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FIXING WORK WITH EVIDENCE

Bruce Daisley



Vala Afshar
@ValaAfshar

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"The feeling when you realize the robots will steal your job."



Denham Sadler



RETWEETS 150 LIKES 175



3:38 am - 8 Feb 2017

4 150 175

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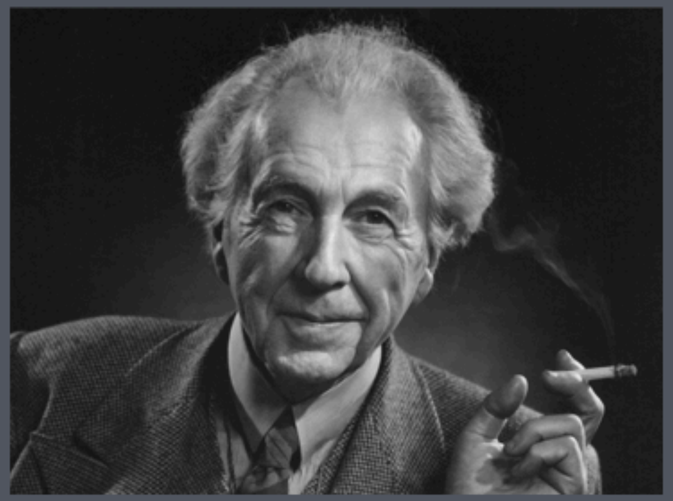
FERDINAND PIECH



ELON MUSK



FRANK LLOYD WRIGHT



REID HASTINGS

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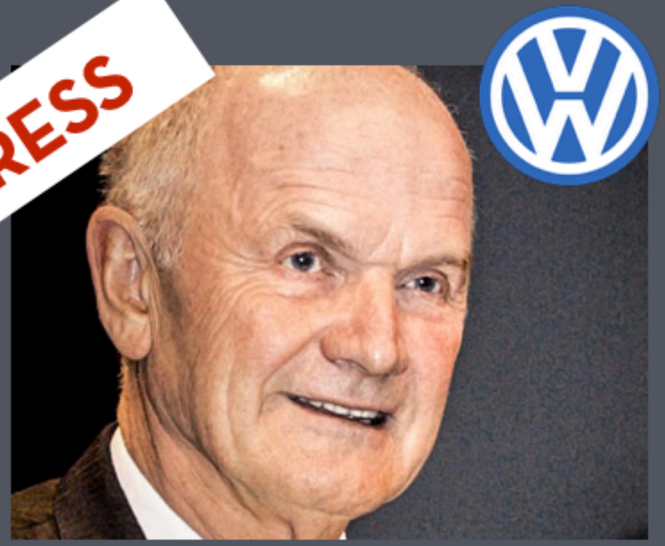
STRESS



