

THE LIGHTUP MISSION

To empower people and organizations to flourish through science-backed behavior solutions.



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OUR APPROACH

THE
LIGHTUP
LAB

In today's fast changing world, soft skills are essential for people to manage uncertainty, foster innovation, and ensure lasting organizational success. The Light Up Lab's three-pillar approach integrates positive psychology, coaching, and mindfulness to create a culture of self-awareness and collaboration that helps your employees bring their best selves to work everyday. Through our engaging educational experiences, people are able to improve mental agility and performance, better manage stress and enhance overall life and career satisfaction.



The Immersion Series is designed to create transformative benefits in people and organizations. It starts with a 90-minute introductory workshop exploring the key elements of positive psychology and how participants can implement the “science of happiness” into their personal and professional lives. The Immersion Series continues with five customized 60-minute workshops drawn from our core themes.

Whether experienced as a series or a one-off workshop, our program provides tools and resources to help people take ownership of their success. Additionally, our engaging workshops are designed to enhance communication in a fun and collaborative way.



POSITIVITY



MEANING



PEAK
PERFORMANCE



CREATIVITY



SOCIAL & EMOTIONAL
INTELLIGENCE



RESILLIENCE



WISDOM



APPRECIATION



MINDSET

INTRODUCTION TO POSITIVE PSYCHOLOGY

What makes us happy? We look to science for answers. The field of positive psychology focuses on enhancing well-being and on the conditions and processes that contribute to the flourishing and optimal functioning of people, groups, and institutions.

We know that the most valuable asset of any organization is its people. **At The LightUp Lab, we take pride in working with organizations to support work-life integration and to help their people flourish - in and out of the office.** Research demonstrates that fostering happiness creates higher ROI by increasing productivity and improving employee retention. Happiness at work is essential to driving engagement and peak performance. The benefits go beyond immediate financial measures to encompass learning, creativity, agility, and resilience, resulting in long-term organizational and individual growth and development.

In this introductory session, participants will:

- Learn about the empirical research and emerging topics in the science of happiness and how to incorporate them into their work and life.
- Understand the happiness skills and mindfulness techniques that will empower them to live their happiest and most productive lives.
- Go in depth into one or more of our core themes, designed specifically with your team's needs in mind.

POSITIVITY AND OPTIMISM

Zest, passion, and joy are not just temporary emotions. They have lasting positive effects. People can train their minds just like they train their bodies to develop a more positive mindset. **Research shows that simply shifting from a negative to a positive mindset can increase employee engagement by over 50%.**

Dr. Fredrickson's "Broaden and Build Theory" demonstrates that daily experiences of positive emotions add up over time and can boost attention, creativity, and resourcefulness. Experiencing positive emotions can help people be "present", feel in control of challenging situations, and give emotional support to others.

Positive emotions contribute to important outcomes in life by supporting better relationships, better physical health, and better work performance. In fact, studies show that people are successful in large part because they are happy as opposed to expecting to be happy once they are successful. By learning how to broaden their perspective and see multiple solutions to a problem, people can change their focus from a detracting mindset to a more positive and expansive one.

Participants will:

- Learn the thought-provoking research behind positivity and optimism.
- Learn how to cultivate positive emotions and the importance of gaining a broader perspective.
- Build internal resources to refocus and "rewire" the mind.
- Change their default perspective from negative to positive.
- Experience mindfulness and coaching exercises designed to increase positivity and optimism.

MEANING AND PURPOSE

Finding meaning is strongly correlated to finding happiness. People want to have relevant impact on the world around them and to accomplish meaningful work. **Creating a deep sense of mission and purpose can help drive happiness in your organization.**

Purpose guides life decisions, influences behavior, shapes goals, offers a sense of direction, and creates meaning. When employees engage in meaningful work and have a shared future vision with their organization, their engagement skyrockets. They are able to experience “flow” states that enable them to be resilient in the face of set-backs and feel more connected to their work and the people around them.

Research shows that only about 30% of employees are engaged with their work. This lack of engagement impacts productivity and results in heightened employee turnover. Studies also show that financial compensation is only part of the equation when it comes to employee retention; finding meaning and purpose in work is becoming far more important for the increasingly educated talent force.

