

# CULTURE

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Culture



## 3 Big Deals:

### **Big Deal #1: Your prefrontal cortex (PFC) is priceless**

- The seat of creativity, innovation, empathy, and collaboration
- Controls willpower
- Allows us to think critically and problem solve

### **Big Deal #2: Threat to the brain is threat to the brain**

- Triggered by threat and stress (fight or flight)
- Shuts down the PFC to redirect attention to the body
- Elevates stress hormones such as cortisol

### **Big Deal #3: Emotions run the show**

- Essential for learning and memory
- Accelerate the PFC for 'ain't no mountain high enough' moments
- Accelerates threat for '10 o'clock news' moments



## Impact of Threat:

- Overproduction of stress hormones
- Disrupts memory, sleep, immune system
- Triggers negative thoughts and feelings
- Narrows peripheral vision
- Cripples the ability to see options
- We become wholly focused on self
- Starts to feel normal

*Threat is as crippling to the brain as arthritis is to the body.*

*John Medina*



## Top 10 Threats:

- Social rejection
- Perceived lack of honesty
- Change
- Unclear/unrealistic expectations
- Lack of resources
- Risk of loss
- Humiliation
- Micromanagement
- Perceived favoritism
- Lack of meaningful work

*Your brain doesn't care if the threat is physical, emotional, or psychological. Real or perceived. Past, present, or predicted for the future. Threat to the brain is threat to the brain.*





How am I creating this?

What is mine to own?

What problem needs to be solved?

What options are available?

What actions do I need to take? (who can help?)

What is the learning? (learning is winning)

**LINE OF ACCOUNTABILITY**



Who/what can I blame?

Who/what can I criticize/condemn/criticize?

Who can I compare myself to?

Who is coming to save me?

How many ways can I play the victim?