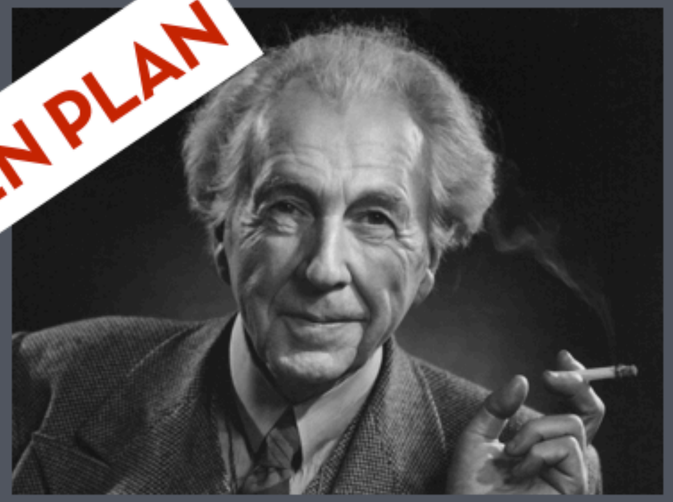
FERDINAND PIECH

HOURS



ELON MUSK

OPEN PLAN



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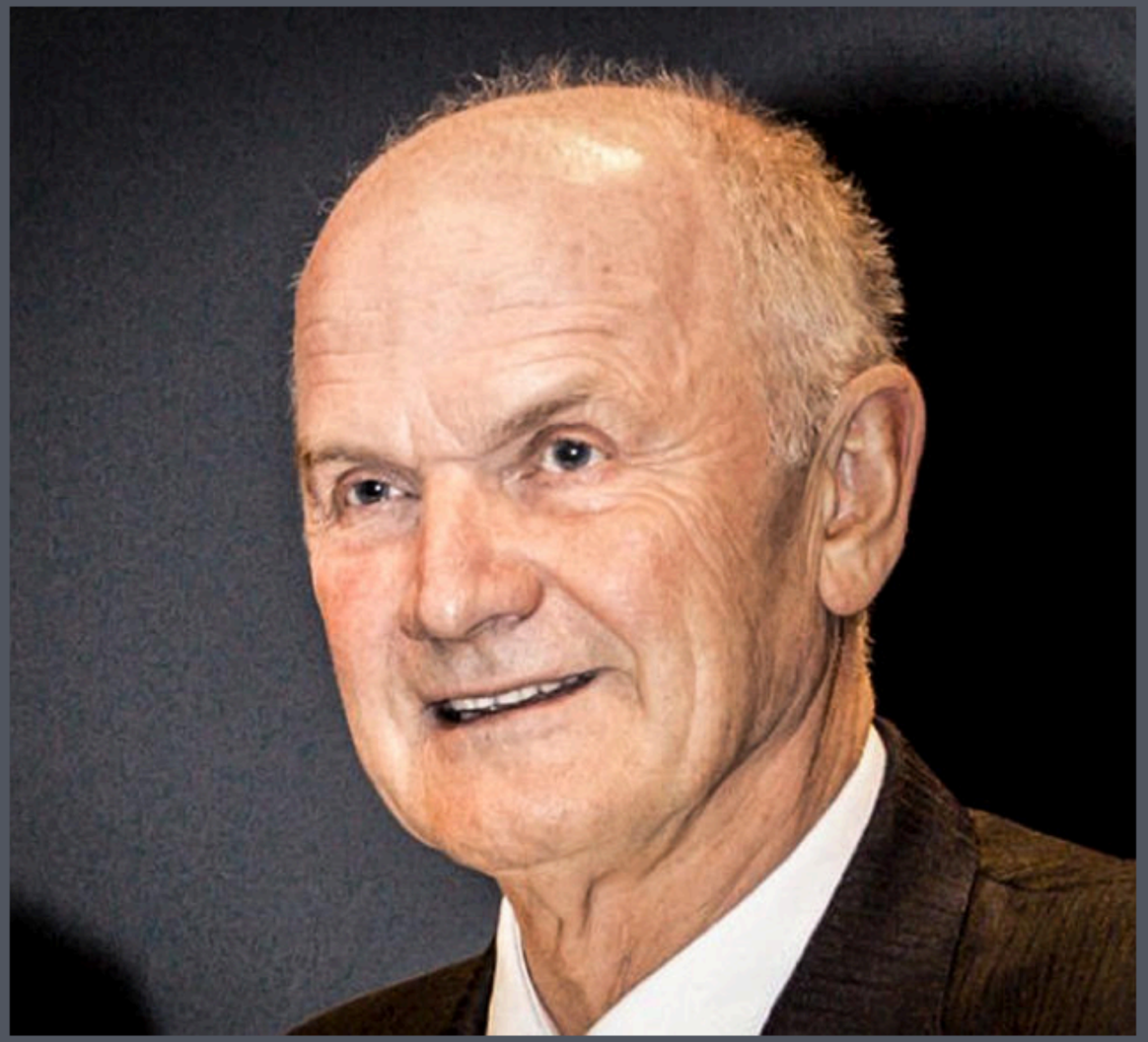
'NOT A FAMILY'



