

# PERMISSION TO BE HUMAN AT WORK

Thriving under Pressure

Rebecca C. Morrison, JD, CAPP



# MEET BECKY

Georgetown Law

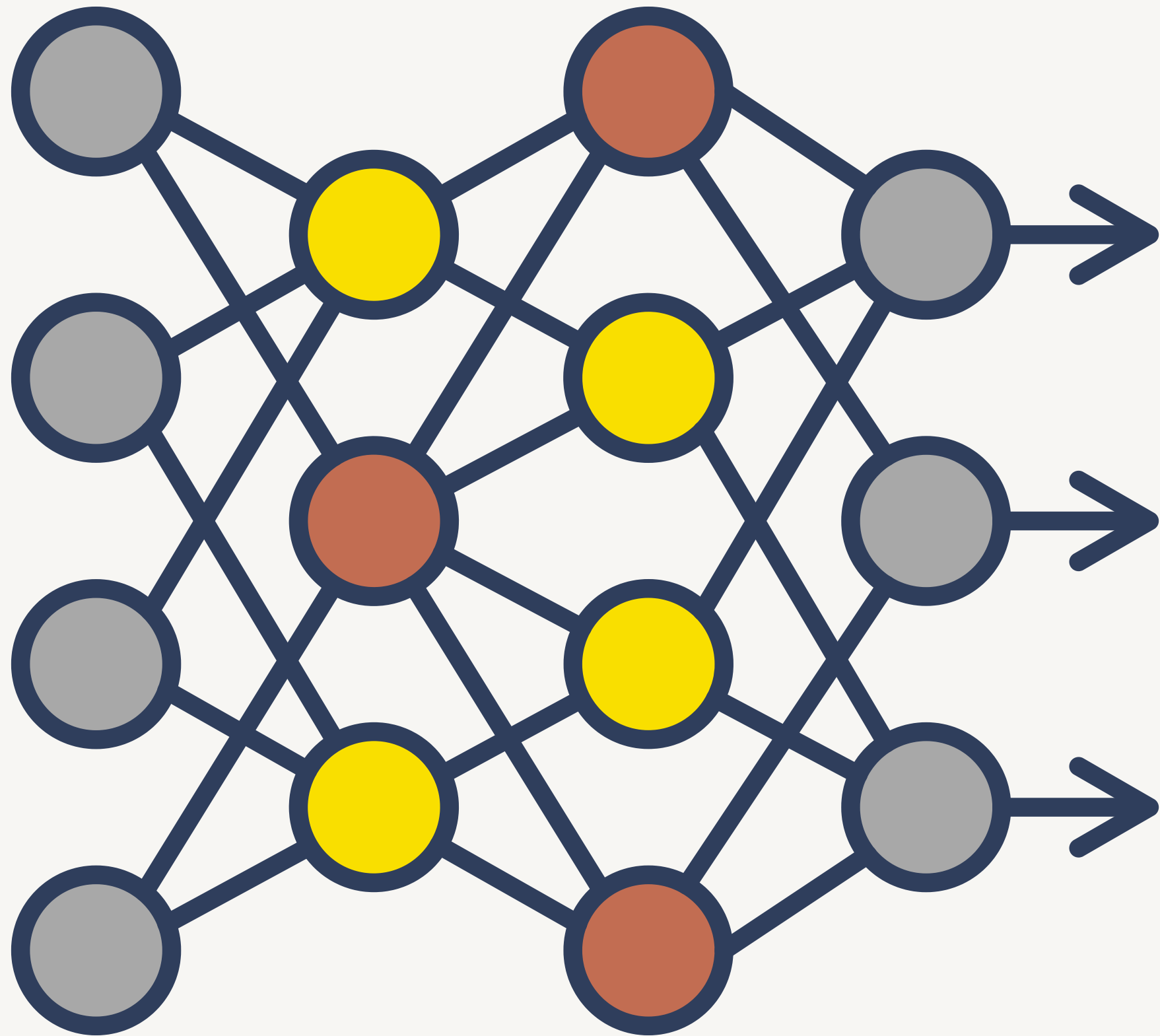
Certified Executive Coach -  
UC Berkeley

