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Mood and Motivation:

Promoting Positivity and Productivity in the Midst of COVID-19

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Connecting the pieces





Poll #1: Who is here?

- a) Professional seeking information and strategies to support my team(s)
- b) Looking for strategies for myself
- c) A combination of these



Agenda

The Data: COVID-19 and Mental Health

Understanding Mood, Motivation and Productivity

Productivity and Remote Work During COVID-19

Strategies

- Mood and Happiness
- Motivation and Productivity

Conclusion





The Data: COVID-19 and Mental Health



Effects of COVID-19 on Mental Health

- ★ 50% of Canadians report a worsening of their mental health because of the effects of the COVID-19 pandemic
- ★10% say their mental health has worsened "a lot"
- ♣ People have been feeling:



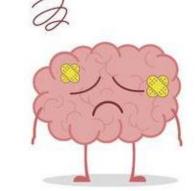
***** Bored

Anxious

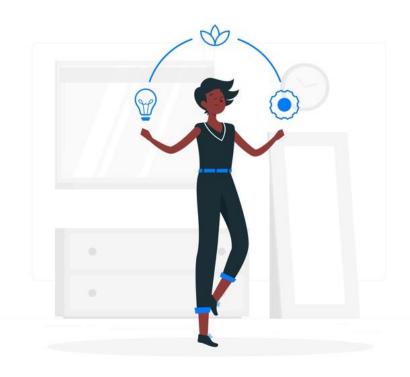
Optimistic

Grateful

Depressed







Understanding Mood, Motivation, and Productivity





Sadness vs. Depression: What's the Difference?

Sadness is usually specific to a certain situation or event.

Depression presents without clear triggers.

A person who experiences depression tends to feel sad or hopeless about most or everything.



COVID-19 and Quarantine Fatigue

- *** Quarantine Fatigue**: The strain, restlessness, and frustration of continued isolation due to COVID-19 and the extension of stay-at-home orders from governmental authorities.
- Quarantine Fatigue can be exacerbated by:
 - Low Rates of Physical Activity
 - Changes in Family Dynamics
 - Lack of Social Connection
 - Financial Hardship
 - ♣ Work-related Stress



The Science of Motivation



Mclelland's Theory



Skinner's Reinforcement Theory



Vroom's Expectancy Theory



Locke's Goal Setting Theory





Productivity and Remote Work During COVID-19



Productivity in the Remote Workplace

- ***Optimal Employee Engagement** occurs when Employees spend 60-80% of their time working off-site (Remote).
- *Remote Workers are 20-25% more productive than their onsite counterparts.
- *85% of businesses say that implementing flexible work has made their company more productive





Poll #2: Going forward, how much flexible/remote work do you want to integrate into your own work arrangements?

A) o%

D) 75%

B) 25%

E) 100%

C) 50%





Strategies to Boost Mood, Motivation, and Productivity



Supporting Mood and Happiness







Genetics play a role in our happiness...

Poll #3: When you think of a person's overall happiness, what % of their happiness do you think is genetically based (i.e., they are born with the building blocks to be a happier or less happy person)?

a. 90%

b. 75%

c. 50%

d. 25%



Happiness as a Competence

- * Happiness as a competence is what we do to make happiness a sustainable dimension of our lives over time.
- * Happiness is *approximately*:
 - 50% Genes
 - 10% Life Circumstances
 - 40% Behaviours
- These numbers are not fixed and vary across people and circumstances

(World Congress on Positive Psychology, 2019)



Happiness Habits

- Research has shown that Happiness can be increased by consistently engaging in happiness-building behaviours
 - Thereby developing happiness habits.
- ♣ Demonstrate happiness habits and support & encourage your teams to develop their own habits.
- ★ Building these habits into your daily and weekly routine is key



Happiness
Habits in
Your
Remote
Workplace

Gratitude





Savouring



Optimism







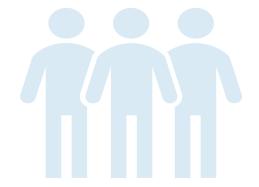
Poll #4: Which of these Happiness Habits could you improve the most, and commit to further developing?

- a) Gratitude
- b) Savouring
- c) Kindness
- d) Optimism



Happiness and Resiliency

Support Networks



Self-Care





Managing Quarantine Fatigue

The Basics:

- Eat Healthily
- Get Active
- Get Sleep

Mindset Shift:

- Accept
- Adapt
- Silver-Lining



Promoting Motivation and Productivity







"Eat a live frog first thing in the morning and nothing worse will happen to you the rest of the day."

- Mark Twain

- In other words, take the opportunity to complete the most challenging task in your day, **first.**
 - Then, the remaining tasks will seem less arduous.



"Eat the Frog"

Strategy:

- * Write down the 6 most important tasks you have for the day.
- * Rank them from most challenging to least challenging
- * Complete the **most challenging task first**; then, the second most challenging, and so on until completion.



Time Management Matrix

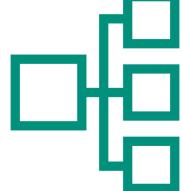
	Urgent	Non-Urgent
Important	Q-1: Quadrant of Necessity Impending deadlines (that are important and have long-term consequence to your life) Crises/Emergencies Resolving immediate problems Certain e-mails that may change your life (e.g., job app, biz opport)	Q-2: Quadrant of Quality and Personal Leadership Building long-term solutions/systems Relationship building Building your dream career/business Personal/Skill development Improving your health/wellness Finding your life partner
Not Important	 Q-3: Quadrant of Deception Interruptions/Distractions Most phone calls/e-mails Attending inconsequential meetings Spending a lot of time on a task (report, e-mail) that has little to no impact to your goals/life in long run Dealing with others' requests 	 Q-4: Quadrant of Waste Mindless TV/web surfing / chatting Reading gossip sites/forums Watching/reading news (to an extent) Certain phone calls/e-mails Excessive gaming Idling Any time wasting activity



Pomodoro Technique

"When faced with any large task or series of tasks, break the work down into short, timed intervals (called "Pomodoros") that are spaced out by short breaks"

- * Focus training for you brain!
- Can help improve attention span and concentration





Pomodoro Technique

Strategy:

- * Choose a task to be accomplished.
- Set the Pomodoro to 25 minutes (the Pomodoro is the timer)
- * Work on the task until the Pomodoro rings, then put a check on your sheet of paper
- * Take a **short break** (5 minutes is OK)
- * Every 4 Pomodoros take a longer break



Behavioural Activation

*The process of increasing engagement in pleasurable activities, reducing engagement in activities that promote depression, and clarifying and promoting access to rewards for positive behaviours.



Behavioural Activation

*****Strategy:

- Create a List of Pleasurable Activities
- ★Score these activities based on their Completion Difficulty (0 – 10)
- ★Score these activities based on their Completion Reward (0 – 10)
- Then, rank the activities from Lowest

 Difficulty and Highest Reward to Highest

 Difficulty and Lowest Reward.
- As a result, you've created an activity list that will build positive activity inertia through the task completion and reward attainment.















Support health and creative thinking with (physically distant) walking meetings











What is one action step you plan to take to support Mood and Motivation in your work life?

Add your **action step** to the chat!



Synthesis Psychology

More information at <u>synthesispsychology.com</u> or call us at 403-261-5085

