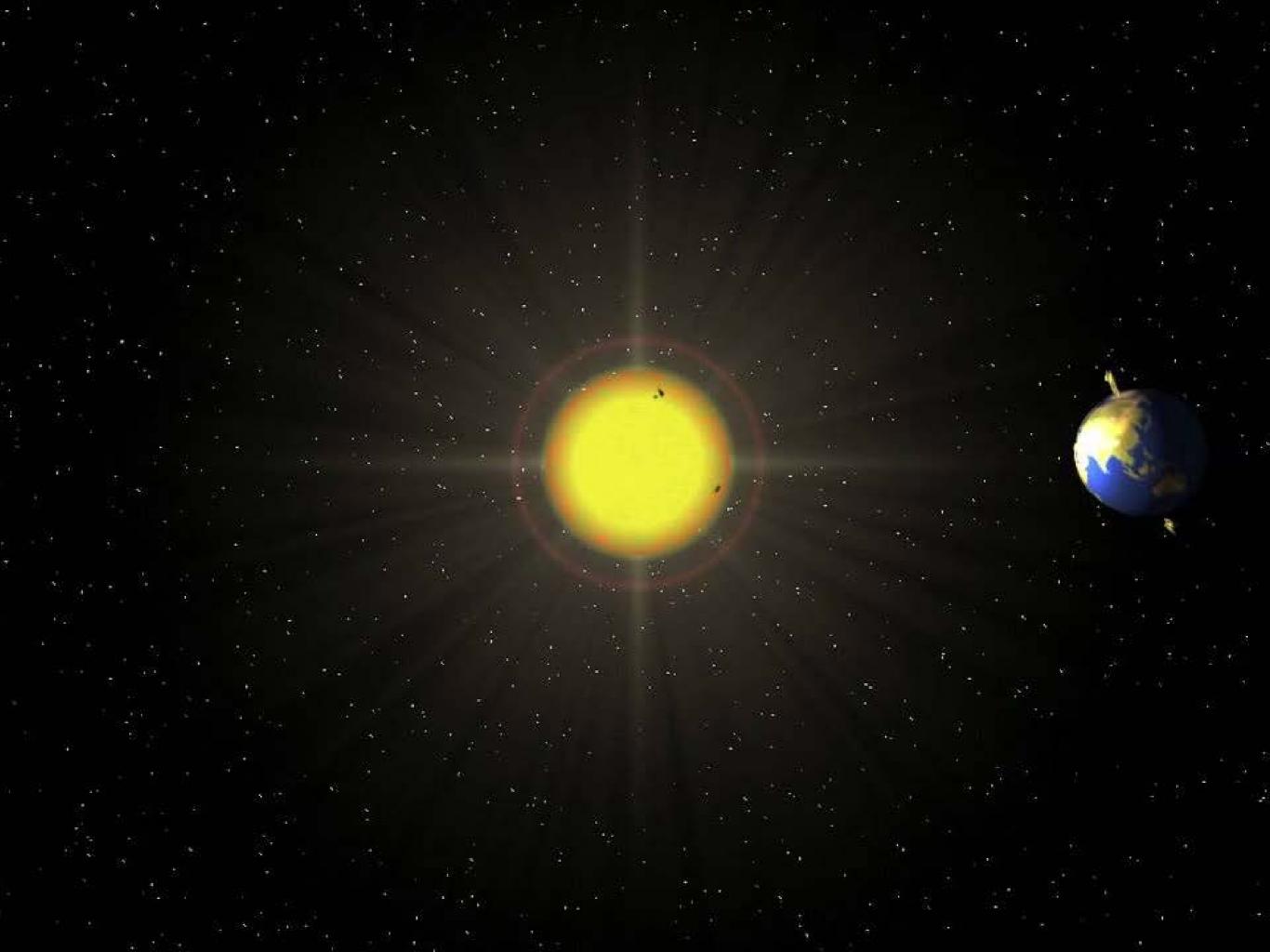
Unhappiness hinders people from getting things done

