

EMOTIONAL SAFETY

THE EFFECTIVENESS SUPERPOWER

PAWEL BRODZINSKI
LUNAR LOGIC

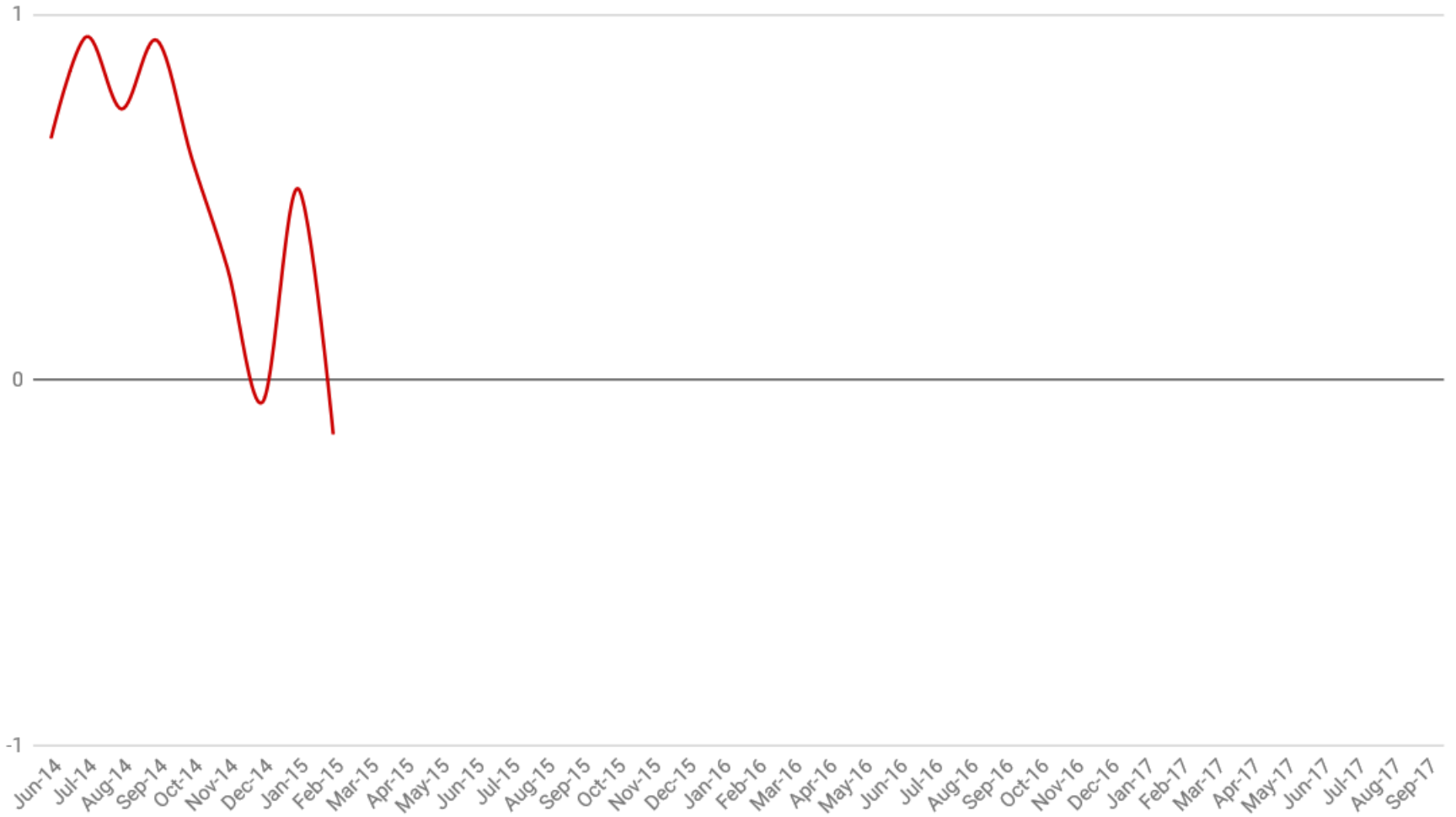


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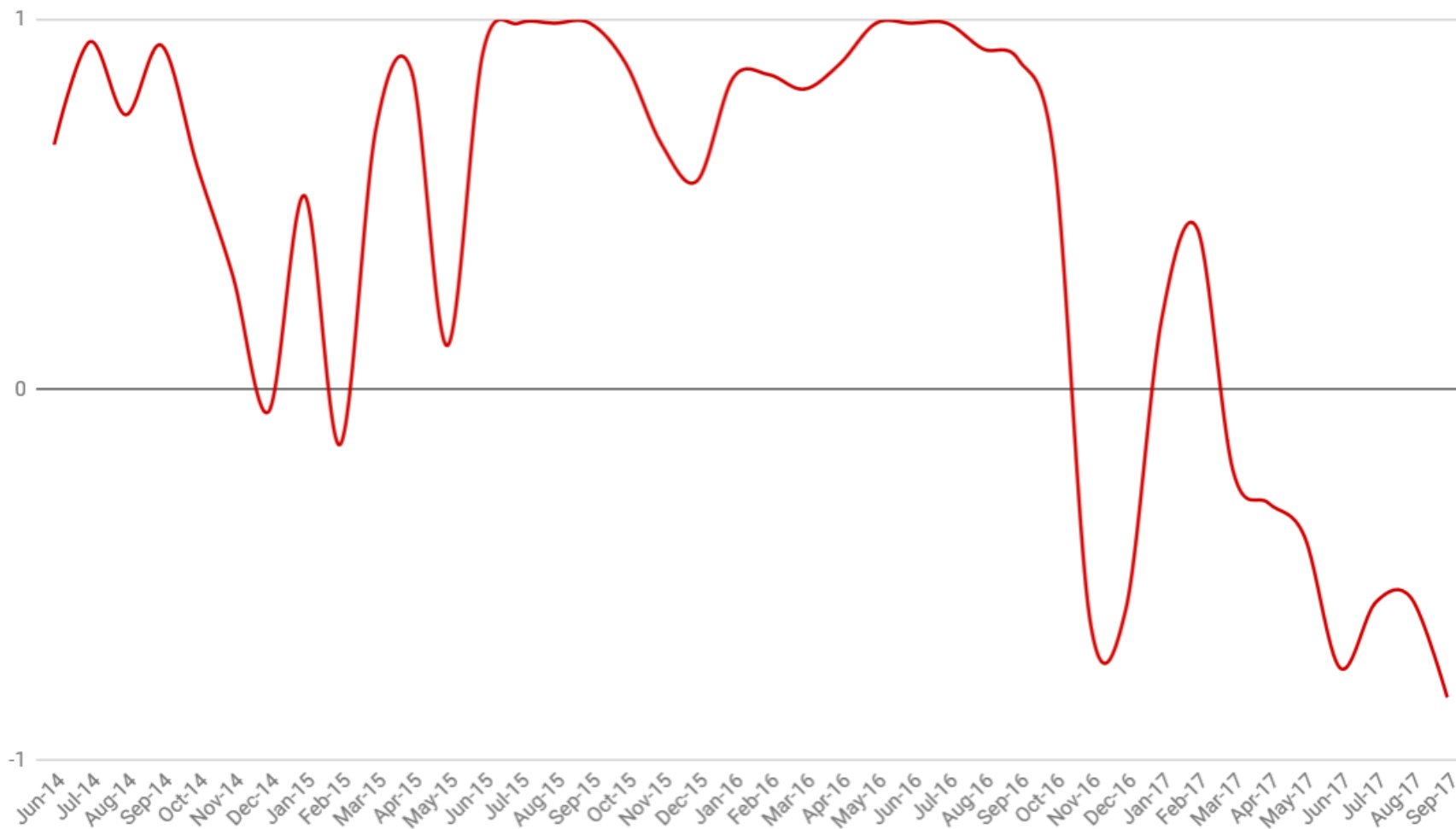
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Pawel's Happiness



Pawel's Happiness



EMOTIONAL SAFETY





WE ARE IN A PROBLEM SOLVING INDUSTRY



COLLECTIVE INTELLIGENCE AS A PROXY METRIC FOR HOW WELL TEAMS SOLVE PROBLEMS

