

#lovework

The Science Behind It

hello@lovework.team



1

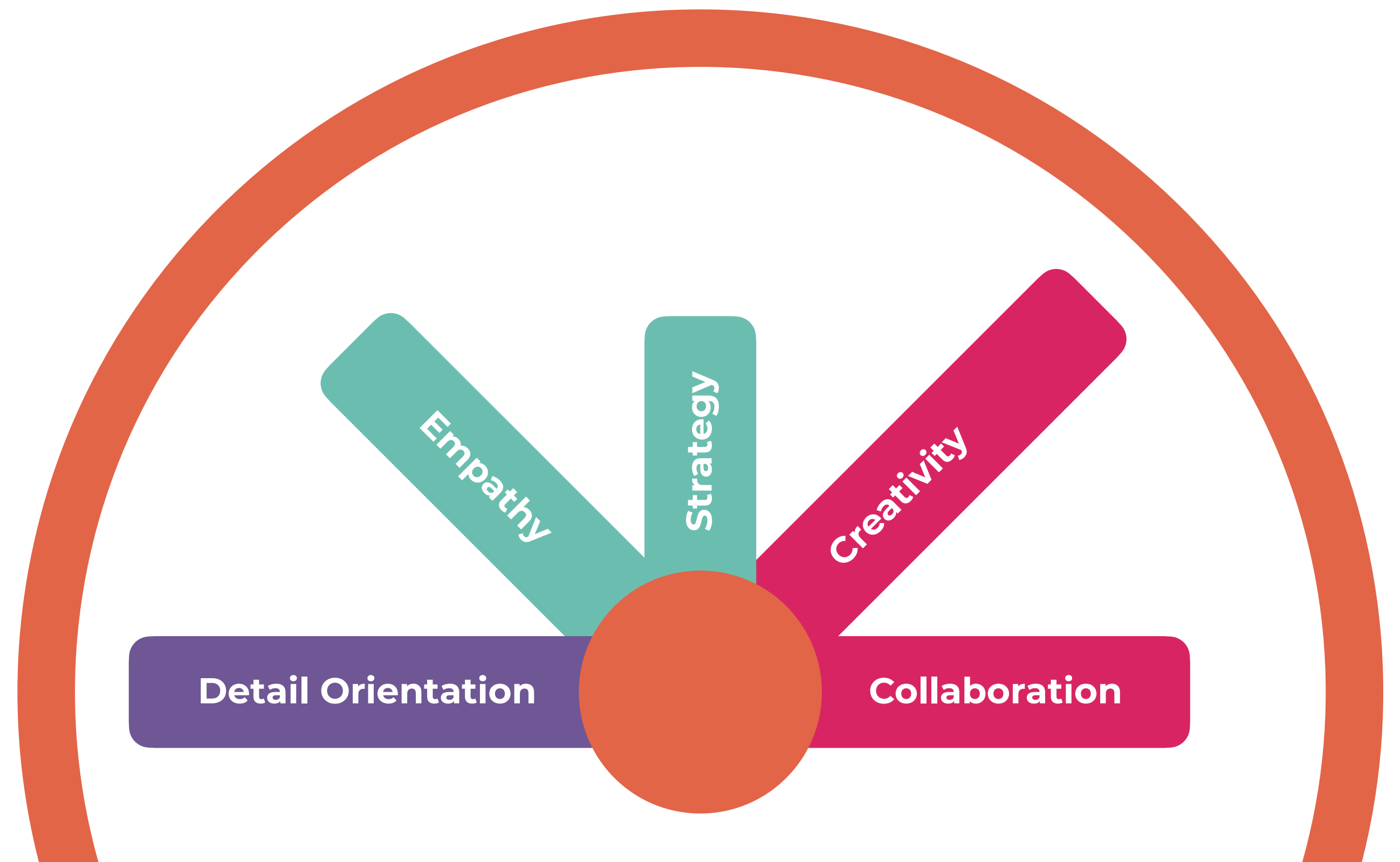
Discover what energizes you at work

Energizer/Drainer Assessment

→ To start, we show you exactly which activities put you in flow at work

SCIENCE BASED ON:

- Big 5 Personality Assessment
- Positive Psychology & Appreciative Inquiry
- Assessment © Strengthscope // Developed according to best practice psychometric principles following guidelines from the *European Federation of Psychological Associations* and followed by the *British Psychological Society's Psychological Testing Centre*