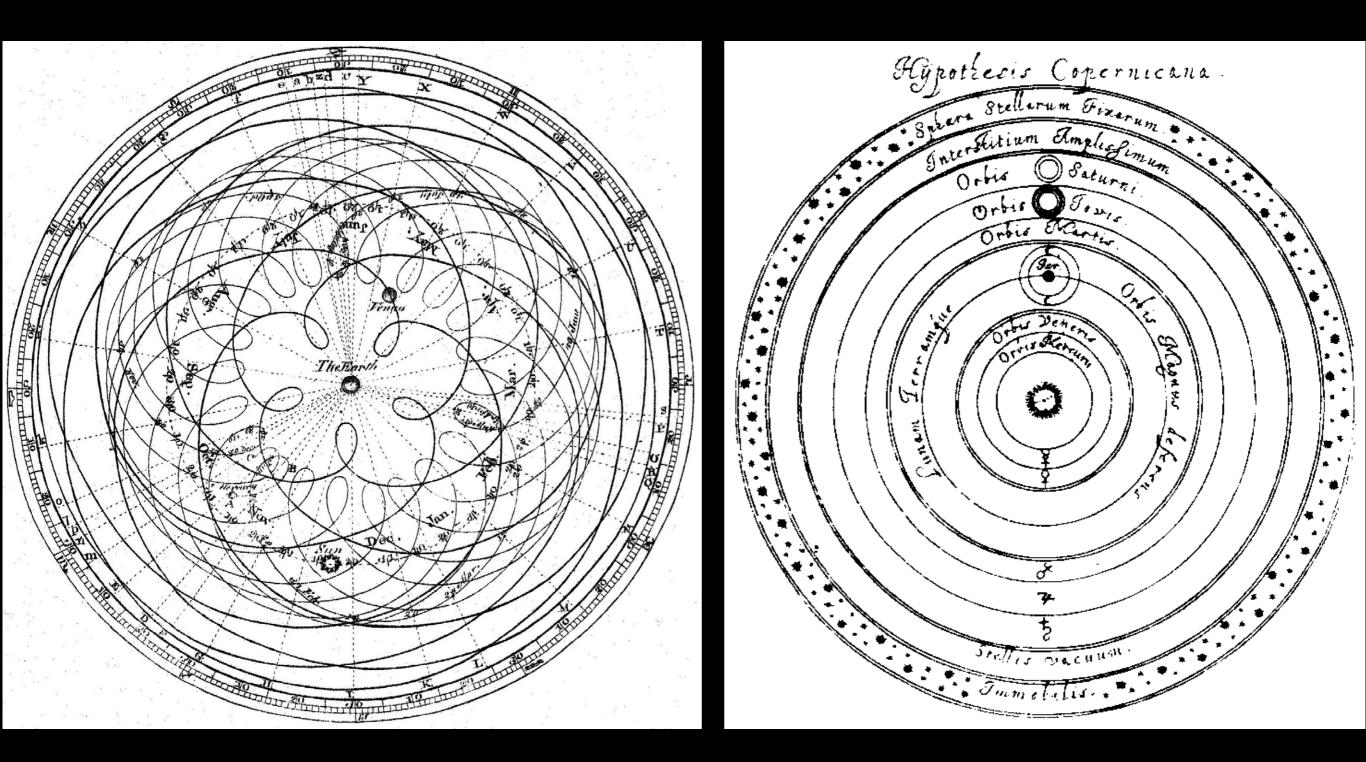


#### Ptolemaic model of the solar system



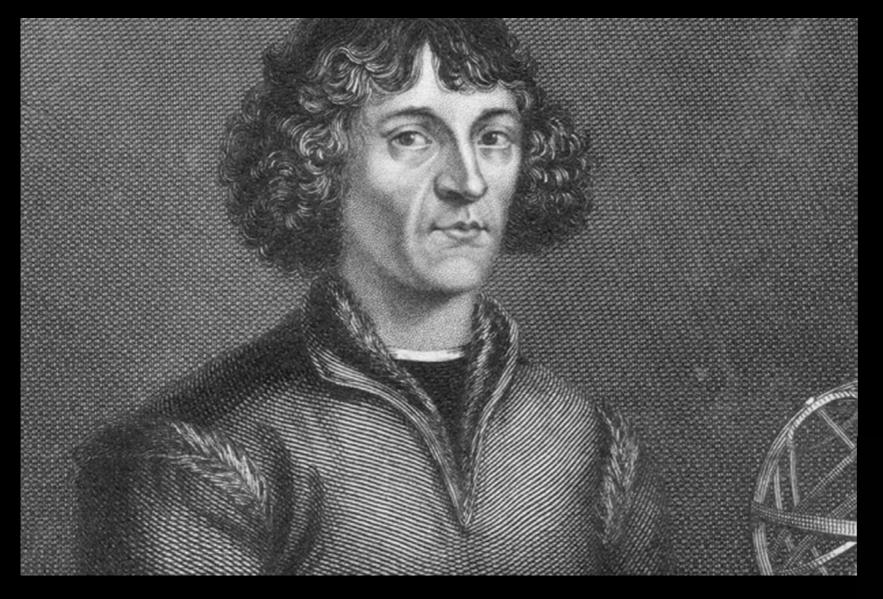






Comparison of Ptolemaic and Copernican models of the solar system

# **Copernican Inversion**







# another Copernican Inversion





# another Copernican Inversion





Human flourishing is a precursor to project success

more than it is a consequence of it

## Robust finding



Exceptionally happy people have excellent social relationships



"the clearest message that we get from this 75 year study is this, good relationships keep us happier and healthier. period." - Robert Waldinger