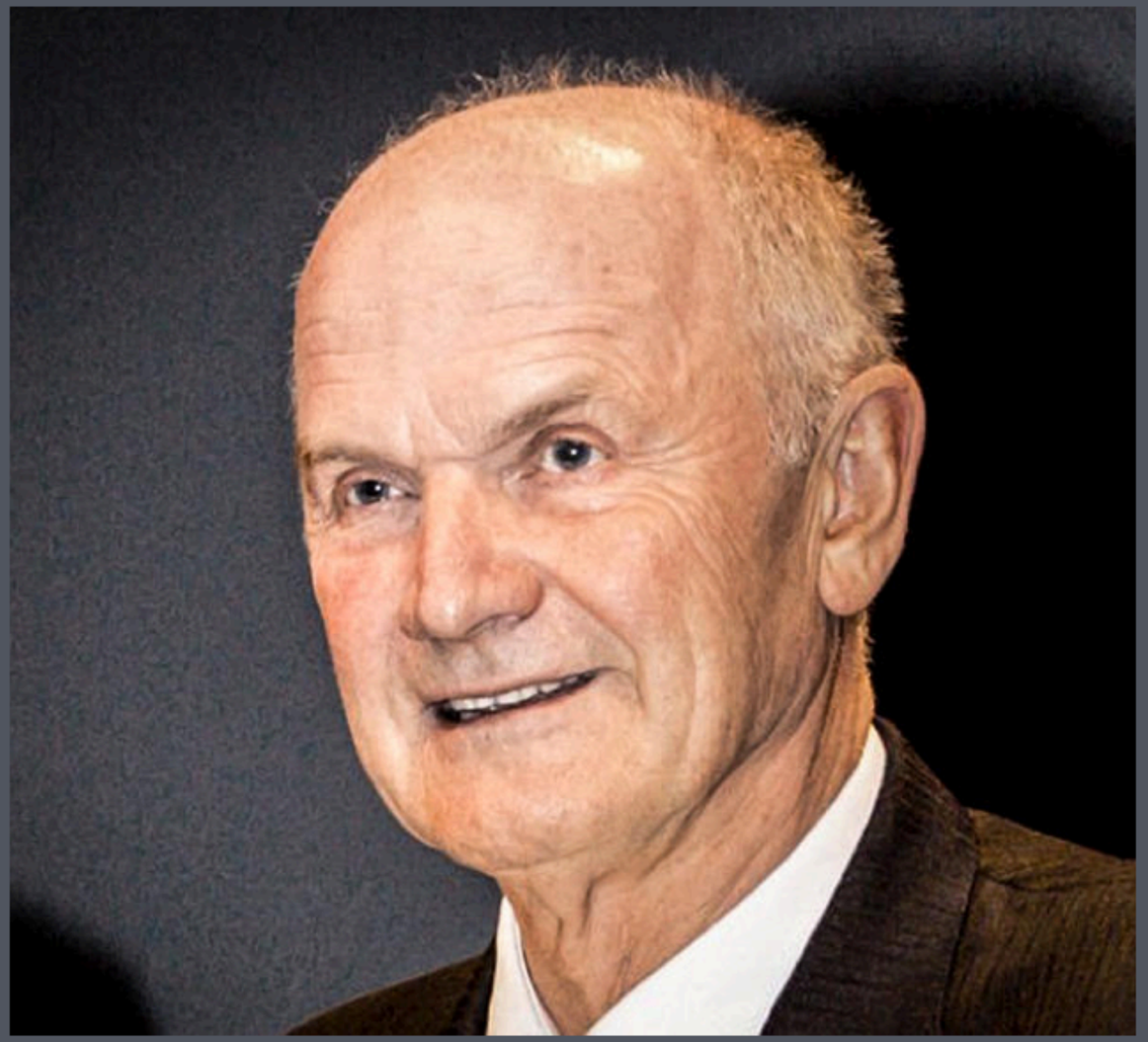
REID HASTINGS

Ferdinand Piech



“You have six weeks. I have all of your names. If we do not have good body fits in six weeks, I will replace all of you”

Ferdinand Piech



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PSYCHOLOGICAL SAFETY



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"The most concrete thing that neuroscience tells us is that when the fear system of the brain is active, exploratory activity and risk-taking are turned off”

Gregory Berns

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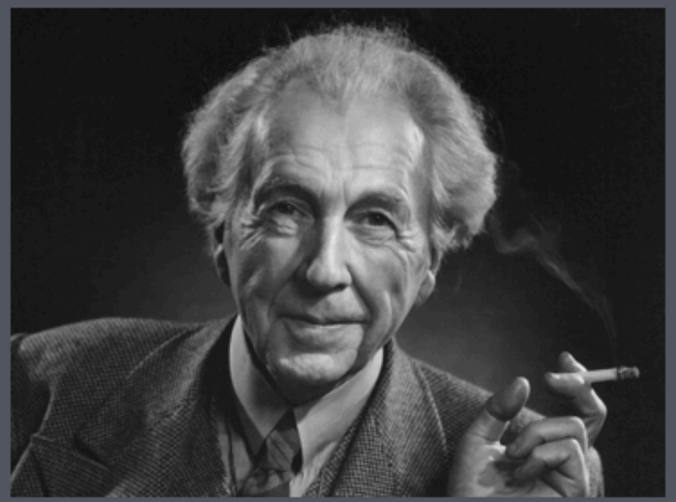
FERDINAND PIECH



ELON MUSK



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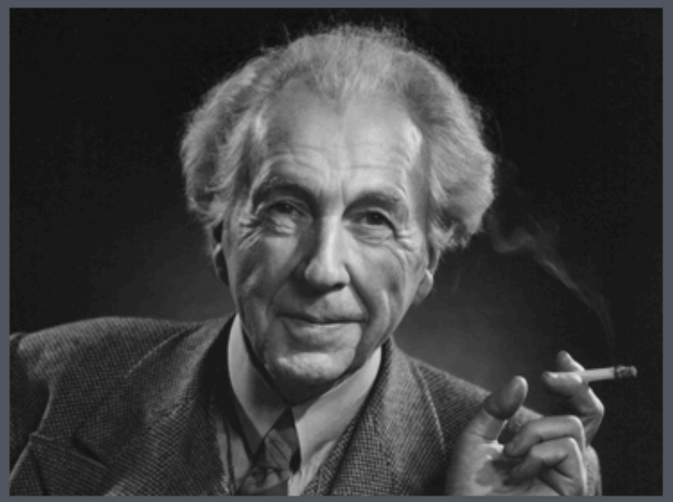