2

**Daily practice +
encourage your team**

A Typical Day

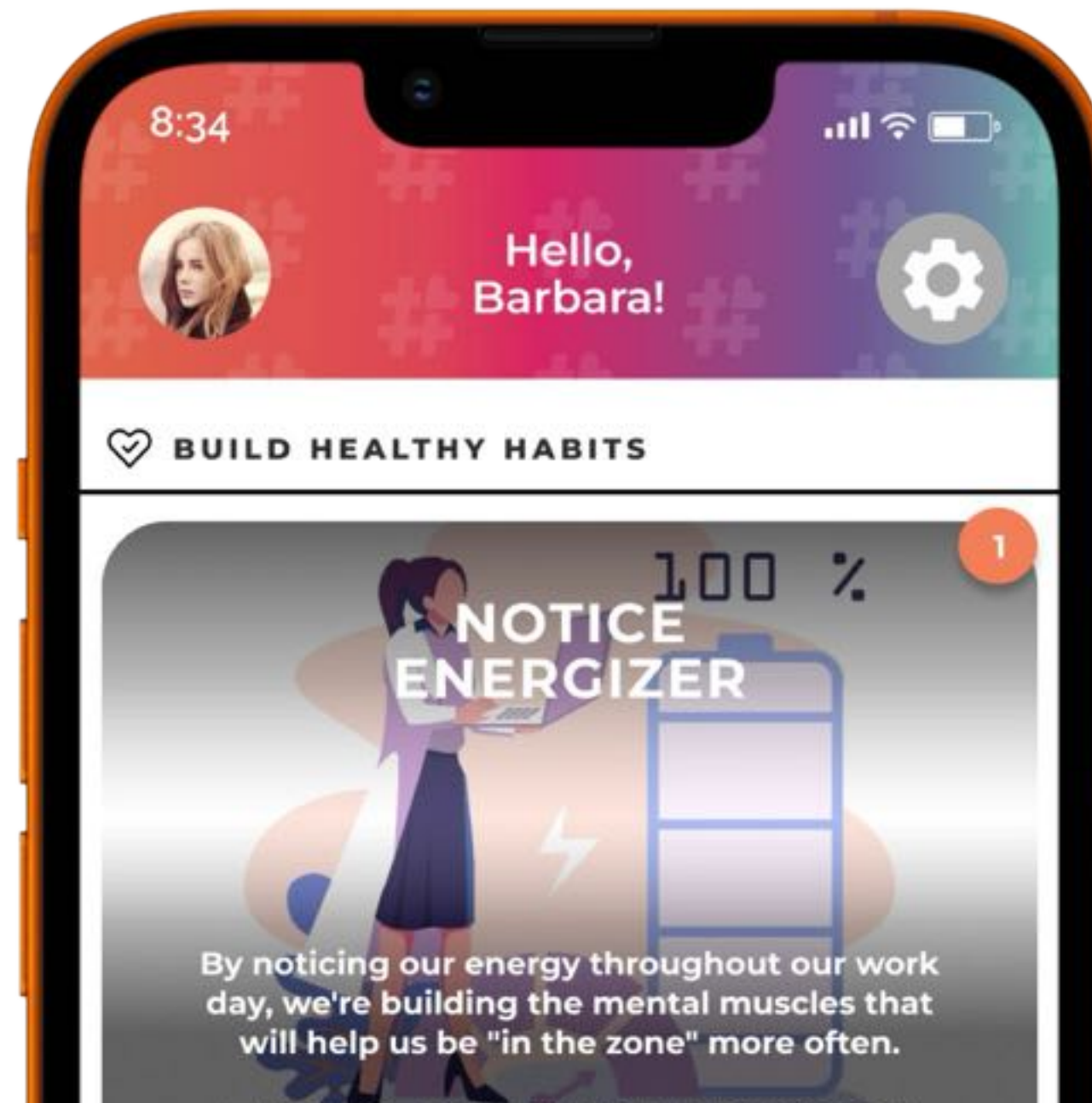
A

BEFORE WORK



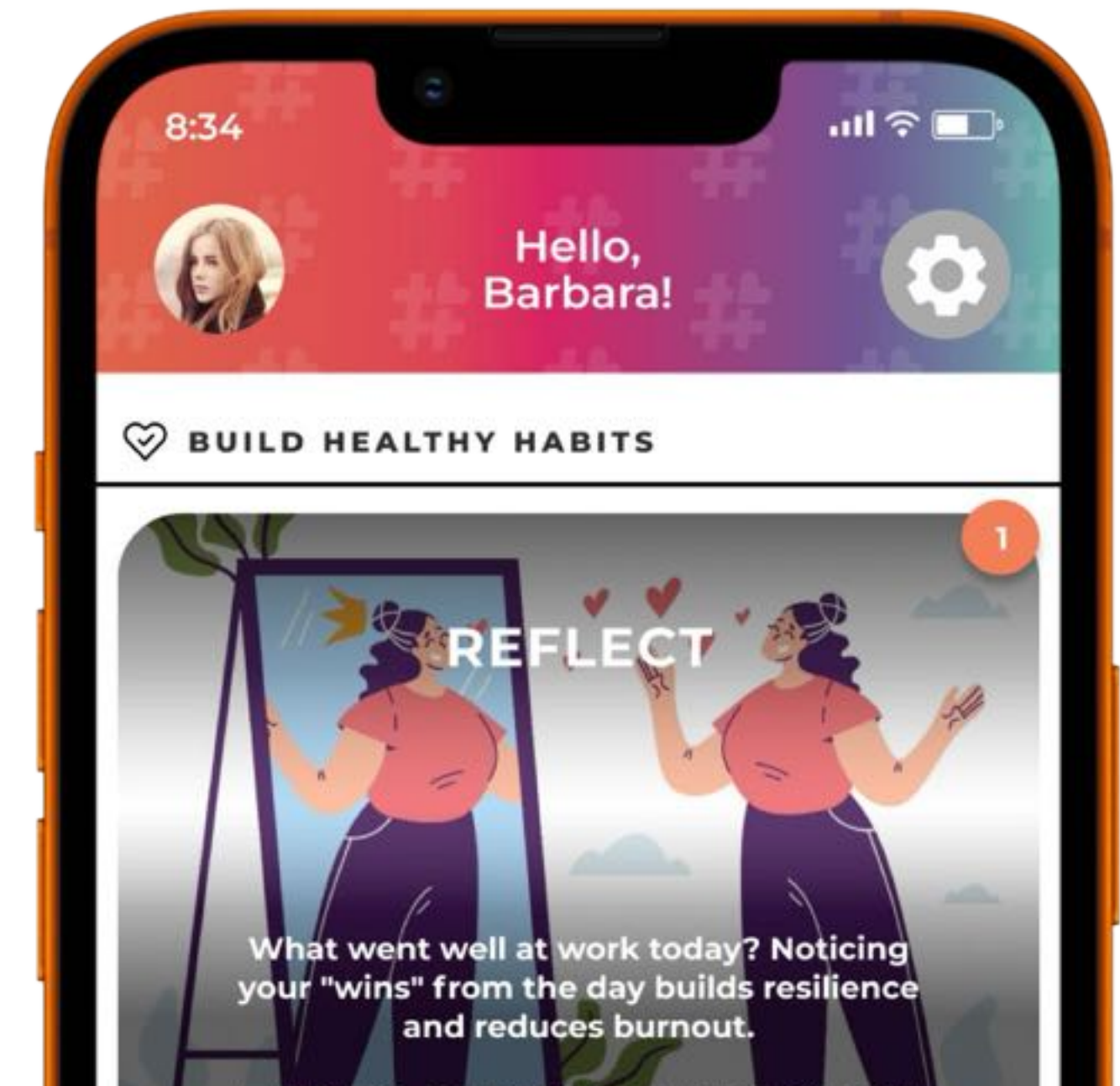
B

MID-DAY



C

AFTER WORK





**Set an intention to
start your work day**

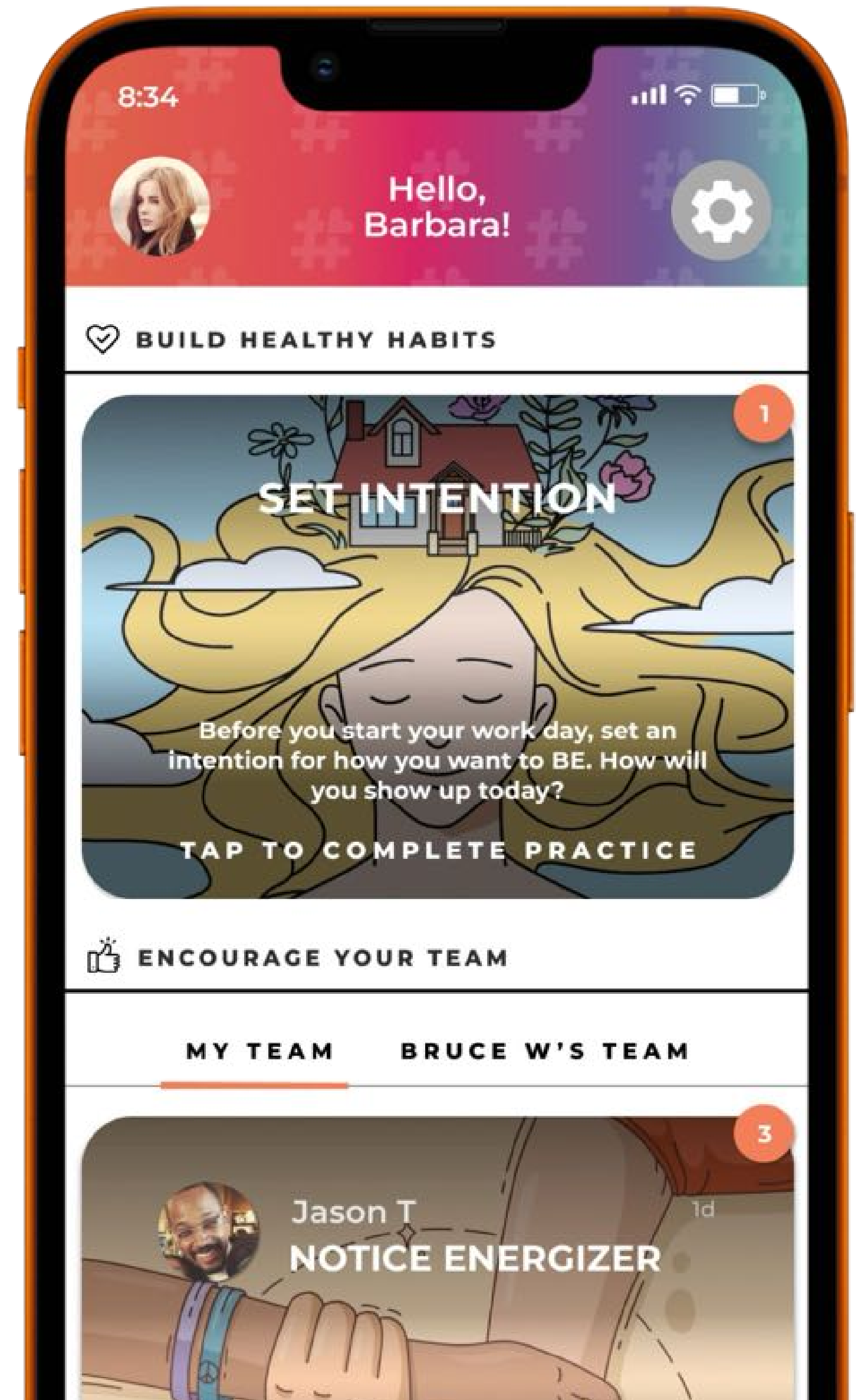
Set Intention

➔ **At the start of your day, set an intention for your work**

➔ **This increases job satisfaction, reduces procrastination, and improves motivation and persistence**

SCIENCE BASED ON:

- Individuals who set specific goals for their workday experienced greater job satisfaction and a higher sense of accomplishment than those who did not. (Journal of Applied Psychology, Erez & Isen, 2002).
- Setting intentions for the day led to increased self-control and reduced procrastination. (Journal of Personality and Social Psychology, Gollwitzer & Sheeran, 2006).
- Setting goals for the day led to increased motivation and persistence in pursuing those goals. (Journal of Consumer Psychology, Koo & Fishbach, 2010).





Do your mid-Day Practice

mid-Day Practice

→ **Build the exact habits you need to enjoy your work more**

SCIENCE BASED ON:

- Practices derived from meta-analysis research performed by the #lovework team between 2018-Current (ongoing), in the areas of psychological safety, burnout, employee engagement, stress, mental health, well-being, emotional intelligence, and flow science.

Each week, your team practices something new together, in 1 of 4 topic areas:



Energy IQ



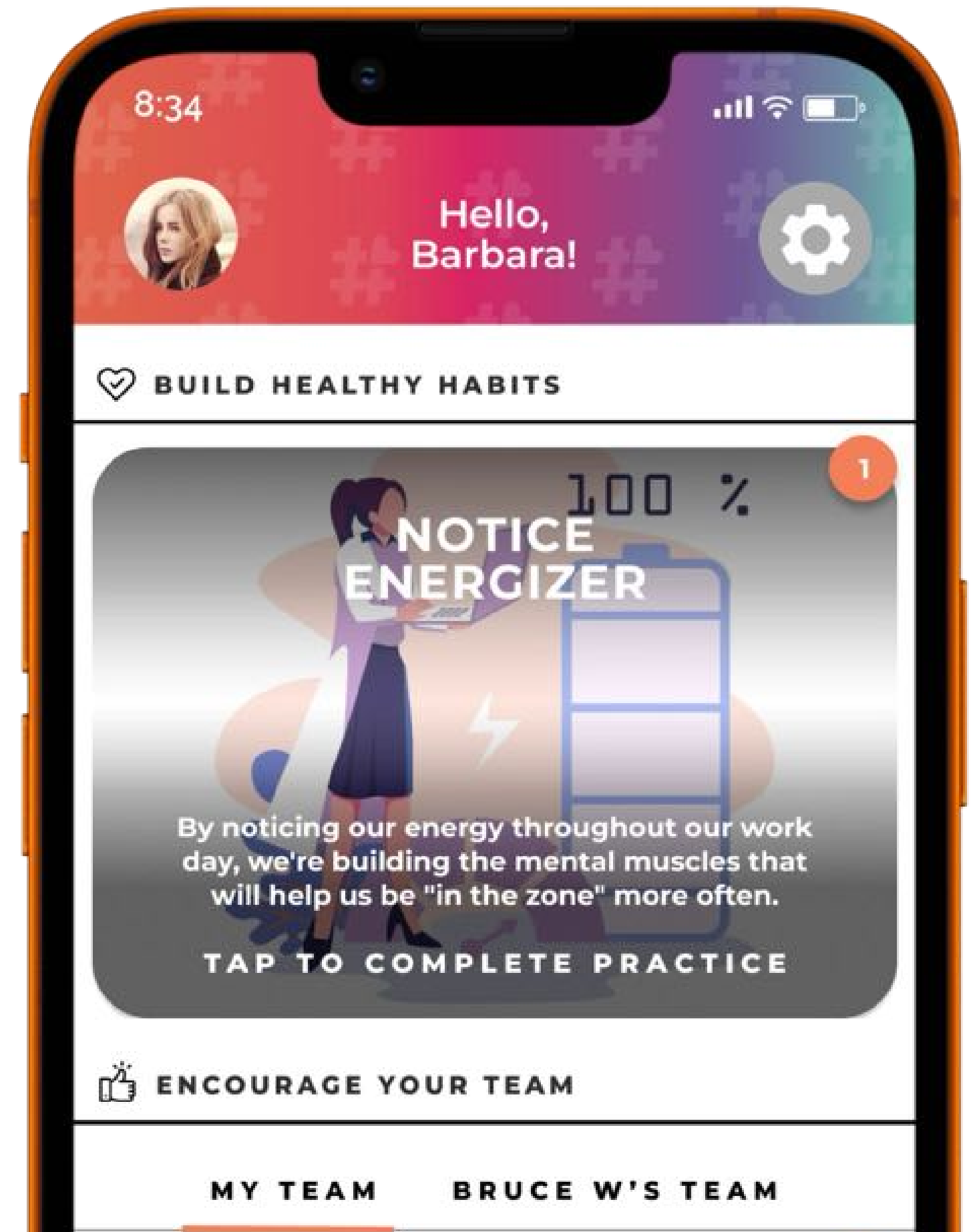
Wellness



Teamwork



Leadership





Reflect on the wins of your work day

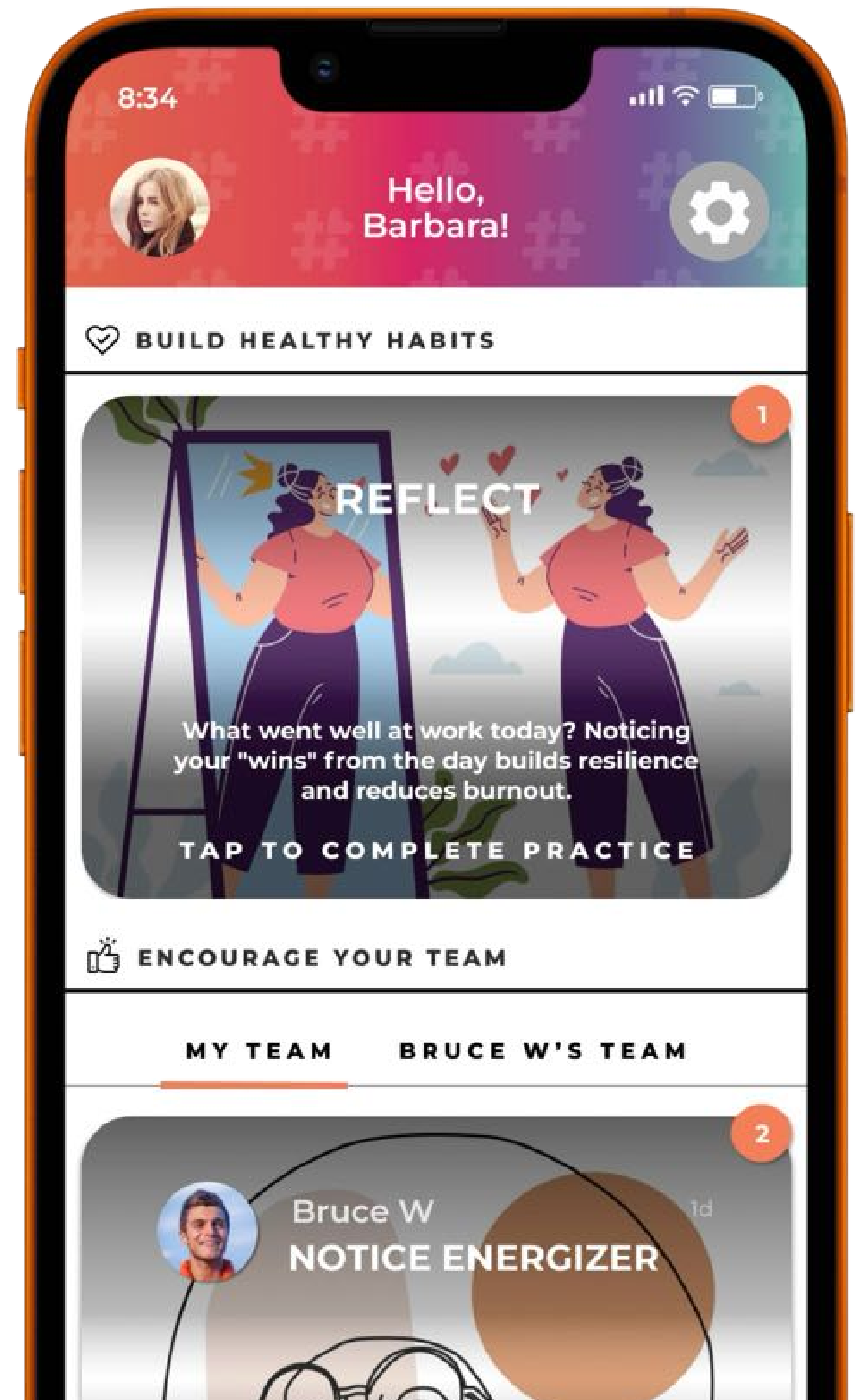
Reflection

➔ **At the end of your work day, reflect on your wins from that day**

➔ **Leads to improved performance, reduced stress/burnout, and increases well-being**