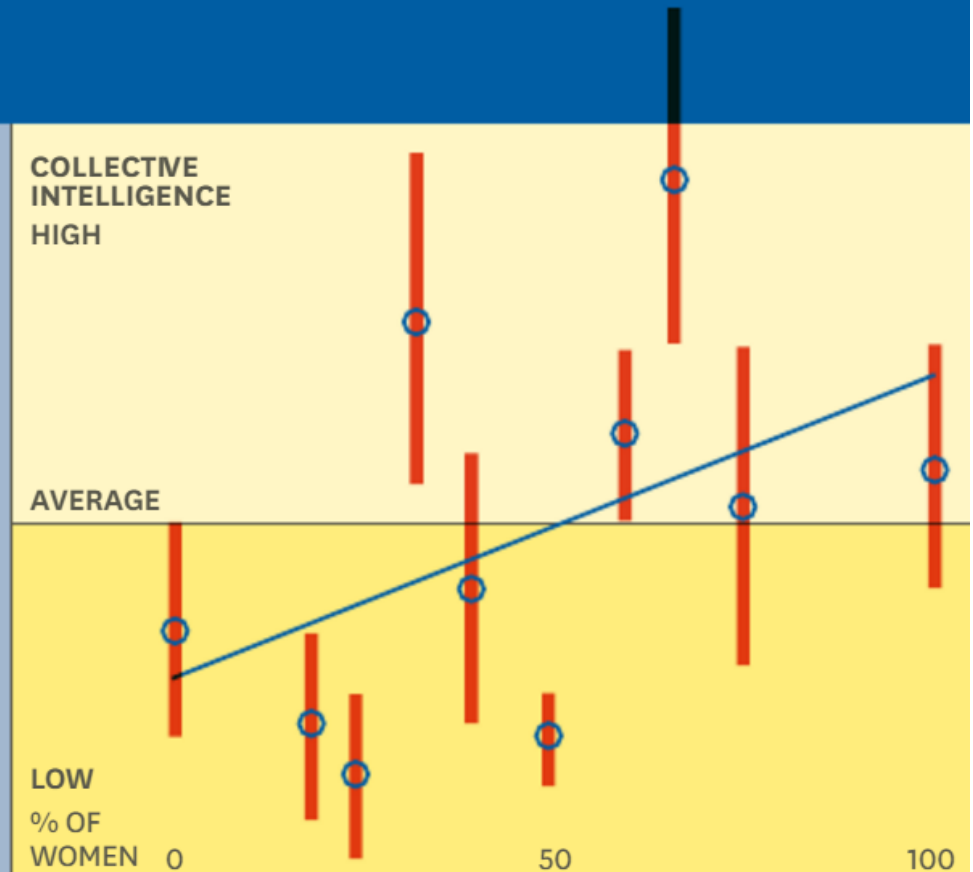


MORE WOMEN IN A TEAM RESULTS WITH BETTER COLLECTIVE INTELLIGENCE*



The Female Factor

The chart plots the collective intelligence scores of the 192 teams in the study against the percentage of women those teams contained. The red bars indicate the range of scores in the group of teams at each level, and the blue circles, the average. Teams with more women tended to fall above the average; teams with more men tended to fall below it.