Participants will:

- Understand the difference between a “good life” and a “meaningful” life and what truly leads to sustainable happiness.
- Delve into the importance of living in alignment with their core values and explore their values through reflective and mindfulness exercises and by taking the Personal Values Assessment (PVA).
- Learn their unique strengths by taking the VIA Character Strength assessment and learn to maximize impact and engagement by focusing on their unique set of character strengths.
- Experience open awareness meditation and reflection techniques.
- Understand and experience the importance of self-permission to live a purposeful life.
- Create a purpose statement.

PEAK PERFORMANCE

Flow is described as the psychological experience of being intensely involved and engaged in what one is doing. When in flow, there is a deep focus on the task at hand and performance unfolds as one intended action after another – in other words, it means being “in the zone.” Experiencing flow is intrinsically rewarding and draws those who experience it back to their optimal psychological state.

In a state of flow, one loses feelings of self-consciousness and the worries about judgement from others, which leaves employees feeling highly motivated to perform their responsibilities.

This workshop is designed to help increase the amount of flow and engagement in work and in people’s daily lives by helping them practice being in a state of attention and focus.

Participants will:

- Learn the neuroscience behind multitasking and why it impedes focus, creates distress, anxiety, and inefficiency.
- Engage with research and practices to break the cycle of stress and distraction by using coaching tools to identify and effectively deal with distractions.
- Practice meditation focused on bridging “open awareness” and “focus” techniques.
- Learn why goals and achievements are so important and how they can increase career satisfaction.
- Learn how to set well-defined “SMART” goals.
- Learn how to improve time management to create more time to focus on the goals that are more meaningful through our coaching exercises.
- Learn the power of visualizing their goals through the “Best Possible Self” visualization exercise.

CREATIVITY AND INNOVATION

Being creative in the workplace goes far beyond making the prettiest spreadsheet or the most colorful PowerPoint presentation. Instead, there are two main ways that creativity is essential in the workplace: innovative thinking and creative problem solving.

Innovative thinking involves generating novel ideas and doing things differently or doing things that have never been done before. Creative problem solving comes into play when trying to fix an issue that has many possible resolutions. While a lot of problems in the workplace have one or two clear solutions, creative people have the ability to look at all dimensions of the issues and come up with non-obvious and progressive solutions.

Creativity is an integral part of what makes people human and has no limits. The creative process pushes people to expand their thinking to find growth and innovation. **Albert Einstein once said that “the true sign of intelligence is not knowledge, but imagination.”**

Unfortunately, people are taught conformity from a young age leading to a loss in creativity. Society creates filters that don't allow people to be fully creative. In this workshop, participants learn how to reframe failure, which is a creativity killer, and retrain the mind to access inner creativity.

Participants will:

- Learn the divergent thinking method and practice it through experiential and collaborative exercises.
- Learn the neuroscience of how meditation enhances creativity and engage with the practice.
- Learn how to unlock our creative inner self and reframe failure through coaching exercises.
- Learn the scientific research and tremendous health benefits of playfulness and how to add playfulness and joy to life through an inner-child exercise.

SOCIAL AND EMOTIONAL INTELLIGENCE

The benefits of good working relationships include a higher level of innovation and creativity in the workplace. They enable your people to focus on opportunities rather than spending energy trying to overcome the problems associated with poor work relationships.

People who feel a strong connection to their organization and have a sense of camaraderie with their colleagues are happier and less likely to burn-out. Building and maintaining good working relationships increases engagement and commitment to the organizations.

Focusing on increasing levels of emotional intelligence (EQ) and social intelligence (SQ) is one way to build strong relationships. **People with higher EQ and SQ are more creative, more solution-focused, and more successful in business.** They can also manage difficult situations more effectively and display leadership qualities such as self-confidence, motivation, empathy, and decisiveness. Empathy is the ability to focus on and understand the needs of others. It is a **critical skill for making meaningful personal and professional connections**, which improves leadership, management, and collaboration.

Participants will:

- Learn about positive resonance, brain coupling, and mirror neurons.
- Learn the concepts of cognitive empathy, emotional empathy, and empathetic concern.
- Understand how to activate social and emotional intelligence to build strong and meaningful relationships at work.
- Experience mindfulness and coaching techniques designed to improve and cultivate positive relationships.
- Enhance communication skills through active, constructive responding and active mindful listening by participating in interactive exercises.