SCIENCE BASED ON:

- Employees who took the time to reflect on their accomplishments at the end of the day had a 23% performance improvement over those who did not. (Harvard Business School)
- Employees who reflected on their successes at the end of the day had lower levels of stress and higher levels of well-being than those who did not. (Journal of Applied Psychology)
- Healthcare workers who participated in the reflected best self-exercise reported lower levels of burnout and increased levels of engagement and job satisfaction. (Bryan Sexton, Duke University)

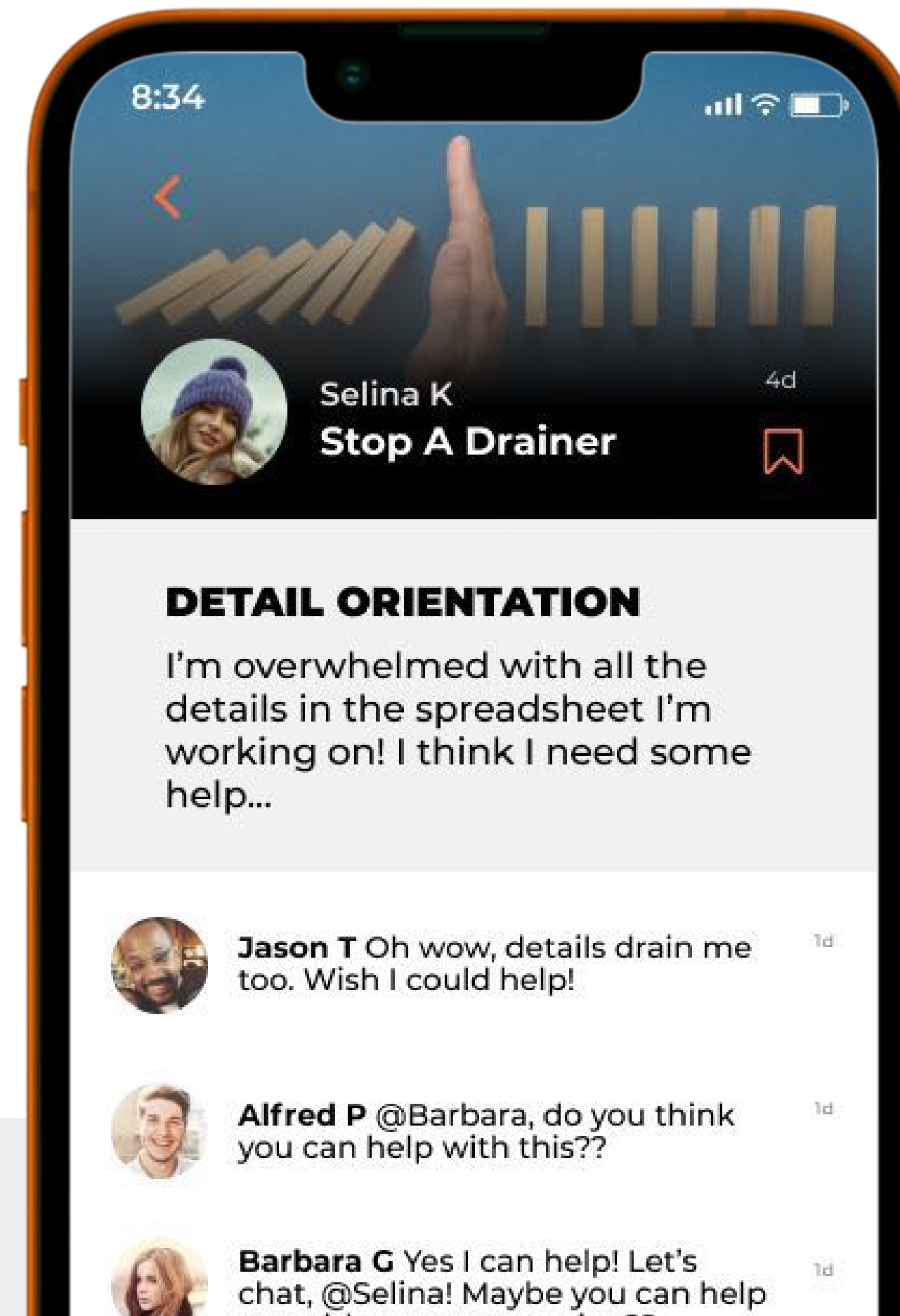


Unique Dialogue

→ Conversations happen in #lovework that don't happen anywhere else!

The #lovework app creates dialogue that helps people support each other, self-manage, and give each other specific recognition for their most powerful and unique contributions.

