

USING NEUROSCIENCE TO BUILD HIGH PERFORMANCE TEAMS

Elaine Sullivan

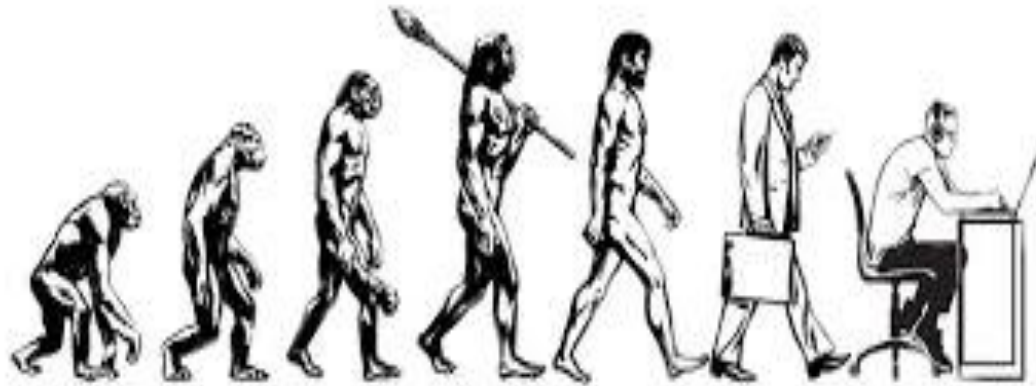
Skybrook Consultants Ltd

Elaine@SkybrookConsultants.co.uk

+44(0)7980 930252



Neuroscience 101 – What is Neuroscience?

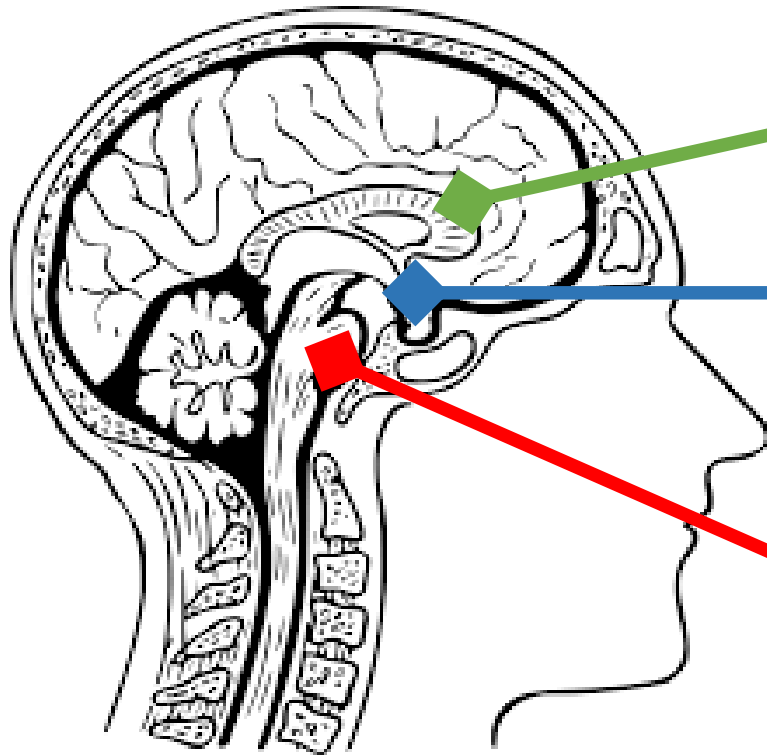


NEUROSCIENCE

- Behavioural neuroscience
- Cognitive neuroscience
- Developmental neuroscience



Neuroscience 101 – How our brain developed



- **Cerebral Cortex**

- Pre-Frontal Cortex (The Executive Function)