# Human flourishing at WORK... How?

Set the example model the way

**Excellent relationships** 

# Attention training

# Attention training

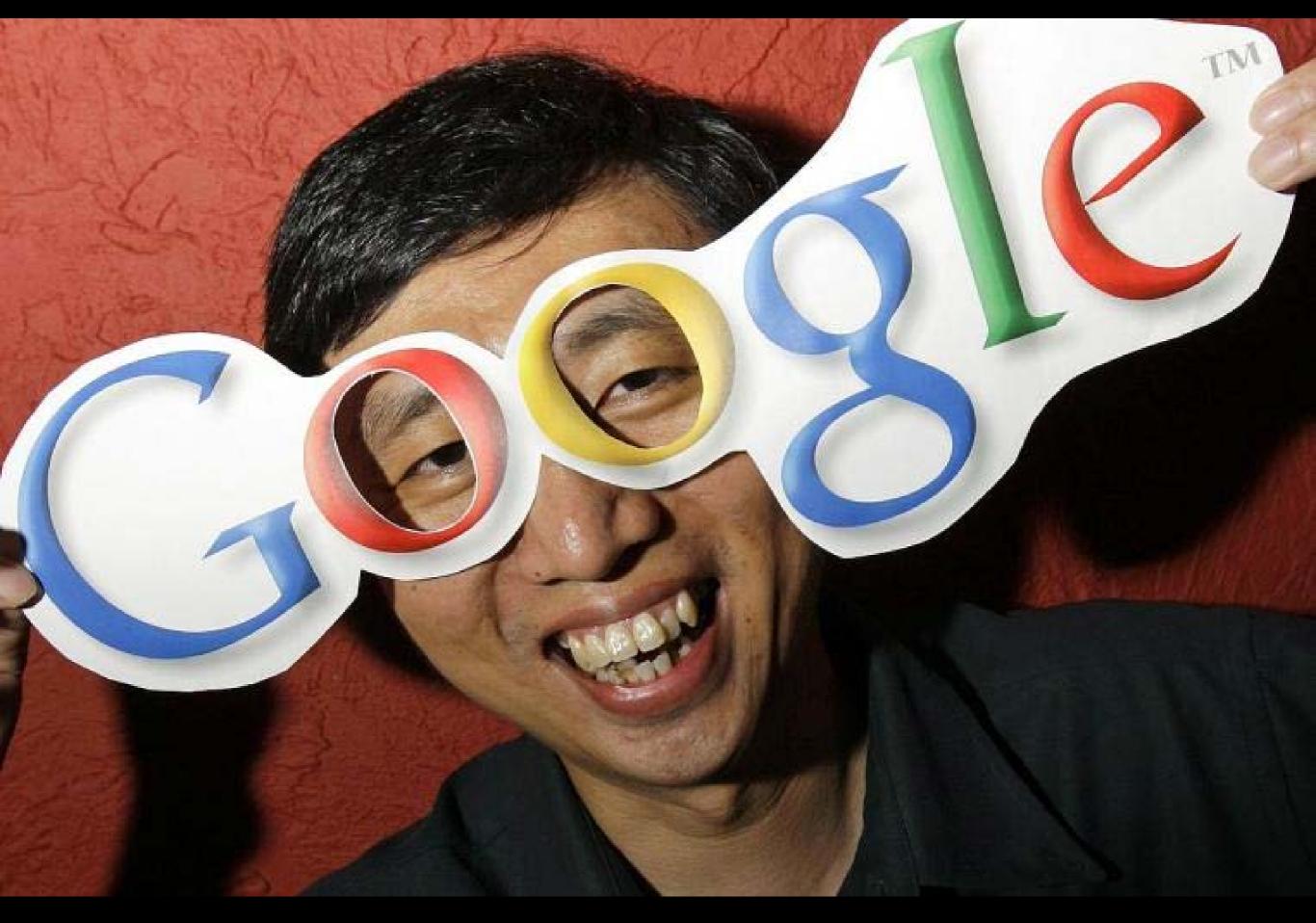


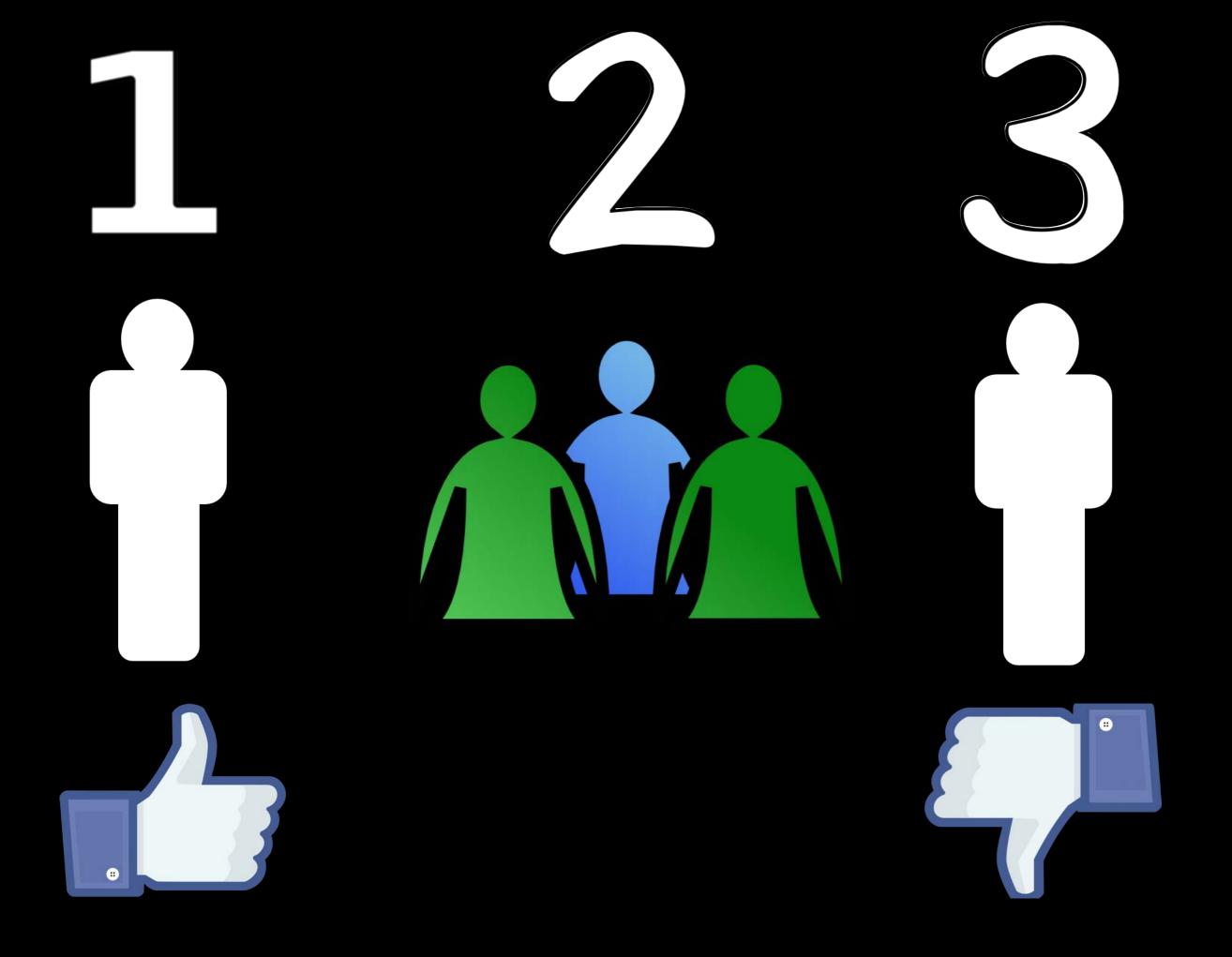
Leads to the creation of useful mental habits

