

Welcome to

THE HAPPINESS EFFECT

with Dave Keeling

HA!
HA!

**it's
activity
time!**





2 minutes

Pick a partner and draw
their picture

- Without looking at the paper!



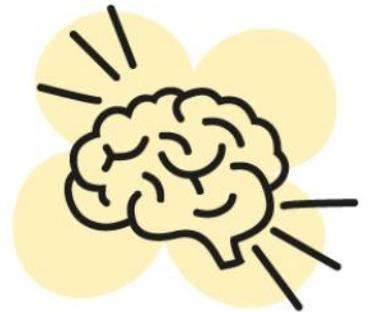
Brain Quiz



LAUGH**HO**LOGY

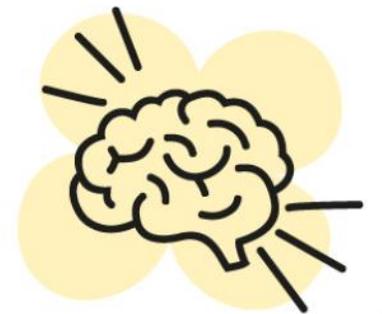


**The average brain weighs
one and a half kilograms**



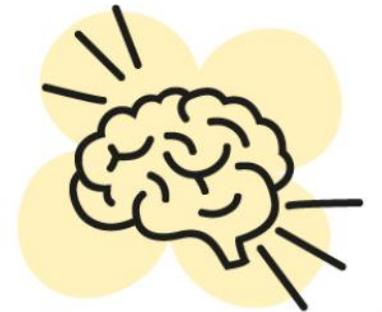


The human brain cannot feel pain



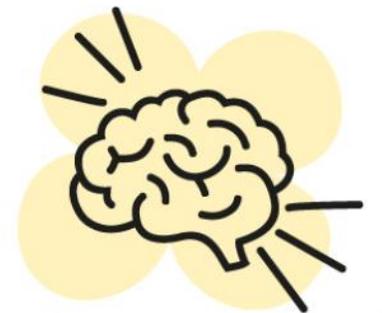


The human brain is the fattiest organ in the body





Our genes play the biggest role in our intelligence, and it isn't something that can be changed



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3 minutes

As a team, discuss what
is a **fixed mindset** and what
is a **growth mindset**



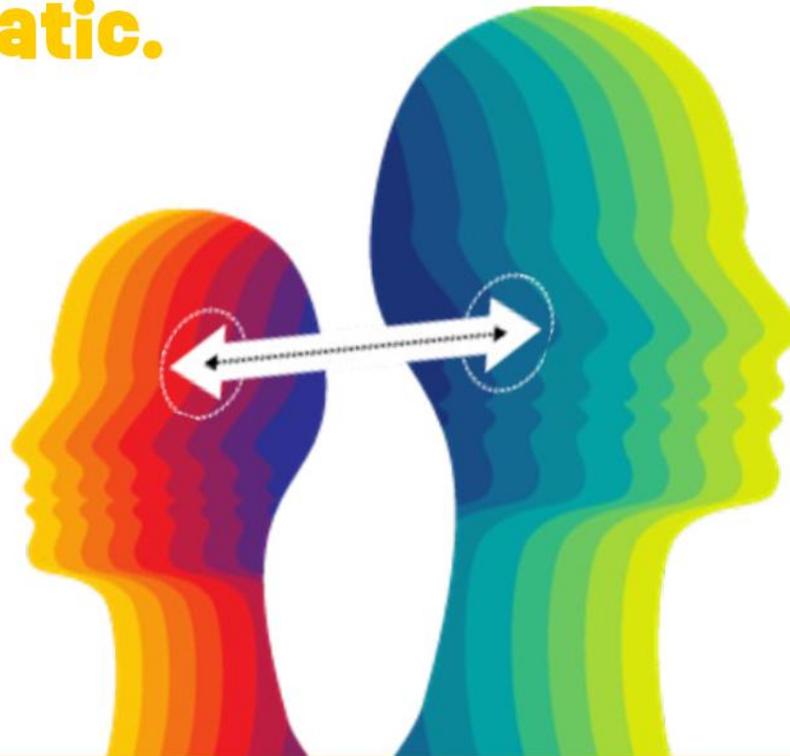


Recognising Mindsets

Fixed mindset

Intelligence is static.

Leads to a desire to look smart, block new ideas or not give things a go.



Growth mindset

Intelligence can be developed.

Leads to a desire to learn and therefore a tendency to be open, listen to new ideas and have a go.