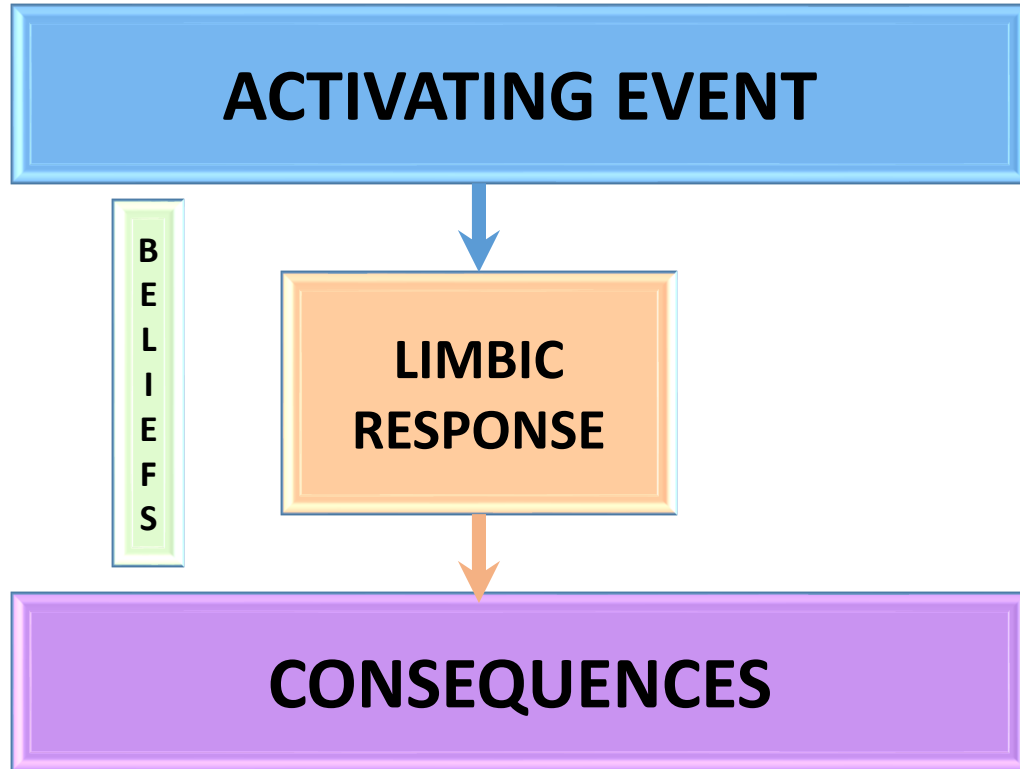
- **Limbic System**

- Hippocampus (Our Memory 'Processor')
- Nucleus Accumbens (Our Reward Centre)
- Amygdala (Our Safety Trigger)

- **Brain Stem**



Survival of the individual – The Limbic system



FIGHT, FLIGHT & FREEZE

The instinctive reaction

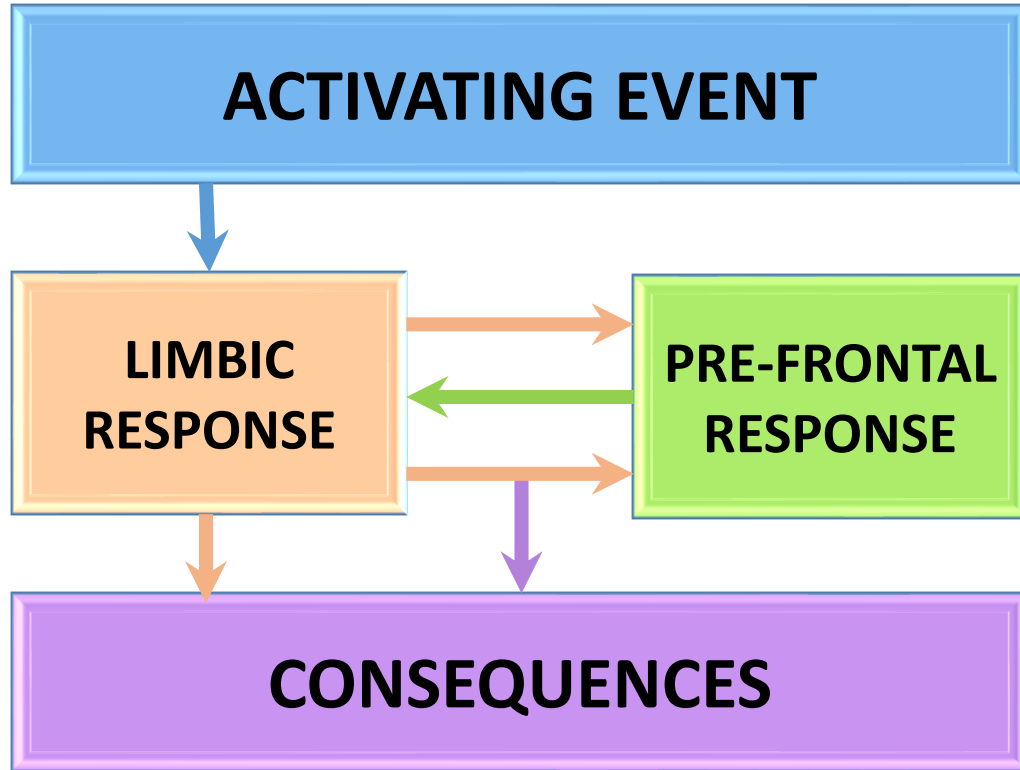
- Hormonal response, body galvanised for action