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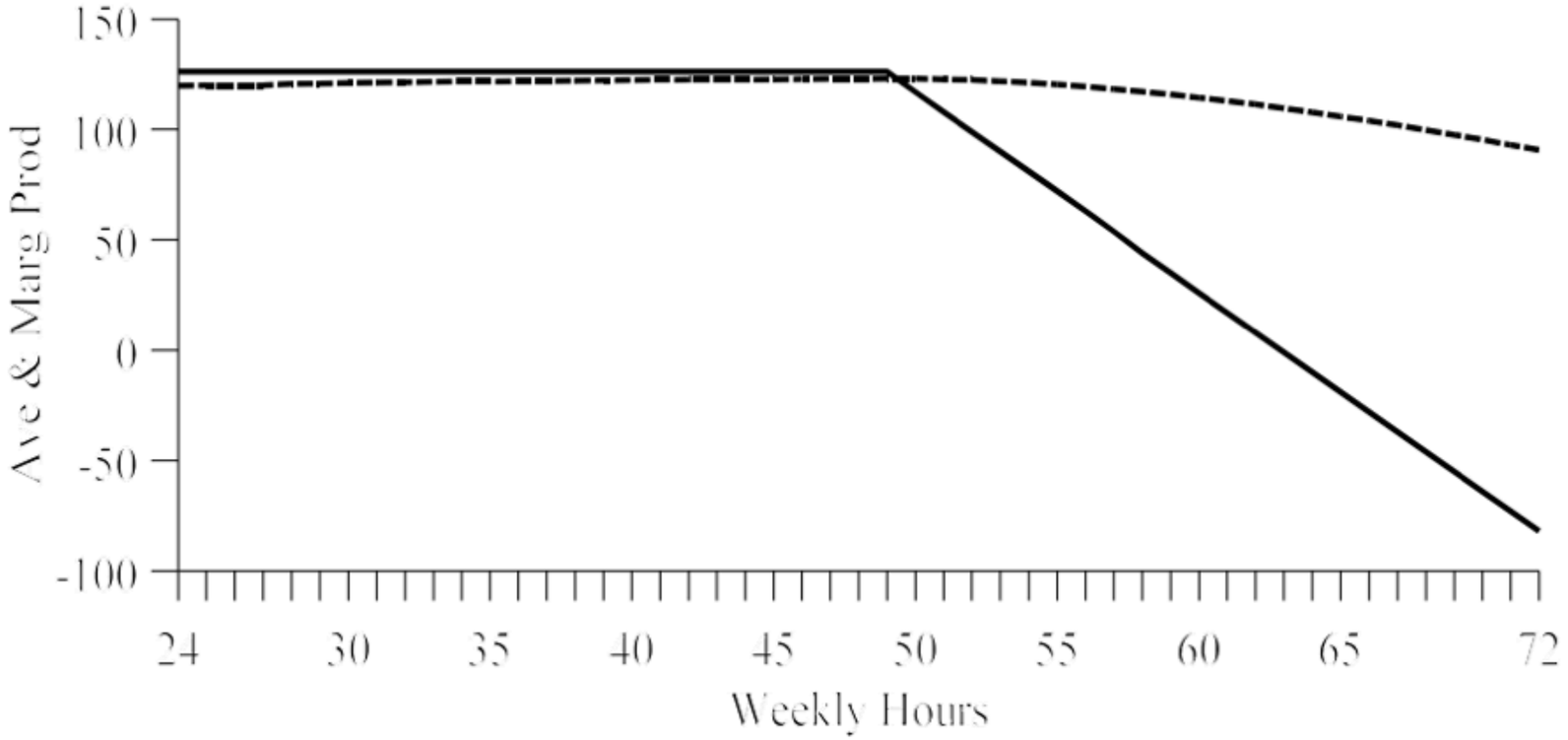
"Nobody ever changed the world on 40 hours a week"

Elon Musk

SOURCE:

Marginal Product of Hours and Average Product of Hours Implied by the Estimates in column (ii) of Table 5.



Source: Pencavel 2014

EGO DEPLETION

"Our brains are configured to make a certain number of decisions per day and once we reach that limit, we can't make any more, regardless of how important they are"

Daniel Levitin - The Organised Mind

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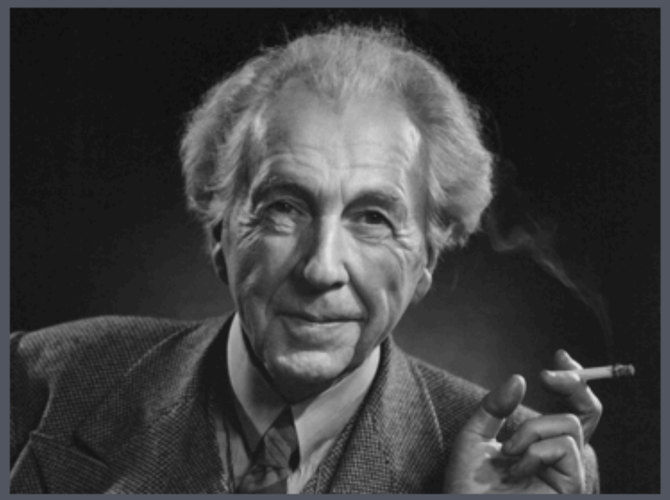
ELON MUSK



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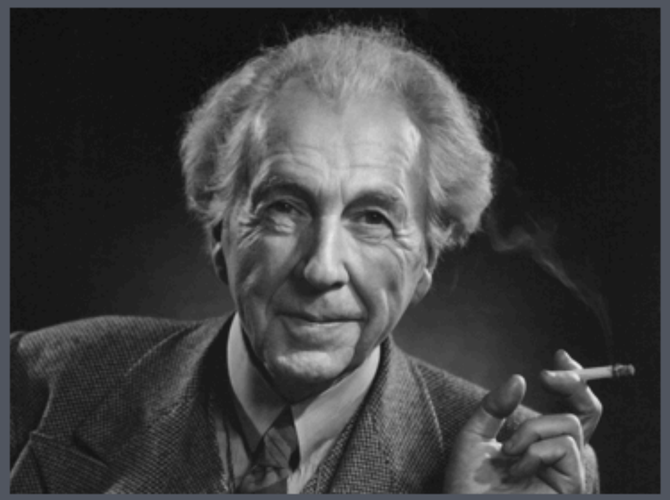