Decision making

Neocortex



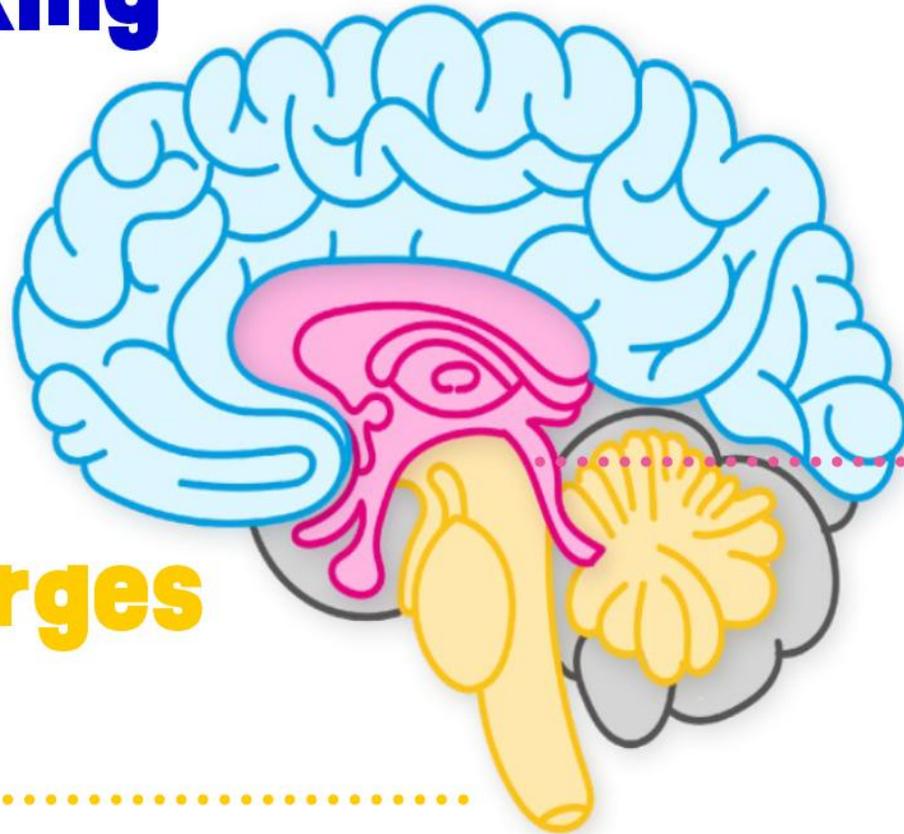
Emotion & motivation

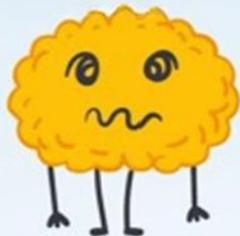
Limbic brain
(Amygdala)



Instincts & urges

Reptilian brain





FIXED MINDSET INTELLIGENCE IS STATIC

GROWTH MINDSET INTELLIGENCE CAN BE DEVELOPED

Leads to a desire to look smart and therefore a tendency to...

Leads to a desire to look smart and therefore a tendency to...

All this leads to a lack of flexibility and being closed to new ideas

As result, may plateau early and achieve less than full potential

Creates adaptability and an openness to ideas

As result, they reach higher levels of achievement.

...Avoid challenges



CHALLENGES



...Embrace challenges

...Give up easily



OBSTACLES



...Persist in the face of setbacks

...See effort as fruitless or worse



EFFORT



...See effort as the path to mastery

...Ignore useful negative feedback



FEEDBACK



...Learn from criticism

...Feel threatened by the success of others



SUCCESS OF OTHERS

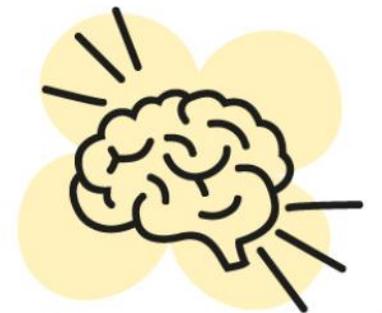


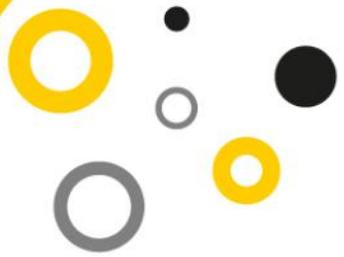
...Find lessons and inspiration in the others of others



Does it matter?

Having a **fixed mindset** amongst your team can lead to resistance to change, a lack of wanting to learn and develop, creation of a blame culture and a dire impact on recruitment and retention.





Does it matter?

Having a **growth mindset** can boost innovation, build a learning culture, enhance collaboration, increase resilience and improve recruitment and retention AKA creating a happy work environment and

‘The Happiness Effect’.

**it's
activity
time!**





Fixed Mindset

I don't have time

Curious Questions

?

Why don't you
have time?

?

Is there a way you can
manage your time more
efficiently?

?

Can you ask
someone for help?

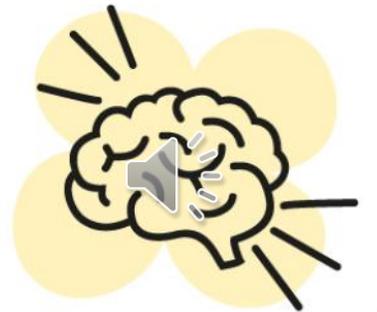
?

Do you need a system
to help you with time
management?