- Caveman's 3 second rule



Survival of the individual – Executive thinking



PRE-FRONTAL CORTEX

The Executive Function

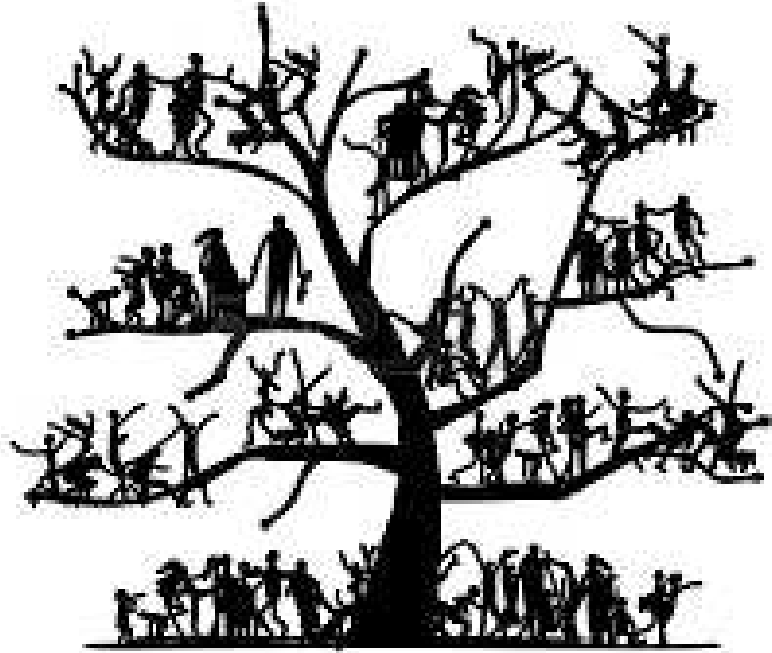
- Instinctive Limbic region now regulated by Pre-Frontal response



- Today's state of hyper arousal



The maturing brain - Survival of the tribe



RELATEDNESS AND ATTACHMENT

Established between womb to 2 years of age

- Community over individual
- Protection in youth / age
- Need to conform to be part of a tribe
- Our tribe reinforce our behaviours
- Characteristics differ between tribes



The maturing brain - Emotions and empathy



EMOTIONAL IDENTITY

2 years to 7 years of age

- Physical / Emotional, the pain is no different
- Emotional response related to peripheral biology, i.e. body not mind
- Empathy fuels connection
- Mirror neurons, soft-wired for empathy
- Self-hood increases empathic maturity
- Empathic distress - We ALL pick up on each others emotions



Expression of Self



INDIVIDUALITY AND STATUS

From 2 years on

- Individuality is influenced by our tribe
- Shaped by experience and environment as much as genes
- Development of self continues throughout life
- Enhancement of self triggers our reward circuitry
- Self-esteem (and Status) is based upon our view of the 'pecking order'