Certified Applied Positive  
Psychology Practitioner

15+ years in Biglaw & Finance

Author of The Happiness Recipe:  
A Powerful Guide to Living What  
Matters

# IS THIS REALLY IT?



THE MODEL  
DOESN'T WORK  
FOR HUMANS

HAPPINESS  
ISN'T A SIDE  
EFFECT OF  
SUCCESS.  
IT'S A CAUSE

# THE RESEARCH Impact of Happiness

Happiness is correlated with:

- Stronger Immune Systems
- Longevity
- Better Sleep
- Less Burnout
- Better Decision Making
- Creative Problem Solving
- Increased Earning, Sales & Productivity
- Better Relationships
- Increased Profitability

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(Diener & Biswas-Diener, 2008, Tov. et al., 2022).

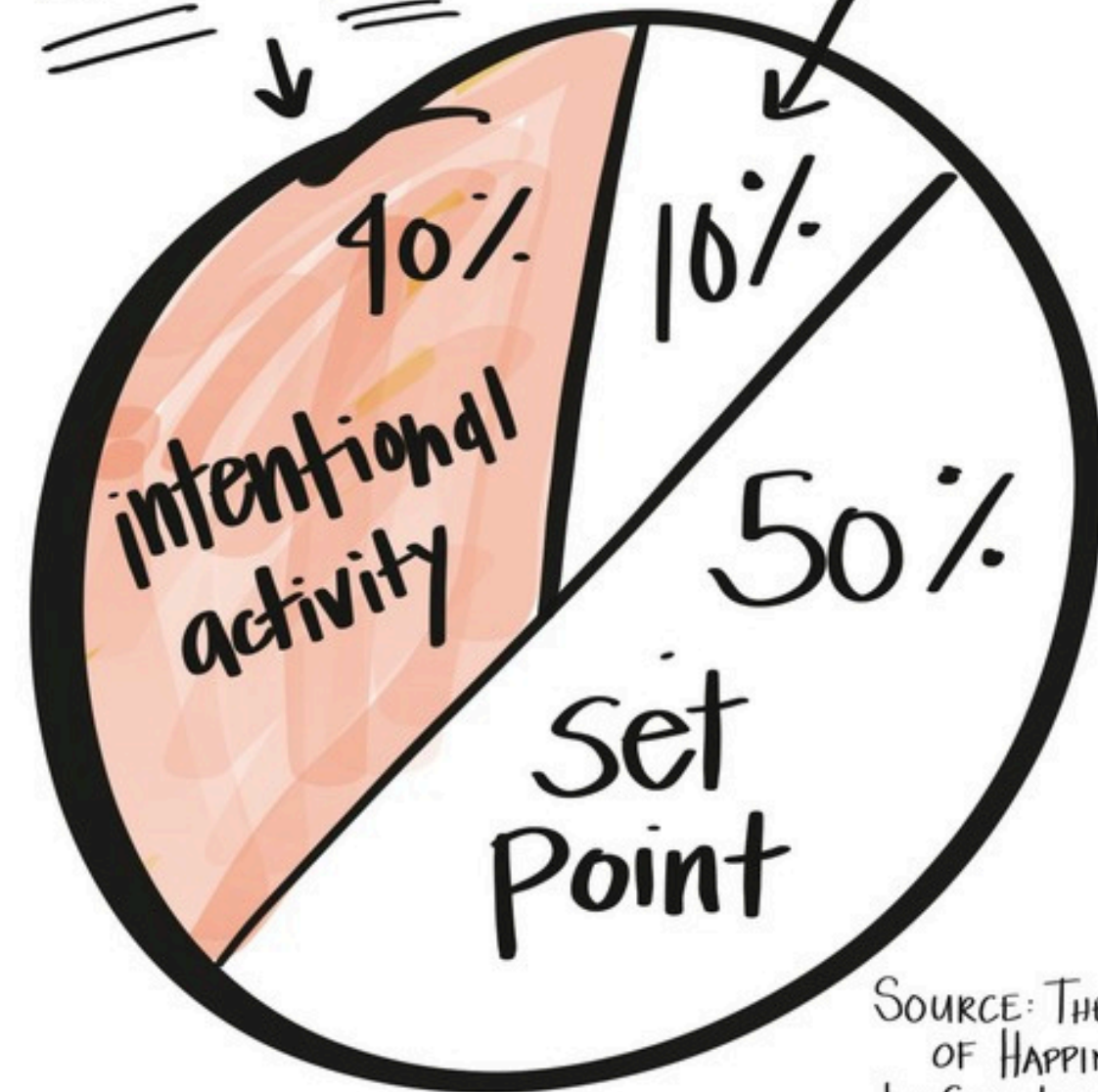
SAME GOALS.  
SAME CAPABILITY.  
SAME STRESS.