*IF YOU ADD ONE FEMALE TO THE
GROUP YOU DON'T HEAR FROM
HER.*

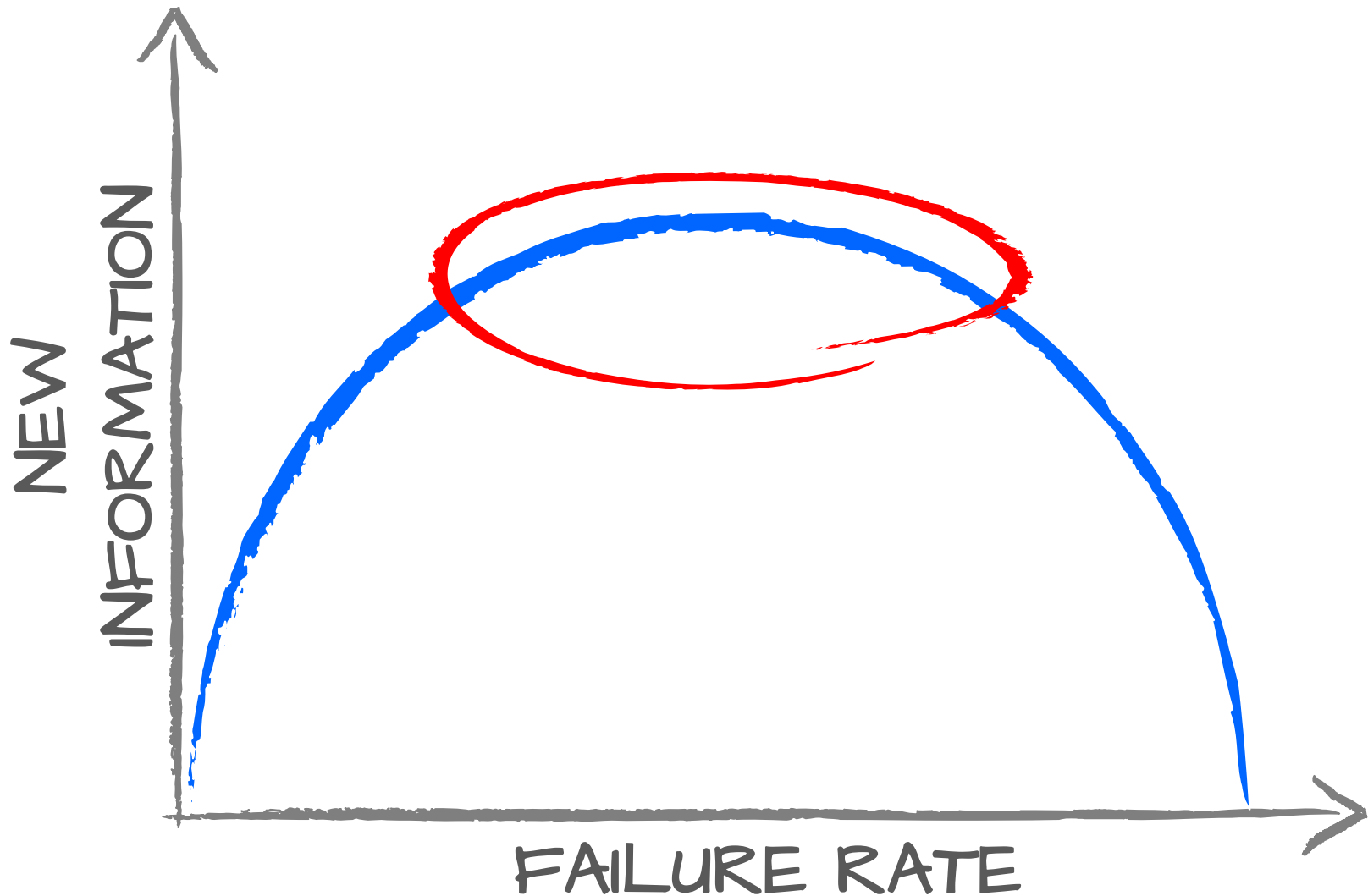


ANITA WOOLLEY

EXPERIMENTATION ATTITUDE



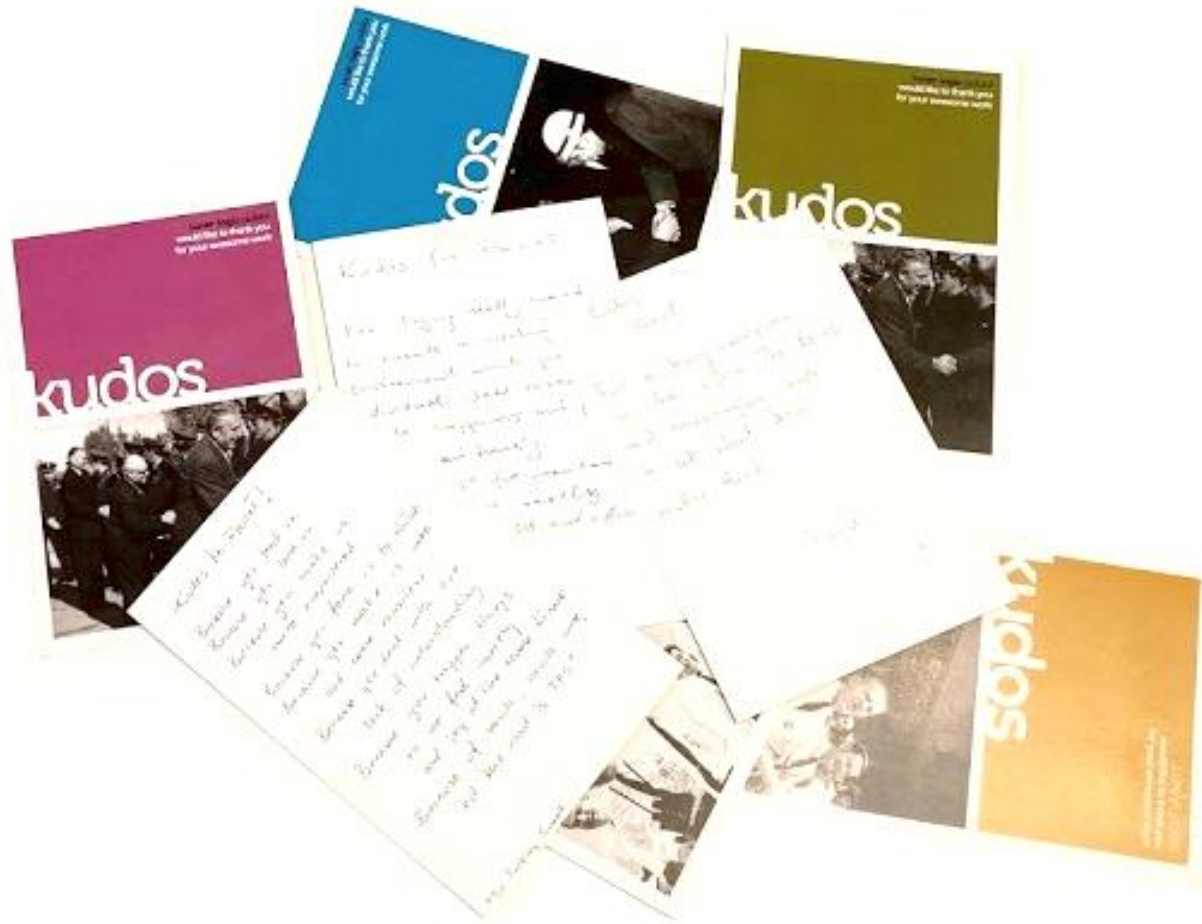
HOW TO DESIGN EXPERIMENTS



Source: Don Reinertsen: The Principles of Product Development Flow