Intrinsic Motivation

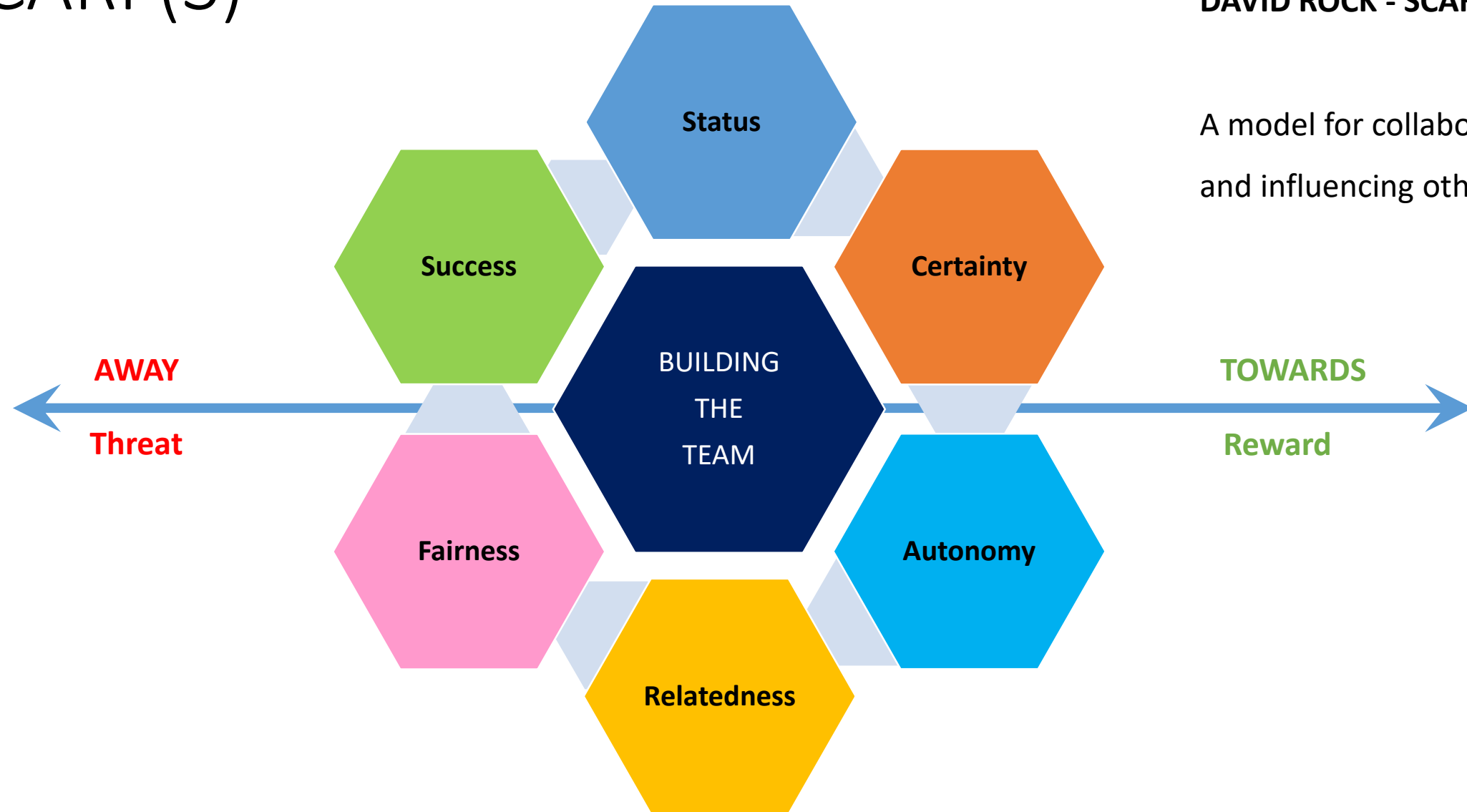


WHY REWARDS DON'T ALWAYS WORK

- We need to constantly grow and contribute
- We are achieve more when things are fun
- Our challenges need to be the right size
- Our challenges need to be our own
- We need to be the centre of the initiation of our own behaviours (autonomous)
- We need feedback from the challenge not from others



SCARF(S)