HELP, SUPPORT, & TASK SWITCHING



ENCOURAGEMENT ABOUT STRENGTHS



3

TEAM BUILDING

Huddle with your team — 15mins/week

Team Huddle

➔ **1x/week, meet with your team for 15 minutes to learn and grow together**

➔ **Regular team building exercises improve communication, engagement, productivity, problem-solving, and creativity**

SCIENCE BASED ON:

- Effective communication can improve productivity by up to 25%, and team building activities have been shown to improve communication among team members by 50%. (ClearCompany)
- Collaboration and teamwork can increase employee engagement by up to 27%, and team building activities can help to foster a sense of collaboration and teamwork among team members. (Salesforce)
- Team building activities can help to enhance problem-solving skills by encouraging team members to work together to find solutions. (Deloitte)
- Team building activities can help to foster a sense of creativity among team members. (Cornell)





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MEASURE IMPACT

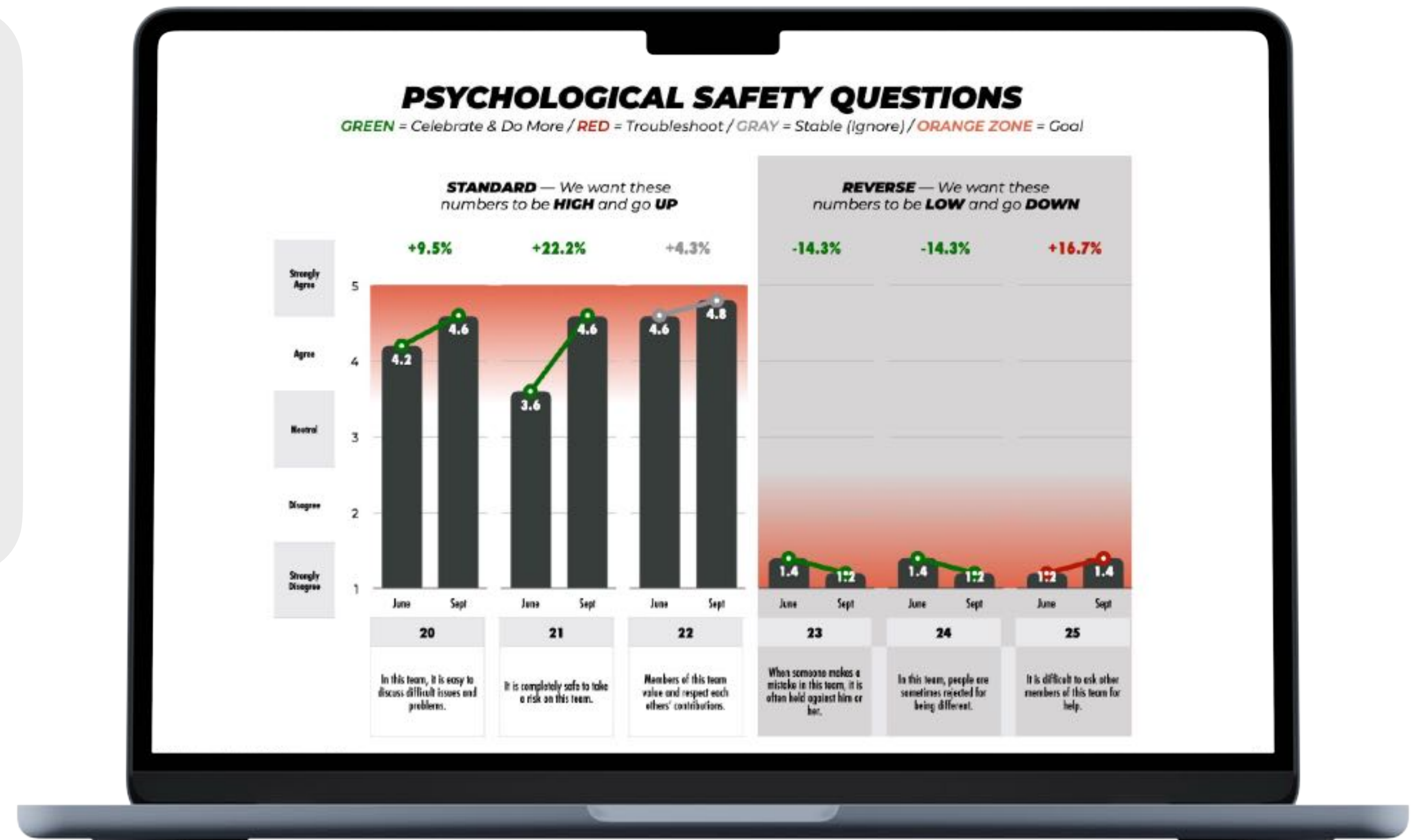
**Take a quick survey
every 6 months**

Impact Survey

➔ Every 6 months we measure 3 categories: 1) Psychological Safety, 2) Burnout, and 3) Energy Intelligence. Each of these items catalyze the ROI organizations need (better retention, less burnout, higher productivity, etc.)