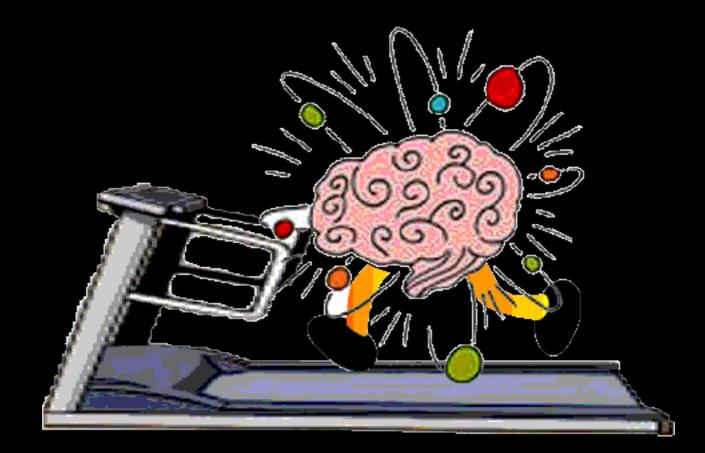


# useful physical habits

#### Chade-Meng Tan: engineer



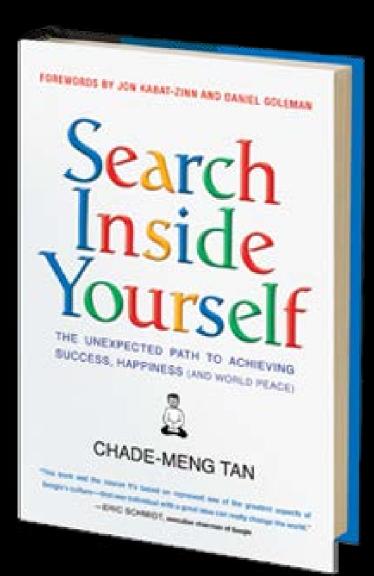






## Attention training = Useful mental habits

#### Creating useful mental habits



"Just like me" attention training

#### You've a body & a mind

#### You've thoughts & emotions

#### You've been sad, angry & hurt

#### You've known physical & emotional pain

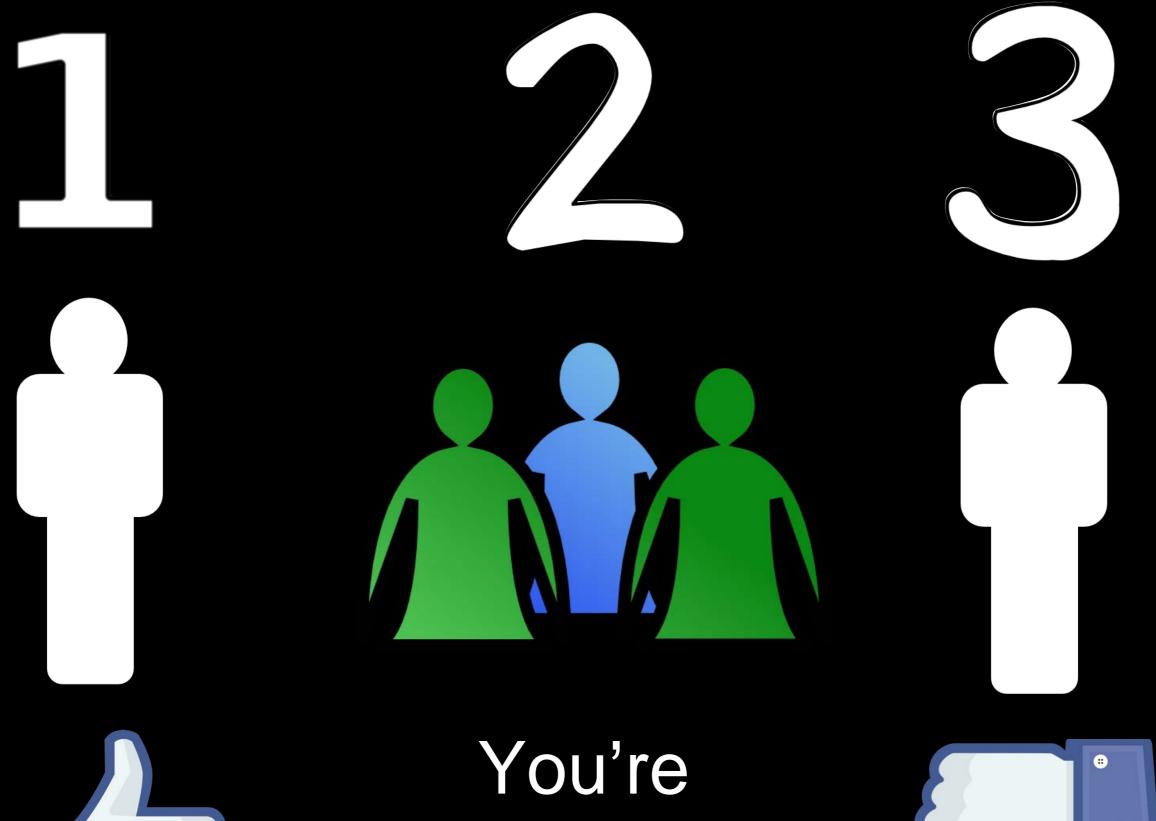
#### You wish to be free from suffering

#### You wish to be healthy

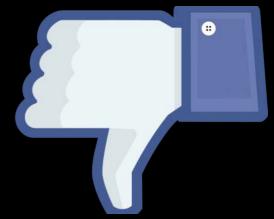
#### You wish to be loved

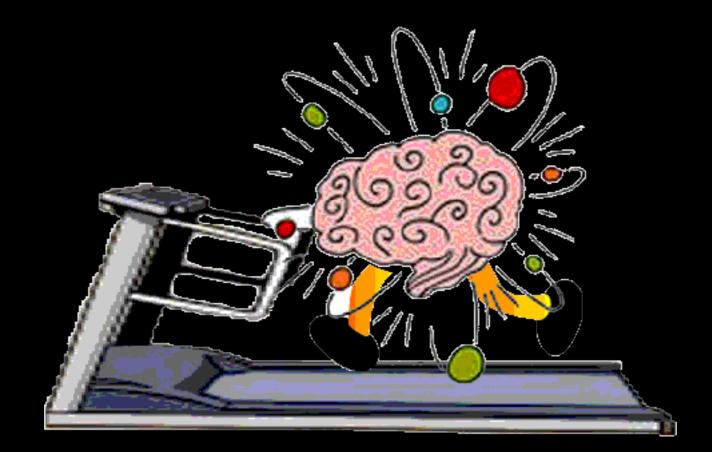
#### You wish to have fulfilling relationships

#### You wish to flourish



.







