RiseUp Solutions

COURSE OUTLINE

Recognizing Your Work Strengths and Building Up Work Relationships with Mindfulness

OVERVIEW

This workshop helps people understand their strengths at work, and what they need from working relationships, through a psychological lens. Participants use psychological tools to assess their own strengths and needs objectively, then practise hands-on mindfulness techniques to communicate better and resolve conflict. It is designed for colleagues from the same team.

WHO IT'S FOR
Executives and managers from the same team who want to build engagement at work.

DURATION
2 days

DELIVERY
In-house · Public

OBJECTIVES

- Assess your current job satisfaction and how it links to your psychological needs
- Assess your psychological strengths with a psychological tool
- See the value of knowing your key strengths and using them on the job, for engagement and ownership
- Identify emotions that get in the way of communicating well
- Assess your level of self-differentiation at work with a psychological tool
- Learn hands-on mindfulness techniques to communicate needs and resolve conflict

MODULES

1. Am I Satisfied with My Work?

- Icebreaker: my goals at work for role and support
- What science says about job satisfaction and your health
- Activity: job satisfaction survey

2. My Work Strengths

- What strengths are and why they matter
- How stress and work strengths are linked
- Strengths vs skills vs competencies

3. Understanding My Strengths at Work

- Self-assessment of work strengths with a psychological tool
- Areas to improve based on your strengths
- Activity: Find your kaki! Using strengths at work

4. Work Strengths and Team Dynamics

- Team-building activity: using and complementing strengths
- Strategies for managing and making the most of strengths
- Activity: feedback and reflection

5. Interpersonal Challenges at Work

- Common interpersonal challenges at work
- Activity: what's your experience like?
- Why communicating well is so hard

6. Knowing Your Emotions

- Primary, secondary and tertiary emotions
- How the emotional brain affects decisions and communication
- Using mindfulness to identify emotions
- Activity: mindfulness techniques to reduce emotional reactivity

7. Being Mindful of Your 'Self' at Work

- Bowen's theory of the self
- Self-assessment of self-differentiation with a psychological tool
- How your level of self-differentiation affects relationships

8. Communication and Conflict Resolution

- Using Bowen's theory to spot ineffective responses to conflict
- Skills to communicate well and resolve conflict
- Activity: role play on communicating during a conflict

HRD Corp claimability confirmed in your proposal

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