DIFFERENT  
RESULT.

WHY?

# the happiness pie

THE GOLD



circumstances

- health
- wealth
- job title
- age
- relationship status
- geography

SOURCE: THE HOW  
OF HAPPINESS  
by SONJA LYUBOMIRSKY

WE HAVE MORE  
CONTROL OVER  
OUR HAPPINESS  
THAN WE THINK



UNDER STRESS,  
WE AVOID  
EMOTIONS OR WE  
FORCE THEM -  
NEITHER WORKS.

# THE RESEARCH

## Stress isn't all bad

### Benefits of Stress

- Stress can increase focus.
- Stress can be a motivator.

### Downsides of Stress

- When we view stress as a negative it becomes harmful.

Physiologically stress is a normal body response.

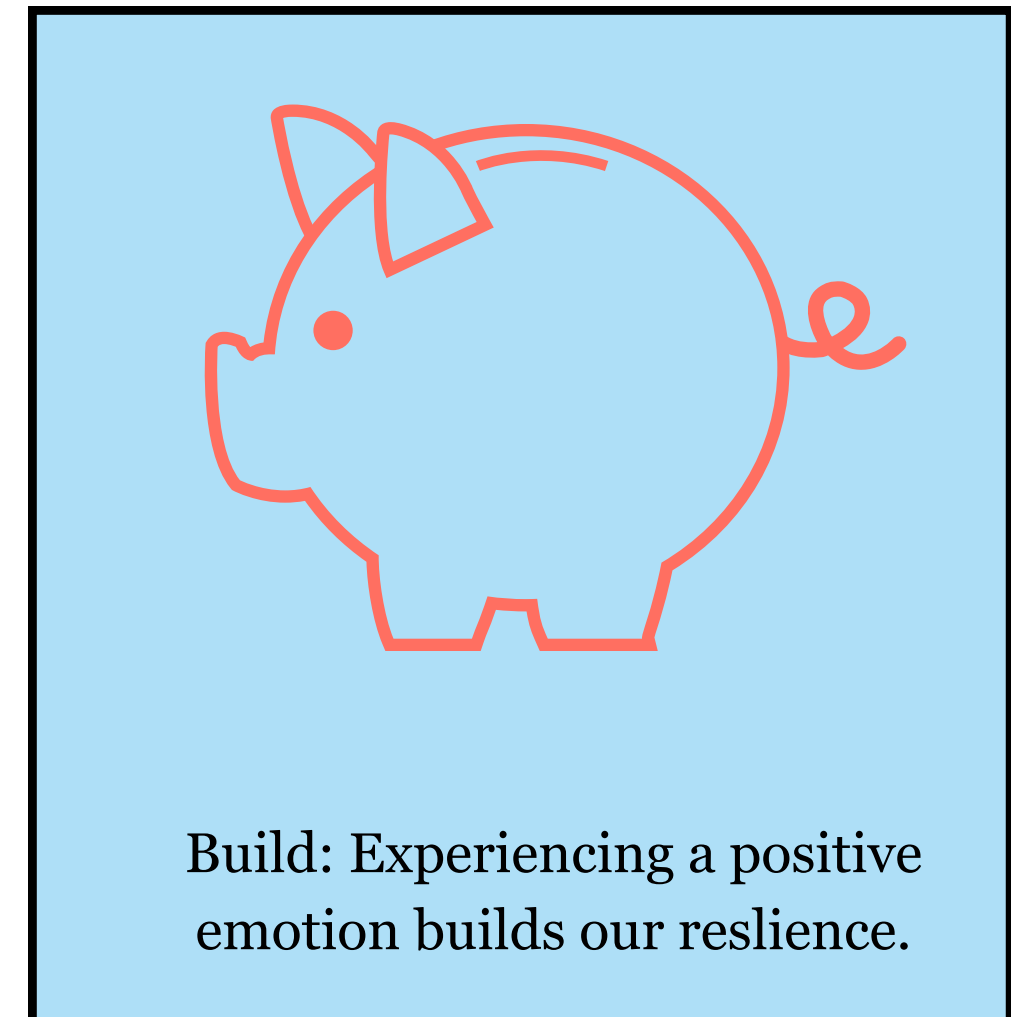
We can choose to view it as something our body/mind are doing to help us rise to the challenge.