## You've all done very well

## Summary

# Three insights



You don't have to bring human flourishing to work here

but it helps

#### Human flourishing helps people to get things done



Unhappiness hinders people from getting things done

Human flourishing is a precursor to project success

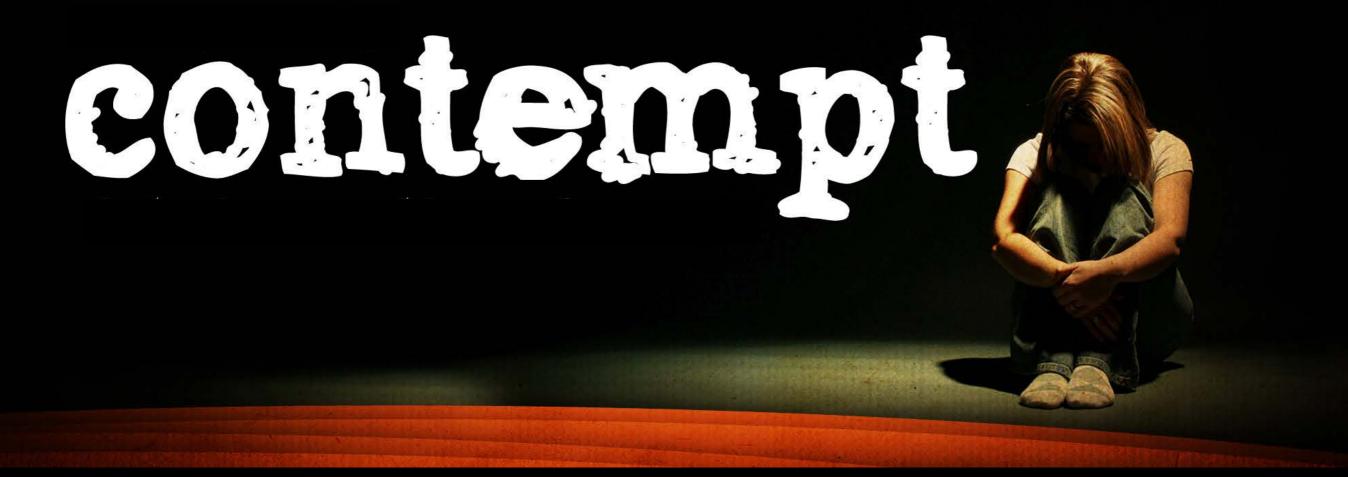
more than it is a consequence of it

# Three insights

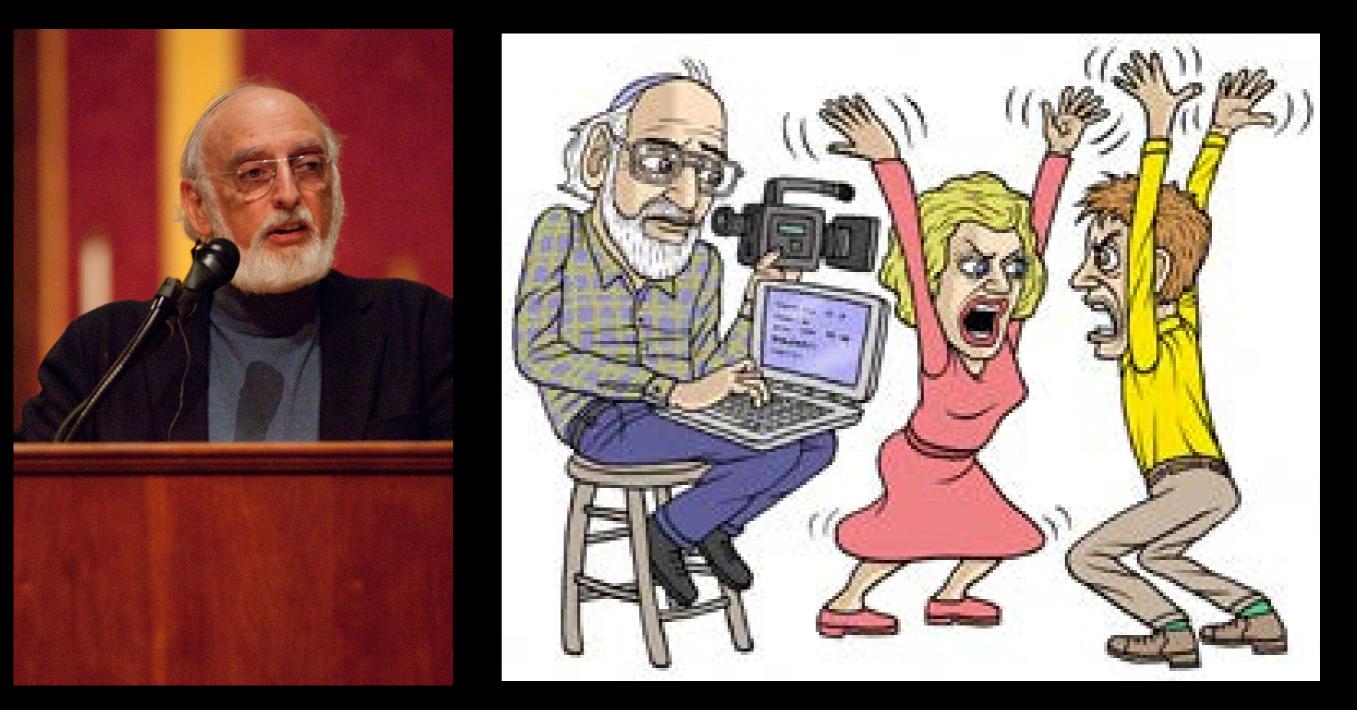
One caution



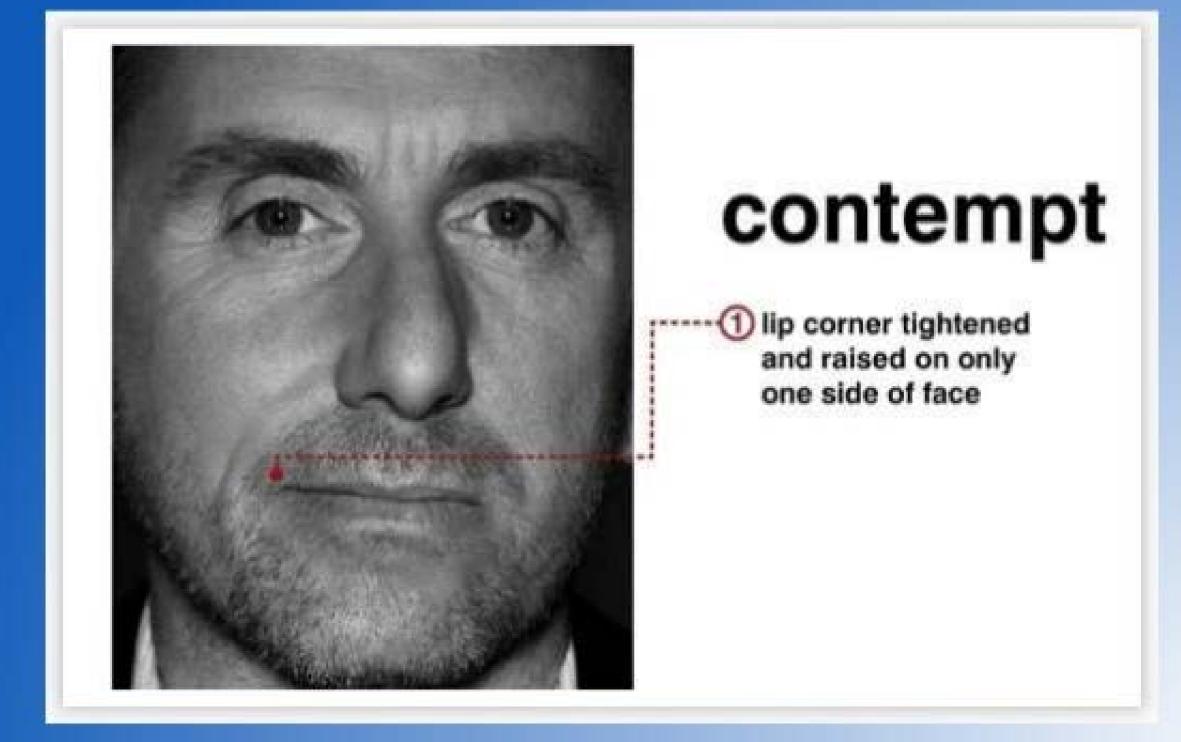
## beware of



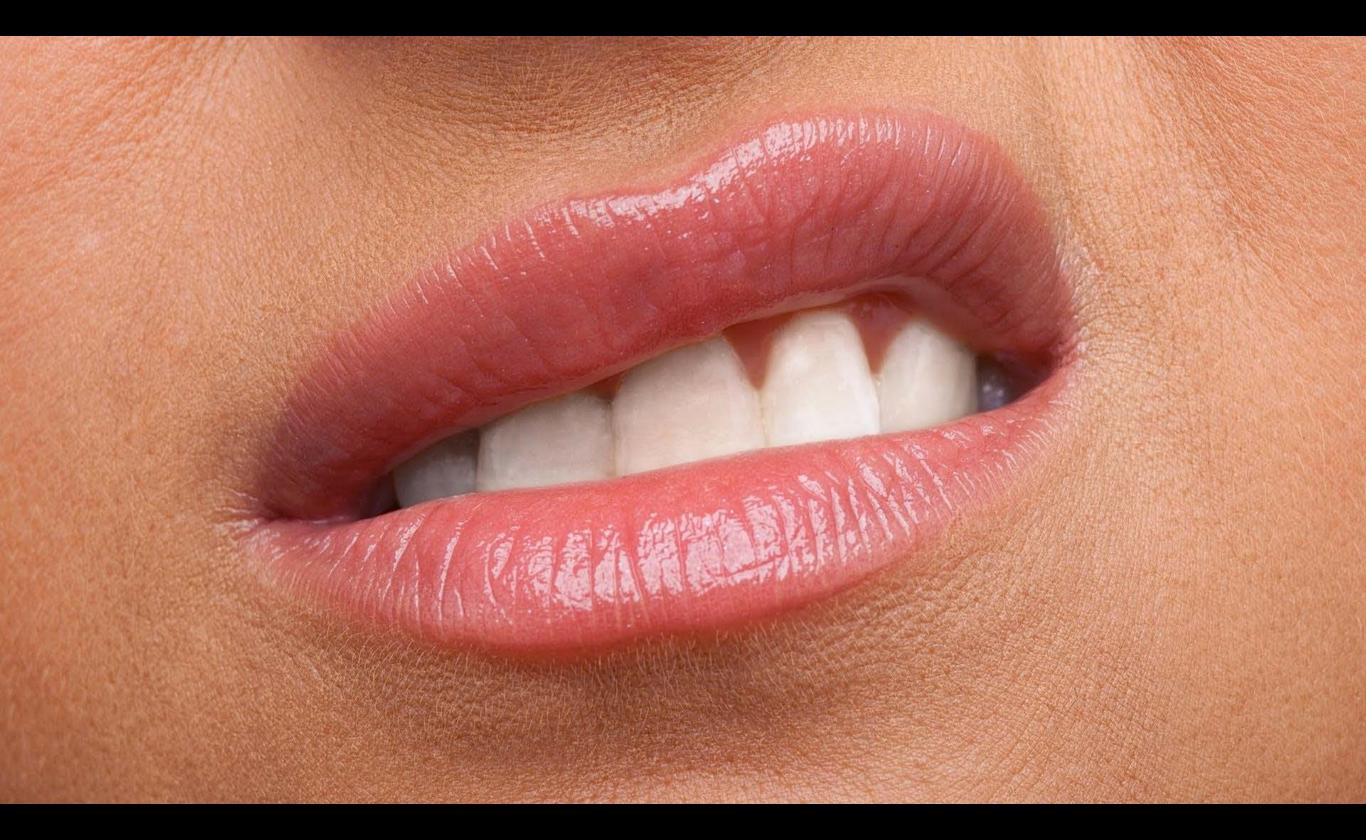
### John Gottman



### Facial Expressions: Contempt



#### beware of contempt



banish contempt



#### banish

# eontempt (

#### from your work life



#### banish

# contempt

#### from your personal life

### Three insights

One caution



## I-minute









# Thank You



