

The Science of Optimal & Enjoyable Performance: Hacking into Flow States

“Flow is more than an optimal state of consciousness—one where we feel our best and perform our best—it also appears to be the only practical answer to the question:

What is the meaning of life? Flow is what makes life worth living”

- Steven Kotler, *The Rise of Superman: Decoding the Science of Ultimate Human Performance*

We are well aware today that positive and sustainable business outcomes are strongly related to employee engagement.

Every company wants its people to be enthusiastic, involved and committed to their work, and for good reason.

When we are fully engaged, satisfied and find meaning as employees our performance gets amplified.

We enjoy more access to our intuition and inbuilt creativity, we find inherent satisfaction in work tasks and engage in deep, ongoing learning.

This mental state of true engagement - called FLOW - was first studied by Mihály Csíkszentmihályi, an American-Hungarian professor of psychology.



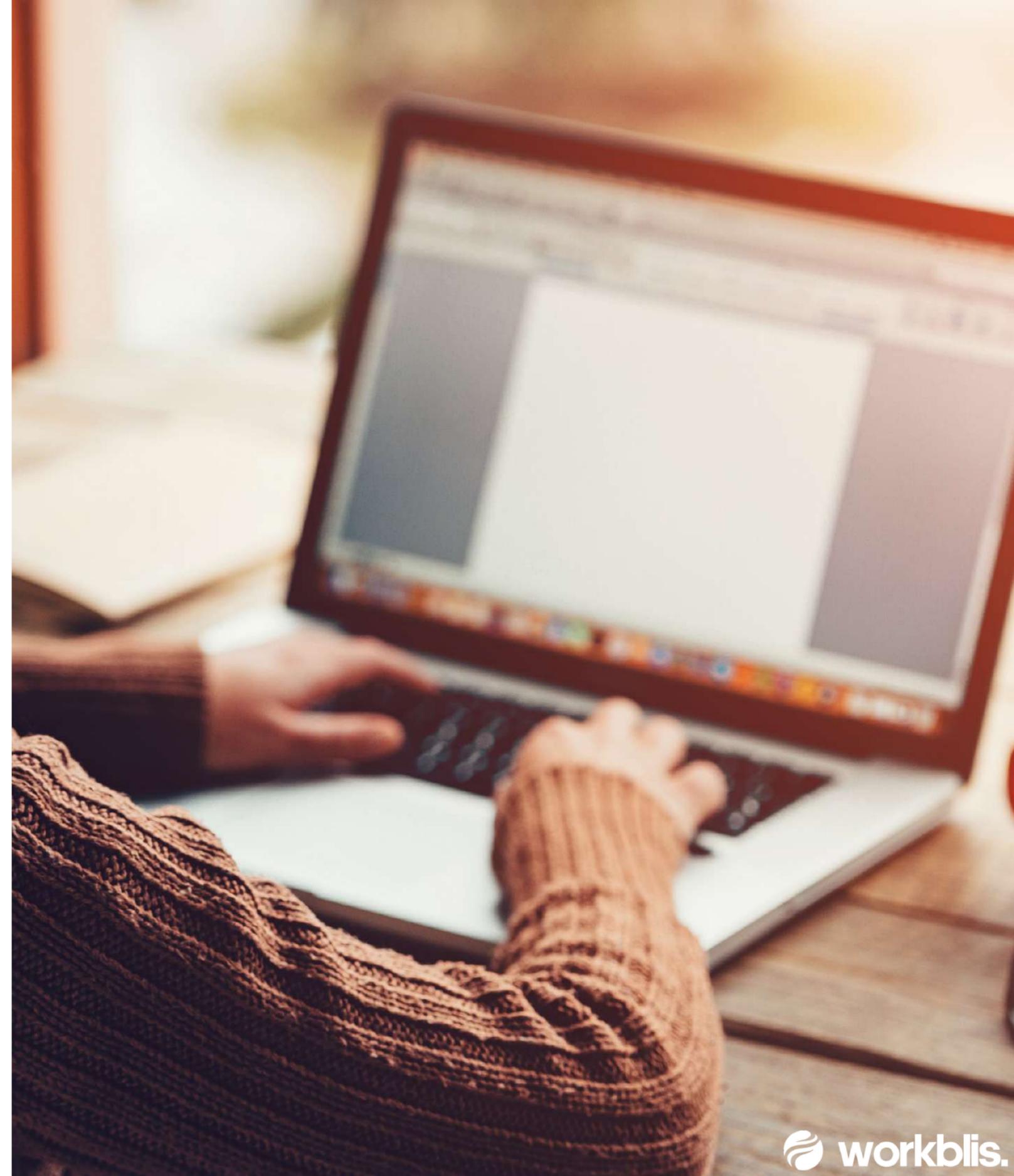
Flow is a state we reach when our perceived skills match the perceived challenge of the task at hand, we follow crystal clear goals and receive internal and/or external feedback.

In this special state we seem to forget time, work fills us with joy, and we lose our sense of self as we fully concentrate on the task ahead. Here, we are our most productive and deliver the best performance both mentally and physically.

Flow benefits the brain and the body as beneficial hormones flood our physiology, healing and motivating us.

Identifying and then cultivating conditions that enable us to experience flow rests as much with individual efforts as with the leadership and the organisational culture. In this introductory webinar we focus on tapping into and nurturing flow as employees.

During the webinar we will touch on topics such as: challenge-skill ratio, goal setting, important tasks, minimising distractions and cultivating a deep focus, the green-flag policy, the downside of multitasking and the attention residue, asking for feedback and developing a reward system.



Content:

- What is flow and why it matters for workplace efficiency
- A different kind of productivity: being busy vs. being productive
- The magical component: learning to be engaged - optimal experiences vs. happiness during the workday
- The importance of emotional states in task completion
- The 9 components and 4 conditions of flow
- Factors that hamper flow
- The flow cycle: struggle, release, flow, recovery - why we fail at the struggle phase already
- The flow model in practice: steps to create more flow at work for increased wellbeing and productivity
- Extra: Occupational Flow State Checklist