FEEDBACK



PERSONAL DEVELOPMENT



CONSCIOUS
INCOMPETENCE

CONSCIOUS
COMPETENCE

UNCONSCIOUS
INCOMPETENCE

UNCONSCIOUS
COMPETENCE



CONSCIOUS
INCOMPETENCE

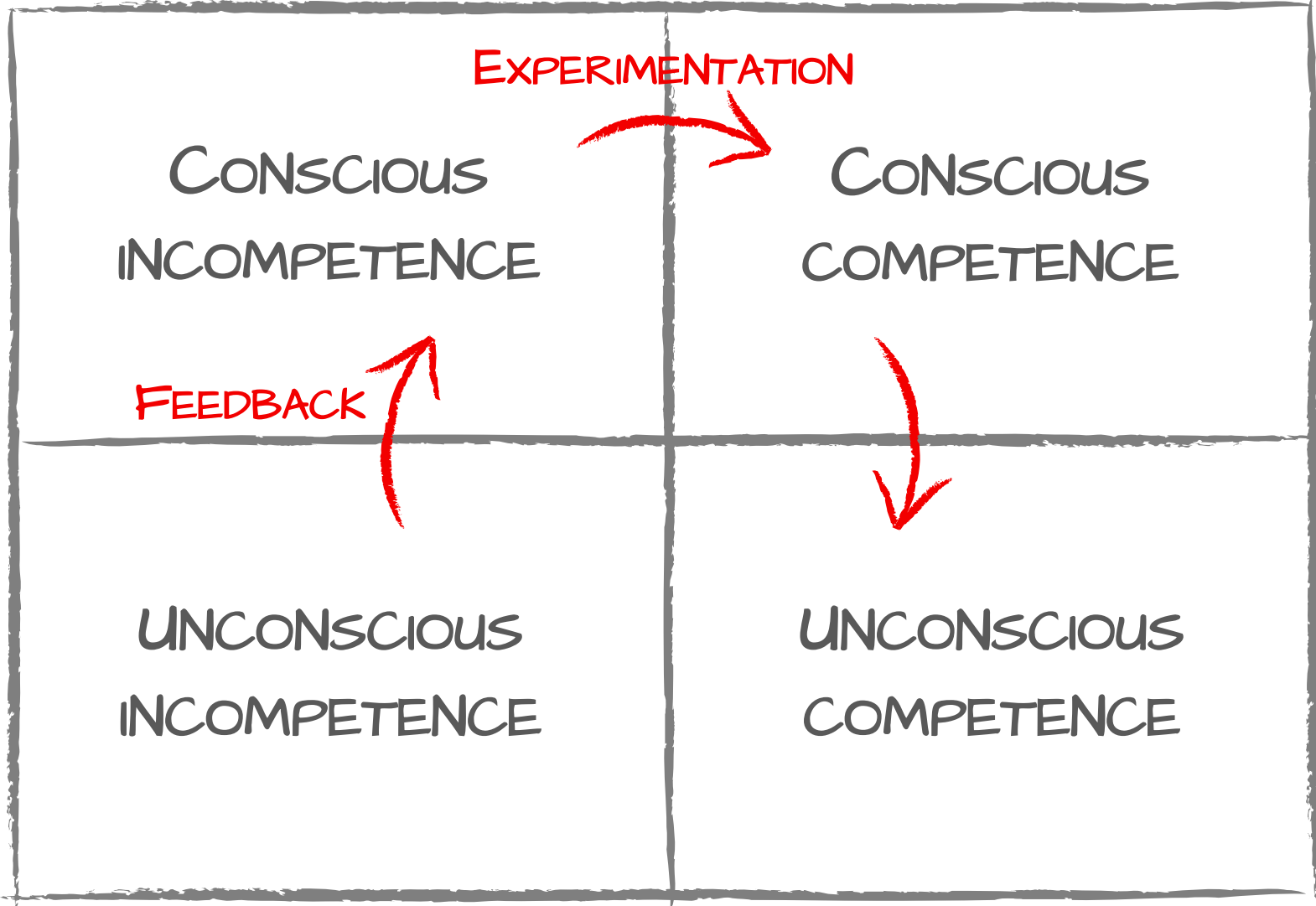
FEEDBACK

UNCONSCIOUS
INCOMPETENCE