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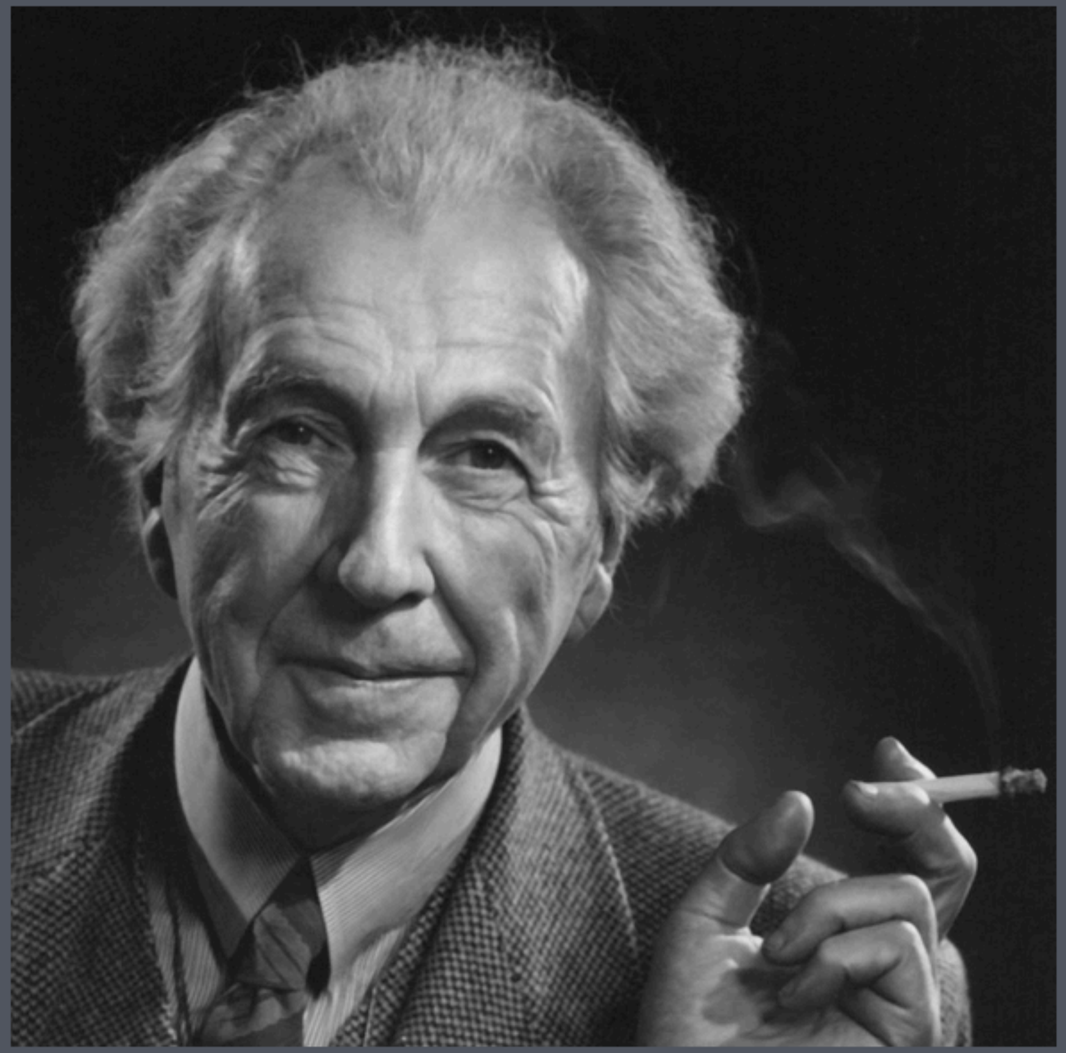
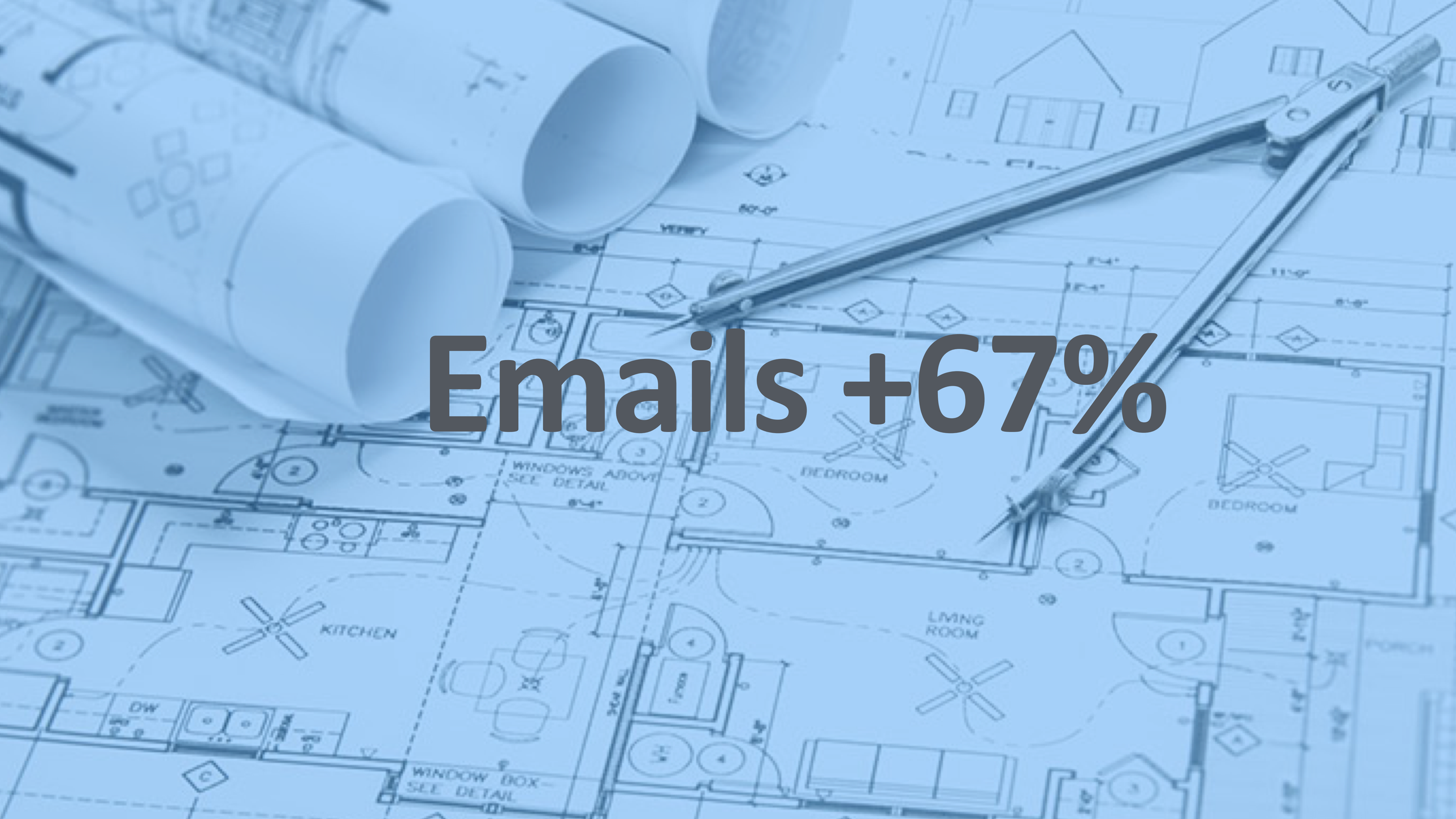