5 minutes

**As a team, turn the
fixed mindsets into
growth mindsets, using
curious questions**

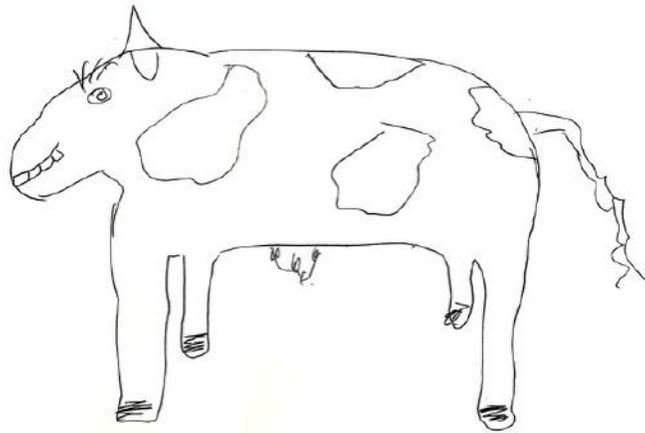


**it's
activity
time!**





Cow



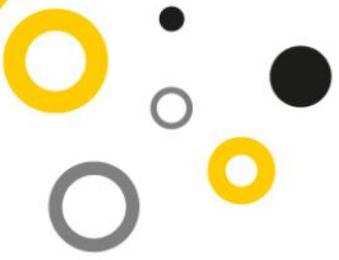


Part 1

2 minutes

Draw a house





Part 1

2 minutes



Part 2

5 minutes

As a team, think about a realistic **'wishlist'** for your dental practice. If you removed all barriers, what would you like to have?

(e.g. no phones on reception, a coffee machine, new magazines!)





Creating Growth Mindsets

- Have regular brainstorming sessions
- Pair co-workers with each other, one with more of a growth mindset
- Have regular resilience and developmental days - as a team
- Use the 'growth mindset cards' regularly as a team to start discussions
- Fail forward Fridays - as a team share failures and what they've learnt from it
- Create a growth mindset wall - share achievements, breakthroughs and growth



Session 2:

Summary & The Happiness Effect

- Key facts about the brain
- The two different mindsets
- Asking curious questions
- How we can apply a growth mindset in the dental practice, and why it's important



**HA!
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It's reflection time!

Your personal Happiness Effect top tips to put into action.

Session 1 - The Happiness Effect Ingredients:

What's your top takeaway from this session?

1.....
.....

Session 2 - Growth Mindset:

What will you do to build more of a growth mindset in yourself and encourage it in others?

2.....
.....

Session 3 - FLIP-it Thinking:

What will you stop, start and continue doing to bring The Happiness Effect to you and your team?

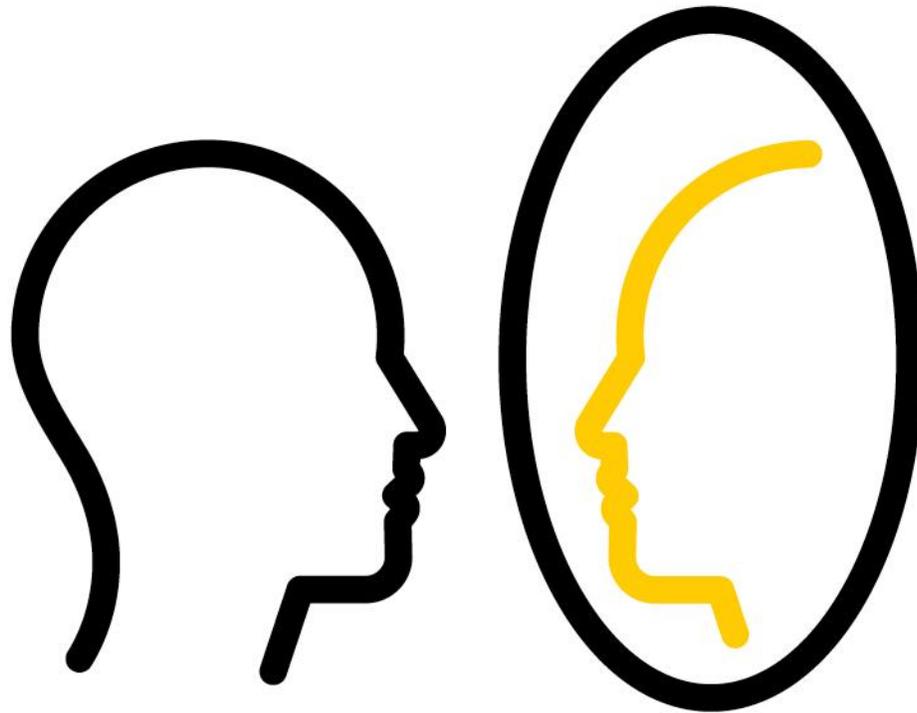
3.....
.....





2 minutes

Part 1: Self reflection





Session 2

Growth Mindset

As a team, how will you create and support a growth mindset philosophy in your dental practice?

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5 minutes

Part 2: Team reflection



Lunch