CONSCIOUS
COMPETENCE

UNCONSCIOUS
COMPETENCE





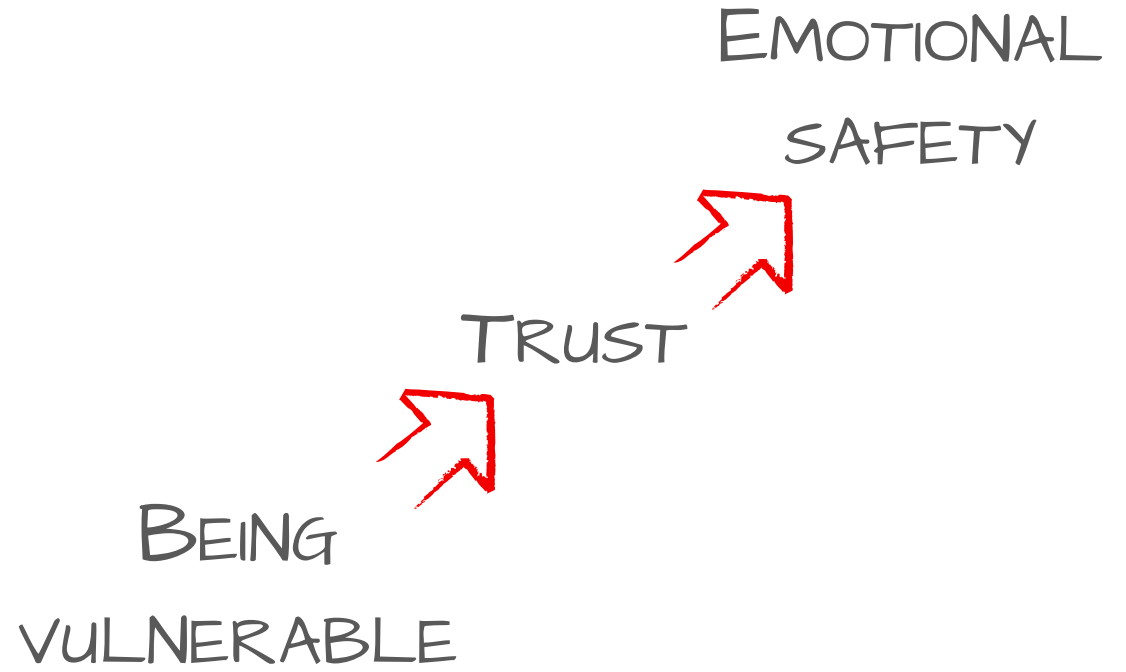
EMOTIONAL SAFETY BOOSTS OUR INDIVIDUAL
CONTRIBUTIONS, SPEEDS OUR LEARNING UP,
ENABLES US TO HELP OTHERS MORE
FREQUENTLY, AND TRIGGERS OUR PERSONAL
DEVELOPMENT.