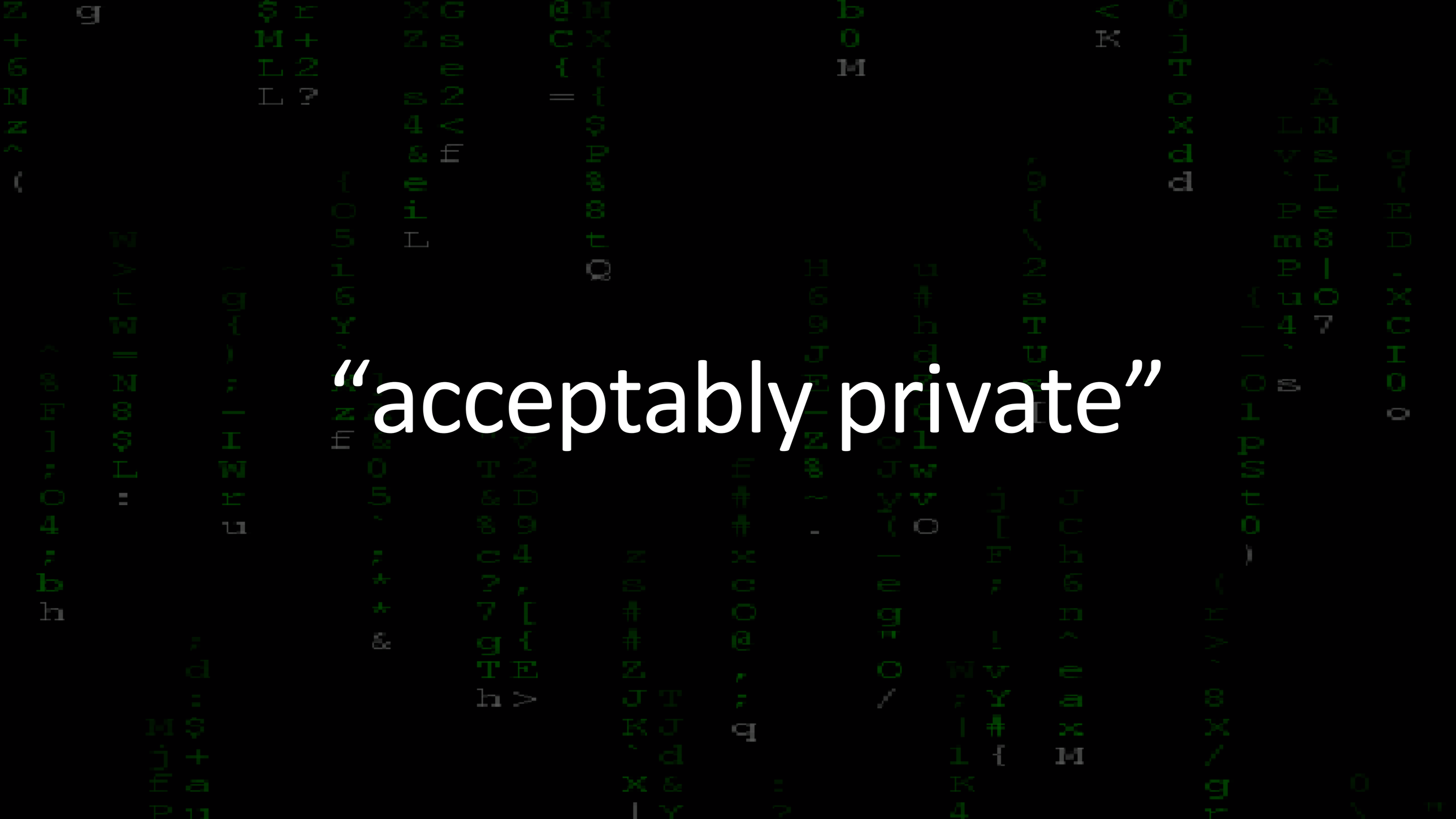
“saw walls and rooms as downright fascistic”