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(McGonigal, 2015).

# THE RESEARCH

## Positive Emotions



# THE RESEARCH

## Positive v. Negative

### Negativity Bias

- Our brain is trained to look for risk.
- This means risk is louder than reward.

### Hedonistic Adaptation

- When something good happens, we return to our natural set point quickly.
- When something bad happens, the bounce back is slower so the lesson is stickier

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(Brickman et al., 1978, Tov, et al., 2022)

# YOU HAVE TO NOTICE & SAVOR



UNDER STRESS,  
WE DON'T  
CONNECT WITH  
OTHERS

# THE RESEARCH

## Connection is Foundational

The presence or absence of satisfying relationships is one of the key differentiators between very happy and unhappy people.

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(Diener & Seligman 2002).



UNDER STRESS,  
WE JUST SAY YES

WHAT ARE  
YOU GIVING  
UP BY SAYING  
YES?



UNDER STRESS,  
WE USE  
PERFECTION TO  
CONTROL THE  
OUTCOME

JUST LIKE WE  
NEED TO SAY  
NO, WE NEED  
TO HEAR NO.



UNDER STRESS,  
WE LET OTHERS  
DEFINE OUR  
SUCCESS.

PAUSE  
PURPOSE,  
START WITH  
MEANING.



UNDER STRESS,  
WE PERFORM  
WITHOUT  
RECOGNITION  
AND WE BURN  
OUT.

# THE RESEARCH Burnout Factors

Burnout can be caused by:

- Workload
- Lack of Control
- Poor Relationships
- Values Mismatch
- Lack of Fairness
- Lack of Recognition or Reward

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(Moss, 2021)

YOU NEED  
TO  
RECOGNIZE  
YOURSELF.

WHERE ARE  
YOU TRYING  
TO SUCCEED  
IN WAYS THAT  
REQUIRE YOU  
TO STOP BEING  
HUMAN?

# CONNECT WITH BECKY



[www.untanglehappiness.com](http://www.untanglehappiness.com)



[www.linkedin.com/in/beckymorrisonbfs](http://www.linkedin.com/in/beckymorrisonbfs)



[@the.becky.morrison](https://www.instagram.com/thebeckymorrison)



[becky@untanglehappiness.com](mailto:becky@untanglehappiness.com)