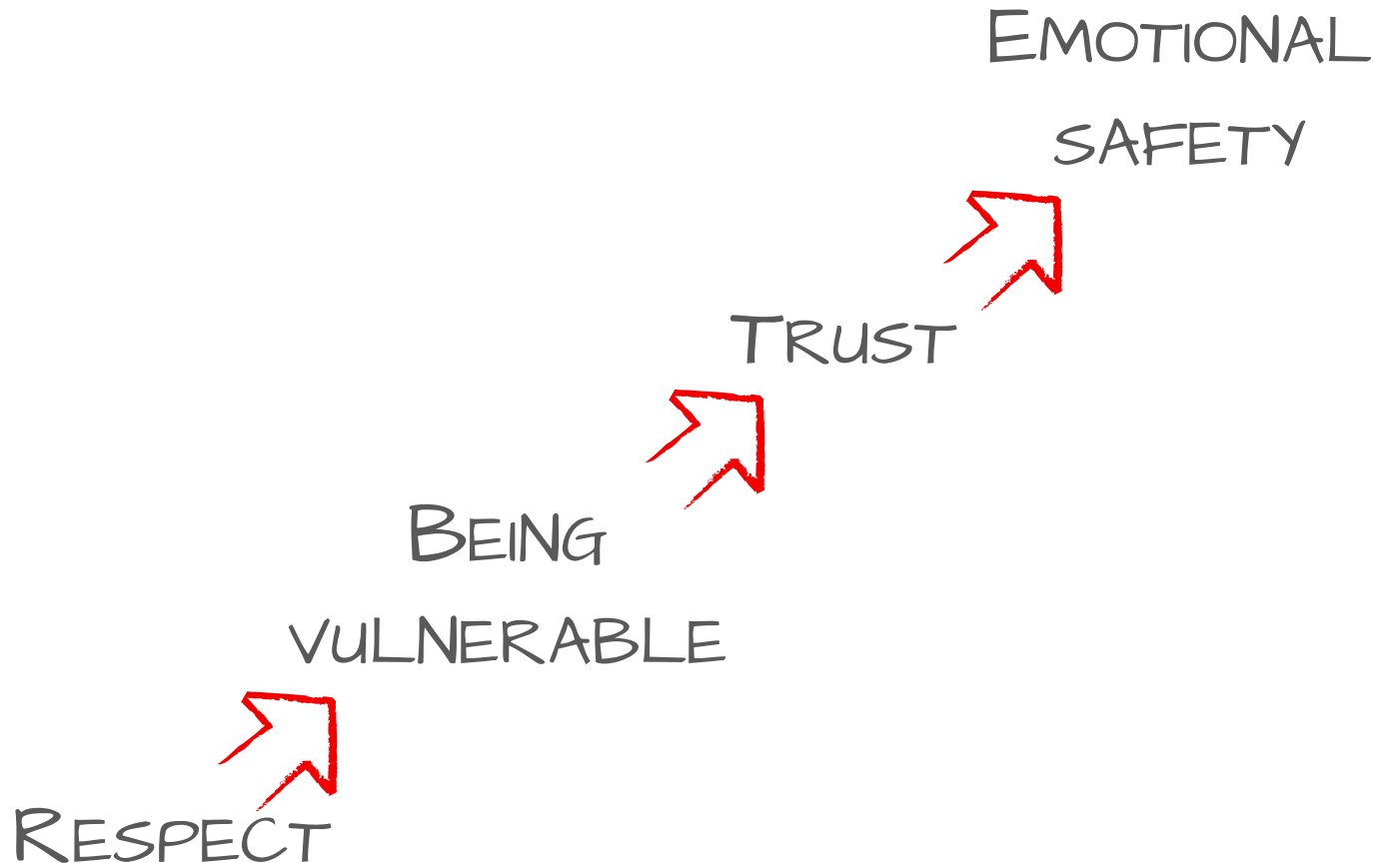
EMOTIONAL
SAFETY

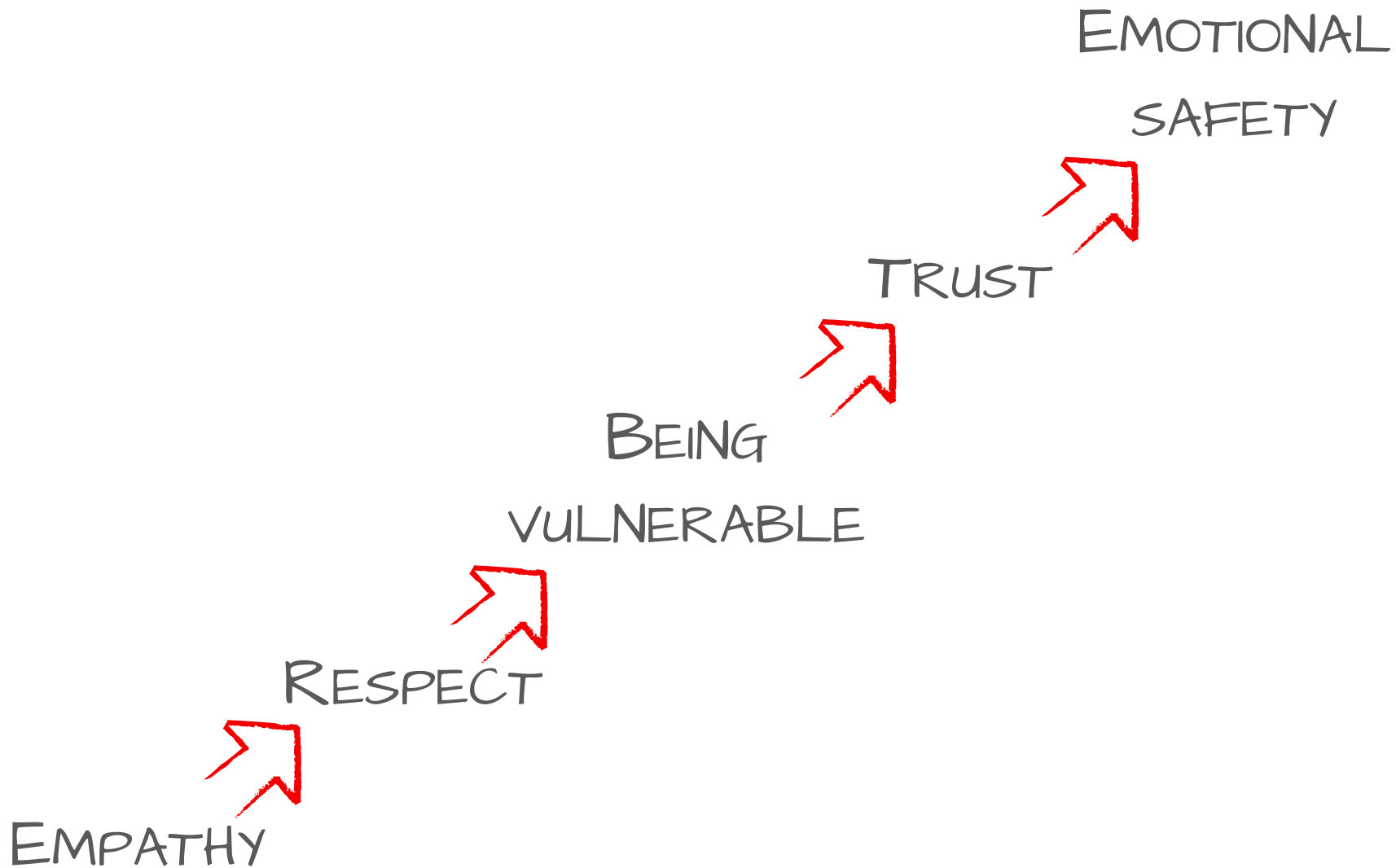
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TRUST