an observer discussing Frank Lloyd Wright


WINDOWS ABOVE
SEE DETAIL
BEDROOM
BEDROOM
KITCHEN
LIVING
ROOM
DW
WINDOW BOX
SEE DETAIL

Emails +67%

>_Coding _War_Games_


“acceptably private”

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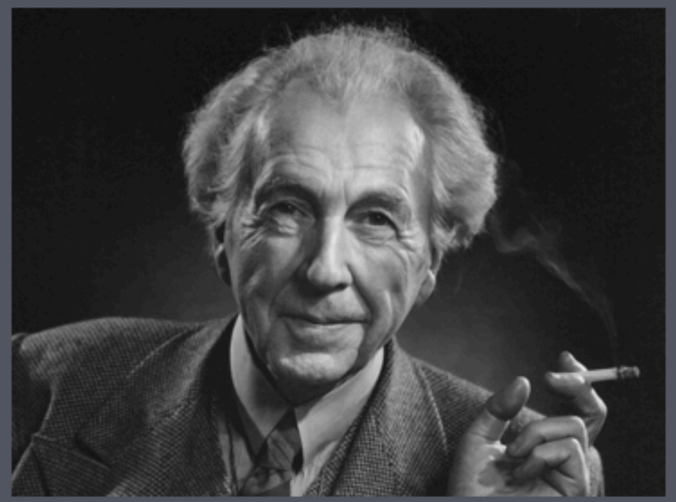

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REID HASTINGS

“We’re a team, not a family”

Reid Hastings



SOURCE: Netflix Culture Deck attributed to Hastings et al



“much of what human beings do is done in the service of belongingness”



Source: Baumeister/Leary

Loneliness: +50%
Obesity: +30%



Source: Julianne Holt-Lunstad meta-analysis covering 3.4m adults

COMPANIONATE LOVE



Source: Sigal Barsade

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FIXING WORK

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5 Ways to Love Work Again

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~~5~~ 7 Ways to Love Work Again