SCIENCE BASED ON:

- *Psychological Safety and Learning Behavior in Work Teams* by Amy Edmondson at Harvard Business School, published in the Administrative Science Quarterly, 1999
- *SCORE: Assessment of your work setting Safety, Communication, Operational Reliability, and Engagement* by Bryan Sexton, Allan Frankel, Michael Leonard, Kathryn C. Adair (Duke University, 2018)





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LEADER DEVELOPMENT

**Meet with peers for
deeper support 1x/mo**

Leader Session

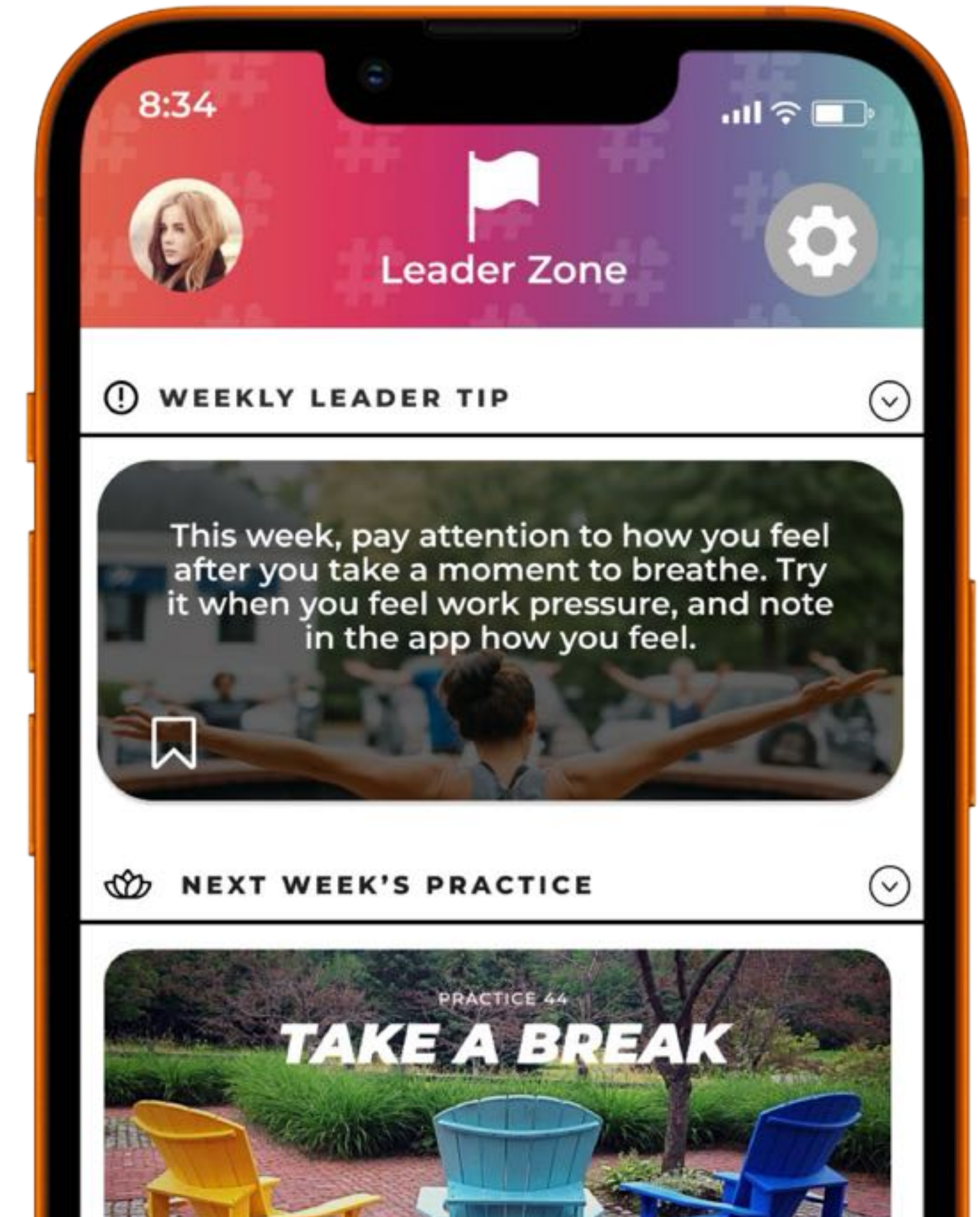
LEADERS ONLY
60 MINS 1X/MO

→ **1x/month
leaders meet
with peers for
deeper support
and learning**

→ **Leads to improved
employee engagement,
stronger retention, and
better overall
organizational
performance with higher
revenues**

SCIENCE BASED ON:

- Companies with well-established leadership development programs had a 14% higher employee engagement rate compared to those without such programs. (Aberdeen Group, 2016)
- Leadership development programs resulted in a 25% increase in employee retention rates. (Center for Creative Leadership, 2020)
- Organizations with strong leadership development programs outperformed their peers by 73% in overall organizational performance. (Brandon Hall Group, 2018)
- Organizations that invested in leadership development had a 23% higher revenue compared to those who didn't invest in such programs. (American Management Association, 2015)



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The simple way to make work awesome.

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