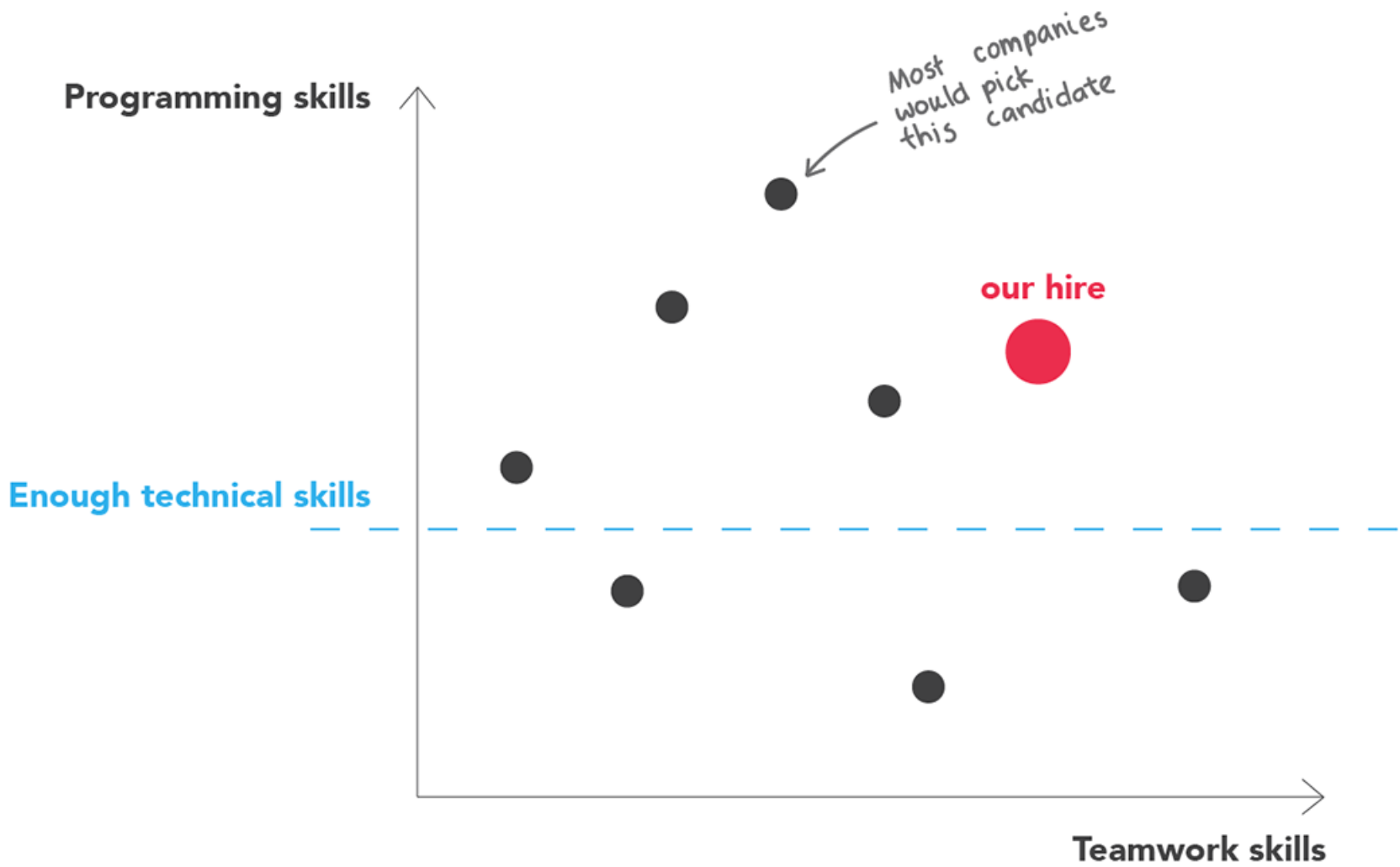






EMPATHY IS A KEY DRIVER OF
HIGH COLLECTIVE INTELLIGENCE





WHAT IS ACCEPTABLE AND WHAT IS NOT





ORGANIZATIONAL CONSTRAINTS: TRANSPARENCY AND AUTONOMY

NOT CONFIDENTIAL

TRANSPARENT SALARIES AND AUTONOMOUS SALARY PROCESS



EMOTIONAL SAFETY AS A SHARED VALUE

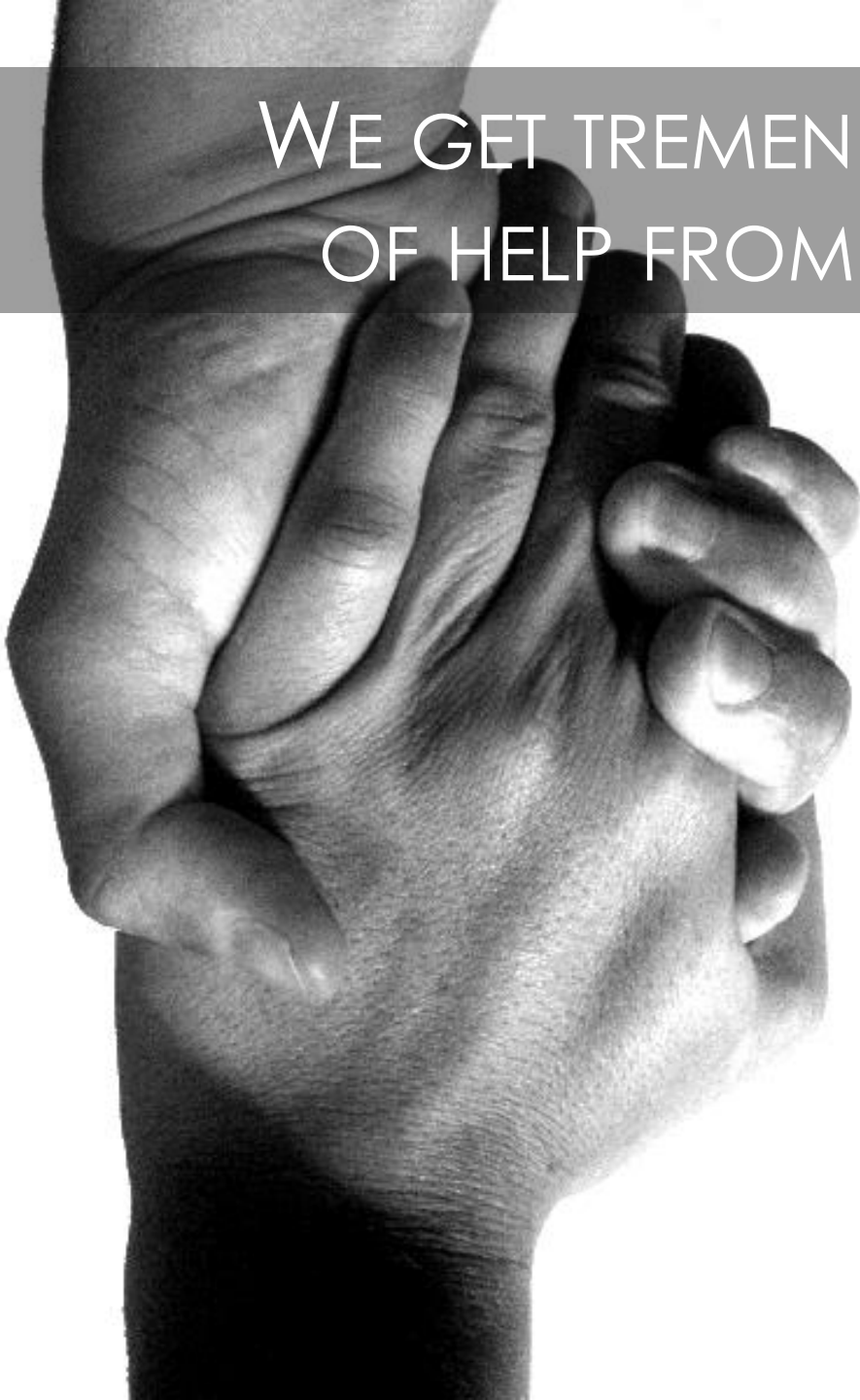


WITHOUT EMOTIONAL SAFETY
WE WON'T GIVE 100% OF OURSELVES





WE GET TREMENDOUS AMOUNT
OF HELP FROM EACH OTHER





MODERN WORKPLACE IS FUNDAMENTALLY
SCREWED UP. WE ARE EMOTIONAL HUMAN
BEINGS AND YET WE CHOOSE TO TREAT
OURSELVES AS MACHINES.

THANK YOU

PAWEL BRODZINSKI
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