STRESS RESILIENCE

Resilience is the ability to withstand, recover, and grow in the face of stressors and changing demands. **The World Health Organization named stress the health epidemic of the 21st century.**

Employees that become overwhelmed and turn to unhealthy coping mechanisms to manage their stress impact morale and the performance of an organization.

Correspondingly, resilient people are better at coping with stress. They remain calm, manage emotions, guard against burnout, and remain productive. Resilient people can tap into inner resources, i.e. skills and strengths to cope and recover from problems, setbacks, and challenges. People that can manage personal and professional setbacks help themselves and their organization thrive and flourish. They can recognize and manage their own feelings and understand the feelings of others. They can make sense of past experiences and learn from them. Your organization becomes stronger with more resilient people.

Resilience is about knowing how to recharge and learning to deal with problems more effectively. Research shows that resilience can be learned and cultivated.

Participants will:

- Learn the science behind stress and resilience.
- Learn how reframing the effects of stress from a positive light is the key to developing resilience.
- Learn the deep connection between resilience and purpose.
- Develop a toolkit for managing stress and developing resilience.
- Experience mindfulness and coaching techniques designed to manage stress, regulate emotions, and build resilience.

WISDOM AND LEADERSHIP

Wisdom guides our thinking, attitude, and overall mindset. It pushes people to break through boundaries and to see beyond the obvious. It can be defined as the ability to think and act using knowledge, experience, understanding, common sense, and insight. People can cultivate wisdom by embracing diversity of thought and encouraging independent thinking, which stimulates new ways of doing things.

Wisdom is the most important quality for transformational leaders. Many studies have shown that transformational leadership contributes to engagement and performance, as well as job satisfaction and organizational commitment for their employees. Someone's immediate leader drives almost 70 percent of follower's perceptions of the workplace. Therefore, anyone who is managing even one person should learn how to act as a transformational leader.

“If you change the way you look at things, the things you look at change.” — Wayne Dyer

Participants will:

- Define what happiness means to them, personally and professionally.
- Understand transformational leadership research and applications and its impact on your organization.
- Learn how to act as a transformational leader.
- Experience a mindfulness technique designed to cultivate feelings of positivity, focus, and accomplishment.

APPRECIATION

The benefits of practicing gratitude are nearly endless. Empirical evidence suggests that practicing appreciation and gratitude is most strongly associated with mental health. People who regularly practice gratitude by taking time to notice and reflect upon the things they're thankful for experience more positive emotions, feel more alive, sleep better, express more compassion and kindness, and even have stronger immune systems.

Simply by writing down positive things that happen and actively acknowledging those who have a positive influence in their lives, people become better at recognizing the good in their lives. This naturally helps people feel more grateful and thankful more often. **These simple practices can “rewire” the mind and enhance well-being without ever changing one’s circumstances.** The mind begins to look for the good in a situation first and the problems second, if at all.

Participants will:

- Learn the powerful research behind gratitude and why it matters to happiness.
- Learn how to practice gratitude in daily life through targeted coaching exercises.
- Experience a mindfulness practice designed to cultivate feelings of gratitude and positivity.
- Learn how to reframe any situation with gratitude.

MINDSET

Did you know that happiness is within your control? Prominent researcher Sonja Lyubomirsky and her colleagues conducted an analysis of 225 studies and found strong evidence that in fact happiness is the driver of success in all aspects of life - from health, to personal relationships to professional accomplishments.

In her book, *The How of Happiness*, she explains that about 40% of our well-being is driven by people's mindsets. The habits you cultivate, the way you interact with coworkers, how you think about stress—all these can be managed to increase your happiness and your chances of success.

Participants will:

- Understand fixed mindset and growth mindset.
- Learn about the empirical research and emerging topics in the science of happiness and how to incorporate them into their work and life.
- Understand Self-Determination Theory and its applications.
- Learn how to conquer the negativity bias and create an optimistic mindset.
- Learn the science behind forgiveness for self and others to let go and move on.
- Understand the happiness skills and mindfulness techniques that will empower them to live their happiest and most productive lives.
- Experience a mindfulness technique designed to cultivate feelings of positivity, focus, and accomplishment.