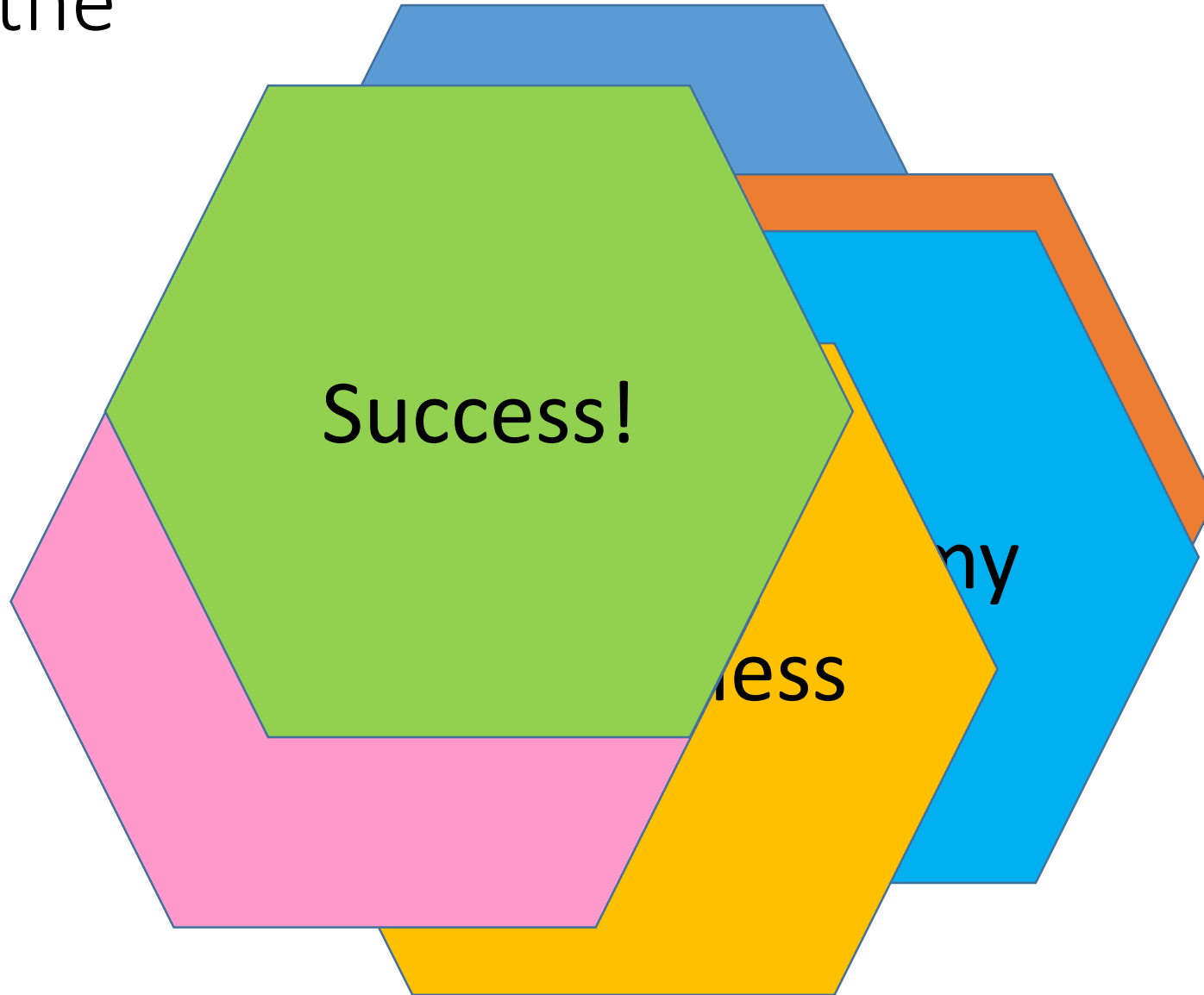
DAVID ROCK - SCARF

A model for collaborating with
and influencing others



Building the
Team

High
Performance



USING NEUROSCIENCE TO BUILD HIGH PERFORMANCE TEAMS

THANK YOU

Elaine Sullivan

Skybrook Consultants Ltd

Elaine@SkybrookConsultants.co.uk

+44(0)7980 930252