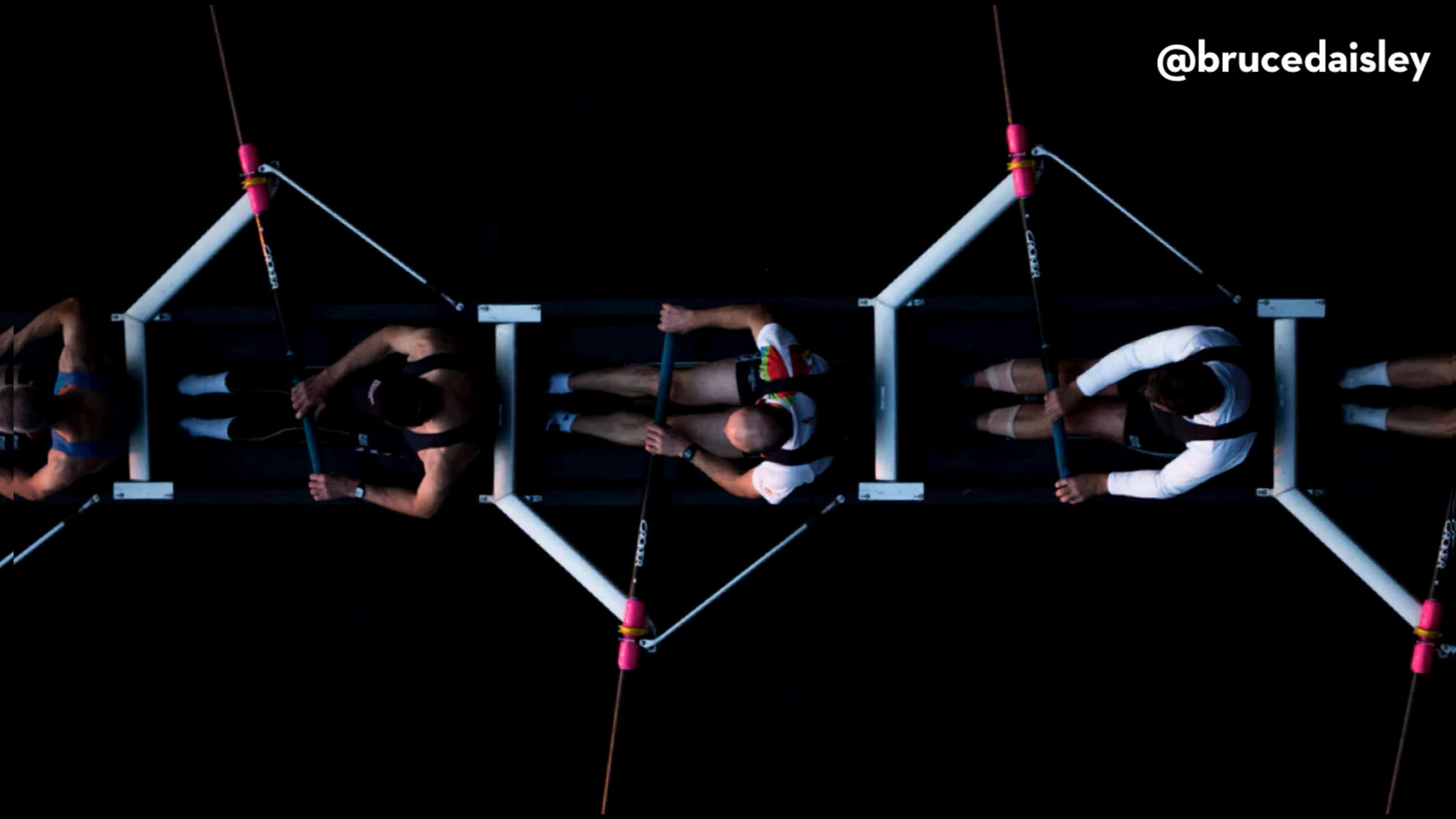
sleep

get
HAPPIER
friends



1
UNDERSTAND HOW WE THINK

2
UNDERSTAND HOW WE TEAM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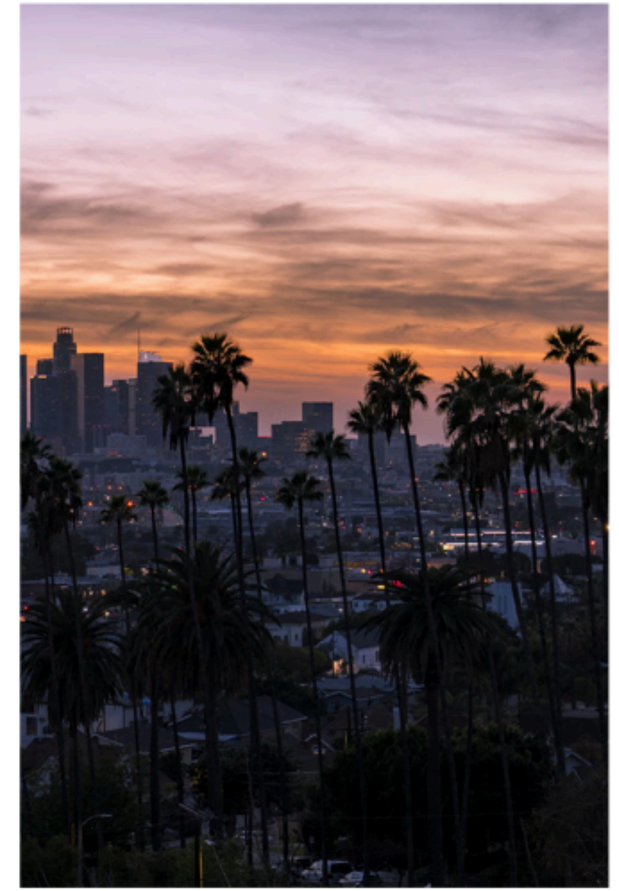
Distance









3
UNDERSTAND HOW WE RELAX



Fika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15 mins
-19% stress
23% performance



4
UNDERSTAND HOW WE SETTLE IN

‘What is unique about you,
that leads to your happiest times at work?

Reflect on a specific time when you were
acting in the way you were ‘born to act’?

SOURCE: Dan Cable, London Business School



5
UNDERSTAND HOW WE BELONG

“We’re a team, not a family”

Reid Hastings



SOURCE: Netflix Culture Deck attributed to Hastings et al



“much of what human beings do is done in the service of belongingness”



Source: Baumeister/Leary

Loneliness: +50%
Obesity: +30%



Source: Julianne Holt-Lunstad meta-analysis covering 3.4m adults

UNDERSTAND HOW WE:

1 THINK
2 TEAM
3 RELAX
4 SETTLE
5 BELONG

Source: Sigal Barsade