LATTÉS + LEADERSHIP VIDEO SERIES

‘THE HAPPY SECRET TO BETTER WORK’

COACHING CONVERSATION GUIDE
HOW THE VIDEO SERIES WORKS

> Lisa Martin selects a thought-provoking video and provides compelling coaching questions.

> Use these to facilitate dialogue and learning with groups of leaders in your organization.

> Decide to host a Lattés + Leadership Video Series where people can share ideas, challenges, insights and experiences based on the video and coaching questions.

> Invite people to join your Lattés + Leadership Video Series.

> Ask participants to view the video and coaching questions in advance of each of your Lattés + Leadership Video Series sessions.

> Conduct your Lattés + Leadership Video Series session and watch the magic happen.
YOUR ROLE AS FACILITATOR

Steps for facilitating your group discussion:

> Get participants to agree on a date, time & location for your session.

> Email the video & coaching questions to your group 1 week prior to the session.

> Ask everyone to watch the video and review coaching questions prior to the session.

> Send a reminder email 1 day before the session.

> Take the lead as moderator during the session.

> Start the session on time.

> Allow time for people to share experiences, ideas, insights and challenges.

> Decide how you are going to apply what you’ve learned.

> Close the session on time.
The video:

We believe that we should work to be happy, but could that be backwards? In this fast-moving and entertaining talk, psychologist Shawn Achor argues that actually happiness inspires productivity.

The presenter:

Shawn Achor is the CEO of Good Think Inc., where he researches and teaches about positive psychology.

Why you should watch:

Shawn Achor is the winner of over a dozen distinguished teaching awards at Harvard University, where he delivered lectures on positive psychology in the most popular class at Harvard.

He is the CEO of Good Think Inc., a Cambridge-based consulting firm which researches positive outliers -- people who are well above average -- to understand where human potential, success and happiness intersect. Based on his research and 12 years of experience at Harvard, he clearly and humorously describes to organizations how to increase happiness and meaning, raise success rates and profitability, and create positive transformations that ripple into more successful cultures. He is also the author of *The Happiness Advantage*. 
Question 1: Shawn states: "If you can raise somebody's level of positivity in the present, then their brain experiences what we now call a happiness advantage, which is your brain at positive performs significantly better than it does at negative, neutral or stressed. In fact, what we've found is that every single business outcome improves." Do you agree with this? Why or why not? How does this apply to yourself?

Question 2: Shawn discusses a number of ways that you can train your brain to be able to become more positive. How does this apply to leadership?

Question 3: Since viewing this video, what steps have you taken (or will you take) to improve your positivity? Why?
WRAPPING UP YOUR SESSION

> Go around the table and ask each participant to name 1 or 2 key take-aways.

> End the session by asking participants the following **Leading Question:**

How do you view the connection between happiness and productivity based on what you’ve learned?